

Priory Park Tennis Club, Kew

Sustainability and Inclusion Policy

Date adopted: November 2025

Next review: November 2026

1. Purpose

PPTC is committed to being a sustainable, inclusive, and community-focused tennis club.

We recognise our responsibility to protect the environment, promote diversity and wellbeing, and encourage sustainable lifestyles. Our aim is to make tennis accessible, enjoyable, and environmentally responsible for everyone in our club community.

2. Scope

This policy applies to all areas of the club's operation, including:

- Facilities and grounds
- Events, coaching, and competitions
- Procurement and purchasing
- Member, visitor, and volunteer activities

3. Our Commitments

3.1 Environmental Sustainability

We are committed to reducing our environmental impact and promoting sustainable practices throughout the club.

We will:

- Use energy-efficient lighting, heating, and appliances in the clubhouse.
- Monitor energy and water use and identify ways to improve efficiency.
- Use eco-friendly cleaning and maintenance products on courts and grounds.
- Reduce single-use plastics and provide clearly labelled recycling bins.
- Compost green waste from groundskeeping activities.
- Source goods and services from local, ethical, and environmentally responsible suppliers.
- Maintain our green spaces to support biodiversity and pollinator-friendly planting.

Sustainable Travel and Cycling

We are committed to reducing our carbon footprint by encouraging members and visitors to use sustainable travel options.

We will:

- Promote cycling and walking as preferred ways of travelling to the club.
- Share information about local walking and cycling routes.
- Encourage car sharing for those who need to drive, especially to events such as 'away matches'

3.2 Accessibility and Inclusion

We are committed to creating a club environment that is open, welcoming, and accessible to everyone.

We will:

- Provide opportunities for people of all ages, backgrounds, and abilities to participate.
- Support individuals with physical or learning disabilities, neuro-diversity, or mental health challenges through inclusive coaching and adaptive sessions wherever possible.
- Ensure our facilities are as accessible as possible, including entrances, toilets and seating areas.
- Create an environment that is free from discrimination, and make clear that racism, bullying, or any form of harassment will not be tolerated.

3.3 Mental Health and Wellbeing

We believe sport plays an important role in promoting both physical and mental wellbeing.

We will:

- Promote tennis as a way to improve mood, build confidence, and connect with others.
- Offer social and other events such as group sessions, tournaments, and social gatherings.
- Create a culture of kindness, respect, and belonging within the club.

3.4 Diversity and Equal Opportunity

We value the diversity of our members and community, and we are committed to providing equal opportunities for all.

We will:

- Ensure fair and equal access to membership, coaching, volunteering, and employment.
- Encourage participation from underrepresented groups, including young people, older adults, and ethnic minorities.
- Take a zero-tolerance approach to discrimination, harassment, or bullying of any kind.
- Not tolerate any form of racist behaviour, language, or conduct, whether direct or indirect, and will take appropriate action against it.
- Promote a culture of respect, fairness, and equality, where everyone feels valued and included.
- Celebrate diversity through club events, communication, and representation that reflect our whole community.

3.5 Community Engagement

We are proud to be part of a vibrant local community and aim to use tennis as a way to connect people and promote positive change.

We will:

- Partner with local schools, charities, and organisations to increase access to tennis and physical activity wherever possible.
- Support community and charity events that promote health, inclusion, or sustainability.
- Encourage members to volunteer in club and community initiatives.

4. Implementation and Monitoring

- The Club Committee will oversee this policy and ensure its commitments are put into practice.
- The club will regularly monitor:
 - Energy and water consumption
 - Waste reduction and recycling levels
 - Diversity and accessibility of membership
 - Uptake of cycling and active travel options
- Members' feedback and ideas for improvement will be actively encouraged.

5. Review

This policy will be reviewed annually to ensure it continues to reflect best practice and the club's evolving priorities.

6. Statement of Commitment

PPTC is committed to being an environmentally responsible, inclusive, community club.

Through sustainable practices, and an open, respectful culture, we aim to make our club a place where everyone can play, belong, and contribute to the club.

7. Reporting and Disciplinary Procedures

PPTC takes any incident of discrimination, racism, harassment, or bullying extremely seriously.

We are committed to ensuring that all members, visitors, feel safe, respected, and supported at all times.

- Any individual who experiences or witnesses inappropriate, or discriminatory behaviour, is encouraged to report it confidentially to:
 - The Club Welfare Officer, or
 - The Club Chair / Committee Member (contact details displayed in the clubhouse and on the website).
- Reports will be handled promptly, fairly, and confidentially.
- The Committee will investigate all concerns and take appropriate action in line with the club's disciplinary procedures.
- This may include verbal or written warnings, suspension, or termination of membership, depending on the severity of the incident.
- Where appropriate, serious matters may be referred to the Lawn Tennis Association (LTA) or relevant authorities for further action.

Club Chair

Date: