



# **BELONGING** IN TENNIS

**LTA EQUITY, DIVERSITY AND INCLUSION PLAN**

# INTRODUCTION

by Board Inclusion Lead **Rachel Baillache**

Over the past four years, the LTA has made significant progress in delivering against the commitments we set out in our Inclusion Strategy.

**96%**  
OF THE ACTIONS  
SET OUT IN THE  
STRATEGY HAVE  
BEEN COMPLETED  
AND FULLY EMBEDDED  
INTO OUR EVERYDAY  
WAYS OF WORKING

Of the actions we set out in the Strategy, 96% have been completed and fully embedded into our everyday ways of working. We are starting to see the impact of this on the diversity of different groups in tennis: over half of the data points which we started reporting on when we published the Strategy, covering every level of tennis, have improved since then. However, while we are proud of our progress, we know that there is still much further to go.

The ambition we set out in the Inclusion Strategy four years ago – for everyone in tennis to understand that inclusion is central to our vision and to confidently choose to be inclusive every day – is just as relevant now to our Vision of Tennis Opened Up as it was then.



It builds on the progress made to date, and sets out the areas we are targeting and the work we are going to do to address the inequities which still exist within tennis.

To achieve this Vision, we evolved our Mission at the start of 2025 – to Transforming Communities Through Tennis – reflecting the importance we place across the business on reaching more diverse communities with the positive impact we know tennis and padel have.

This Equity, Diversity and Inclusion (EDI) Plan sits more clearly within this renewed, community focused approach which sets the tone for the whole sport. It builds on the progress made to date, and sets out the areas we are targeting and the work we are going to do to address the inequities which still exist within tennis. It also takes into account the impact our work has already had, with people across the tennis landscape understanding



better the importance of inclusion and feeling better equipped to be able to drive it.

Our refreshed plan reflects our ongoing commitment to continuous improvement and innovation in making tennis and padel sports where everyone, regardless of background, can feel a sense of belonging as they watch, participate, work, or perform at the highest levels.



# OUR JOURNEY SO FAR

**When we published our Inclusion Strategy, we were already working across the business to drive greater inclusion across tennis, in line with our Vision of Tennis Opened Up.**

However, what we were doing was not brought together into a coherent, business wide approach, we knew there was more that we could be doing, and we knew that tennis was not necessarily set up or equipped appropriately to make as much progress as we wanted to.



As a result, we set out five key themes, beneath which sat 46 concrete actions, which we wanted to achieve in order to build a platform for long-term, sustainable improvement in the way in which we make tennis more inclusive for everyone. With 96% of those actions complete and embedded as part of our day-to-day ways of working, we are pleased that we have achieved what we set out to do in building that platform. Both the LTA and tennis more broadly are in a demonstrably better, stronger position than we were four years ago, with a greater focus on inclusion across the sport.

However, we know that, while improvements have been made, we have a long way still to go to make tennis and padel what we all want them to be. This document sets out the progress we have made and, more importantly, the next steps we will be taking in relation to inclusion and driving towards our Vision of Tennis Opened Up.

## OUR INCLUSION STRATEGY AMBITION WAS:

For everyone in tennis to understand that inclusion is central to our vision and to confidently choose to be inclusive every day.

People playing, working and volunteering in, and watching our sport will reflect the diversity of our communities.

## THERE WERE 5 KEY THEMES:

INCLUSIVE LEADERSHIP AND GOVERNANCE

PEOPLE POWERED TO BE INCLUSIVE

TENNIS LOOKING AND FEELING 'OPENED UP'

TARGETED INVENTIONS FOR GREATER DIVERSITY

HOLDING OURSELVES TO ACCOUNT

## AND 46 CONCRETE ACTIONS TO DRIVE CHANGE:

96% completed and part of day-to-day ways of working



# INCLUSIVE LEADERSHIP AND GOVERNANCE

At the beginning of our journey, we recognised the importance of looking inward at our own internal culture, structure and systems, to ensure we were leading by example, as well as outward to how we can support the wider tennis community to be more inclusive.





Our work in this space is led by Board and Executive level champions for EDI, and we created the role of EDI Director as part of setting up a new team with members responsible for leading our work on each of the main under-represented communities we are particularly focusing on. This team leads our work but operates in close partnership with all parts of the business, reflecting that EDI outcomes and thinking are now much more firmly embedded across the business, with all colleagues having individual and collective responsibility for ensuring they think and act inclusively at all times.

In order to increase more diverse outside voices' contribution to our policy development, and to help provide check and challenge, we established our Inclusion and Diversity Advisory Group. This Group has experts on EDI from within sport and outside industry and it is supported by both a practitioner level group (IDEA) and a specific expert group on impairment types to help improve our work for disabled people.

Our County and Island Associations also have a significant leadership role in demonstrating and championing inclusion locally. We have put in place a comprehensive governance framework which all Associations have to comply with – this includes delivering against their own EDI plans, as well as introducing measures like skills and experience audits, and term limits, which will help to increase diversity across their leadership structures.

**Introduced  
'Inclusion' as a  
core LTA value,**  
driving everything we do

**Board and executive  
level champions**  
to drive accountability  
at the highest level of  
tennis in Great Britain

**Creation of board  
level strategic  
advisory group**  
and supporting practitioner/  
lived experience groups to  
help both steer and challenge  
what we do

**All County and Island  
Associations now have  
an EDI plan in place**  
as part of being  
compliant with the new  
Governance Framework







# PEOPLE EMPOWERED TO BE INCLUSIVE

Those working in tennis shape the experience of people coming to tennis for the first time, whether as player, parent or fan.



**We have prioritised working with the tennis workforce to enable and encourage them to be more inclusive every day. We have ensured that all members of our Board and Council, as well as all colleagues, have received training in how to be consciously inclusive. We also have a programme of continuous opportunities to improve our knowledge and understanding of under-represented communities.**

Equipping people on how best to ensure there is an inclusive environment for those from under-represented communities is also now built into qualifications for all new coaches and officials. We have used key opportunities, such as National Inclusion Week, to drive uptake in continuous professional development for existing LTA Accredited Coaches.

As part of the governance framework, all County and Island Association committees are also required to undertake online inclusion training and we will be rolling out this training to make it available to all venue committees. To support this, we have also developed further our EDI toolkit which counties and venues can access including, for example,

subject specific materials on different impairment types to improve provision for disabled people.

We have also supported the development of several safe space networks, for example the LGBTQ+ network, Pride in Tennis, or the recent formation of the 'Black Tennis Collective', so people feel empowered to share their own experiences and to challenge uninclusive behaviour.







Being part of the LTA IDEA group has been an incredible opportunity to connect with like-minded individuals across the country who are pioneering efforts to make tennis in Britain more inclusive and accessible. The regular updates from the LTA on their work in this space have not only deepened our understanding of their inclusion work but also provided us with a platform to offer meaningful feedback, ensuring our voices are heard and actively considered in shaping these strategies.

**Richard Sakey-Addo**, LTA IDEA group member and co-founder of the Tennis Black List

### **LTA Board, Council and all colleagues trained**

in conscious inclusion and new online training platform launched enabling further roll out

### **Training on how best to provide**

for more diverse groups now core part of qualification for all new coaches and officials

### **Worked with groups like the Black Tennis Collective and Pride in Tennis**

to inform work to support venues to be more inclusive

### **Developed a new EDI toolkit**

for our member associations, tennis venues and workforce

### **Delivered successful educational campaigns**

to support embedding EDI, such as National Inclusion Week

### **Trained over 500 coaches**

to deliver inclusive coaching to women and girls





# TENNIS LOOKING AND FEELING “OPENED UP”

We know that how tennis is perceived and experienced, especially through our Events and the way we communicate publicly, significantly impacts whether people will want to take part.



**Seeing more “people like me” makes those from under-represented groups feel that tennis is a sport for them. As a result, we changed our whole brand positioning to make it more inclusive – “Play Your Way” now drives every aspect of the way we communicate.**

Our Major Events are a key shop window to attract more people to be interested in and to play tennis. We have made significant efforts in recent years to ensure these events feel welcoming for anyone with more diverse needs. This has included all staff at events receiving accessibility training, piloting live sub-titling, ensuring there are quiet rooms and sensory packs available, and instituting a mystery shopper programme so that we receive feedback from these customers.

This year sees a women’s Tour level event returning to The Queen’s Club for the first time in 50 years as part of our efforts to elevate the visibility and profile of the women’s game. Also, over 70% of our Major Event Tournament Directors are female. In

the last three years we have also increased the visibility of our support for Pride Month at all of our events and this continues to be a key part of our work with Pride in Tennis to make tennis more inclusive for LGBTQ+ communities.

We also want to ensure that we visibly celebrate excellence for under-represented groups across the tennis landscape. Over the last three years 47% of LTA Award winners have been female and we have also helped to establish the Tennis Black List awards, celebrating the contributions to tennis of players, coaches and volunteers from the Black and Mixed Black communities.

In addition, we have worked hard to ensure that our digital approach is both accessible and representative – our website meets AA accessibility standards and we also supported the campaign, “Correct the Internet”, to highlight the gender disparity in internet search for tennis players as well as regularly reviewing content to ensure it is representative.



**Launched our Play Your Way campaign**  
to break down historic perceptions of tennis

**LTA website meets enhanced AA accessibility standards**



**Supported the creation of the Tennis Black List Awards**  
to celebrate black and mixed black excellence in tennis

**Made our Major Events more accessible**  
for people with more complex needs



**Supported “Correct the Internet” campaign**  
to highlight and correct inaccuracies around gendered search





# TARGETED INTERVENTIONS FOR GREATER DIVERSITY

When we published our Inclusion Strategy, we were clear that our aim was for tennis to be part of all the communities around us by reflecting their diversity.



# NEARLY 40K TAKING PART IN SERVES

Over the last three years, we have put in place targeted interventions aimed at enhancing greater diversity across all parts of the tennis community, in particular targeting areas where we know there are particular inequities. Over half of the data points we began monitoring when we published the Strategy have shown an improvement in the proportion of under-represented groups in them since then.

Our specific participation programmes targeting under-represented groups, supported by Sport England, have grown in both national coverage, making them more accessible for more communities, and participation. We now have nearly 17,000 disabled people taking part in our Open Court programme and nearly 40,000 taking part in SERVES, our programme targeting under-served communities. With support from the UK Government and the LTA Tennis Foundation, we have invested over £30m in improving parks infrastructure to provide better and more accessible opportunities to play in locations which we know tend to attract more diverse players.

We know that the diversity of our on-court workforce is important and we have made significant progress in supporting more people from under-represented groups to get coaching qualifications. Since the start of the Strategy, we have grown the number of female coaches by a third and last year we supported nearly 500 individuals from under-represented groups to gain qualifications through providing coach grants.

Internally, we have improved our attraction and recruitment processes to ensure that we bring in the best candidates from a diverse range of backgrounds. Since the publication of the Strategy, 23% of our Board are now from a diverse ethnic background, we elected a new female President, and 11% of new colleagues have a disability or long-term health condition reflecting the fact we have also become a Disability Confident Employer.





**10,000**

**GIRLS ENGAGED**

in tennis through LTA Youth  
Prime Video Girls

**23%**

**LTA BOARD  
MEMBERS**

— and —

**47%**

**OF NEW LTA  
COLLEAGUES  
WERE FEMALE**

**17,000**

**DISABLED PEOPLE**

playing through LTA Open  
Court annually

**500**

**COACHES QUALIFIED  
THROUGH GRANTS**

including women, disabled  
people, and people from  
diverse ethnic backgrounds

**17%**

**COUNCIL  
MEMBERS**

from a more ethnically  
diverse background

**40,000**

**PLAYERS FROM  
UNDERSERVED  
COMMUNITIES**

taking part in LTA  
SERVES annually

With support from the UK  
Government and the LTA  
Tennis Foundation, we've

**INVESTED**

**£30M**

in parks to open tennis up





The LTA has shown a genuine commitment to shaping its strategy and investment towards increasing participation by historically excluded groups and working collaboratively with expert partners, like ourselves, with reach into low-income, often left-behind communities. We look forward to partnering on the next stage of further opening tennis up.

**Mark Lawrie**, CEO of Street Games





# HOLDING OURSELVES TO ACCOUNT

Part of making tennis more inclusive for everyone is being willing to be open about where we have made progress and where we have further still to go.





Sport England's strategy, 'Uniting the Movement,' is rooted in the ambition to tackle inequalities and create a more inclusive sport and physical activity landscape. The LTA's evolved vision of 'Tennis Opened Up' and its new EDI plan is a powerful example of this approach, providing greater access and a welcoming environment for everyone. We're excited to support this next chapter, as the LTA continues to break down barriers and bring the benefits of tennis to people from all backgrounds.

**Viveen Taylor,**  
Sport England Director of Equality,  
Diversity and Inclusion

We committed to publishing the data against which we hold ourselves to account, which would also enable others to do the same. This Plan contains the latest version of that data and, since the start of the Strategy, we have increased the number of data points we report against publicly by over 50%. We have also reviewed and improved our membership data capture approach in order that we have better quality data, enabling us to understand better our tennis communities and to drive more informed decision-making.

Internally, we have also improved our colleague data capture systems, enabling us to analyse better recruitment, onboarding, career progression, and departure data. This holistic approach provides us with a deeper understanding of our colleagues and helps us to understand any equitable disparities for under-represented groups at all levels of the organisation.

We continue to build and develop relationships with external groups and partners in order to learn from them and to encourage check and challenge of what we do. Our relationship with Sport England is as closely aligned as it has ever been, as we deliver against the objectives of Uniting the Movement, with strong positive feedback on the reporting we provide to them to enable them to hold us to account against how we use their public investment.

**54%**  
**OF PUBLISHED DIVERSITY**  
**DATA POINTS**

now RAG rated as green against the population, compared with 27% at the start of the Strategy

**52%**  
**OF PUBLISHED DIVERSITY**  
**DATA POINTS**

have improved since the start of the Strategy

**CURRENTLY PUBLISHING**  
**43 DIVERSITY**  
**DATA POINTS**

across the tennis landscape compared with 27 at the start of the Strategy





# FURTHER TO GO

We know there is still more to do. We want to build on the progress we have made over the last four years by evolving our plan to meet the needs of under-represented communities better.

While we will continue to drive inclusion in everything we do, we think there are three issues we need to prioritise addressing in order to drive progress across tennis and padel.

These are:

**1** Some people and communities still feel less welcome in tennis and padel.

**2** We do not always know enough about or work closely enough with under-represented communities in order to meet their needs.

**3** There is still under-representation from some communities in our workforce and our workforce is not always best equipped to meet the needs of under-represented groups.





# A SPORT WHERE EVERYONE BELONGS

To address these issues, we have identified three themes to focus on for this plan. They are the areas we think will have the greatest positive impact on how people from under-represented communities experience tennis and padel.

**1** Enabling a **culture** of everyday inclusion and belonging

**2** Understanding and connecting **communities** to tennis

**3** Driving a more diverse and inclusive **workforce**

COMMUNIT



Our workforce determine how people feel when they come to tennis or padel - equipping them to be more inclusive and increasing diversity of background and experience will create our culture

Actively driving a culture of inclusion will mean that people from under-represented communities will be more likely to want to take part and to feel a sense of belonging in tennis and padel



Better links to and understanding of under-represented communities will enable us to target our work more effectively to make playing, volunteering and working in tennis and padel more inclusive



# WHERE THE PLAN FITS

VISION	TENNIS OPENED UP				
MISSION	TRANSFORMING COMMUNITIES THROUGH TENNIS				
INCLUSION AMBITION	Everyone in our sport understands that inclusion is central to our Vision and they confidently choose to be inclusive every day		People playing, working and volunteering in, and watching our sport will reflect the diversity of our communities <b>and feel a sense of belonging</b>		
CROSS CUTTING THEMES	Enabling a <b>culture</b> of everyday inclusion and belonging		Understanding and connecting <b>communities</b> to tennis and padel	Driving a more diverse and inclusive <b>workforce</b>	
COMMUNITY PLANS					
VALUES	 EXCELLENCE	 PASSION	 INCLUSION	 INTEGRITY	 TEAMWORK

Being developed with partners





# ENABLING A CULTURE OF EVERYDAY INCLUSION AND BELONGING

## WE'LL MAKE IT HAPPEN BY:

# 1

### Maximising the inclusive impact of our events, communications and partnerships

- **Developing all marketing and communication campaigns** and platforms through an inclusion first lens
- **Celebrating cultural and inclusive moments of significance**, using them to engage better with diverse communities internally and externally
- **Continuing to use our Major Events as a platform to celebrate diversity** and making their local communities feel more part of the Events
- **Working with the LTA Tennis Foundation** to grow the impact and visibility of their investment in under-represented communities
- **Working with our commercial partners** to ensure alignment with our core value of Inclusion and to maximise the impact of their investment on under-represented communities

# 2

### Creating safe, inclusive and welcoming spaces across tennis and padel

- **Identifying and enabling a network of lead inclusion venues** to champion and showcase a culture of everyday inclusion and feeling of belonging locally
- **Providing venues, coaches and volunteers with ongoing sector leading support** to enable all venues to be more inclusive
- **Making the fan experience at our Major Events more inclusive and accessible for all** through working with under-represented communities to understand their differing needs
- **Ensuring that the LTA is a place where colleagues from all backgrounds feel like they belong** by more actively listening to, supporting and recognising the contribution of colleagues from under-represented communities.

# 3

### Empowering and supporting inclusive leaders

- **Delivering a consistent programme of education, engagement and training** for our Board, Executive, Council and Colleagues to continue to promote, embed and advance diversity and inclusion by improving understanding and knowledge of under-represented groups and the issues affecting them
- **Working with County and Island Associations** to support and embed their role as local leaders and role models for inclusion
- **Developing Head Coach/Committee focused leadership training** and support focused on running an inclusive venue
- **Ensuring the performance culture and systems across British tennis and padel** are built upon a foundation of inclusion for people from all backgrounds





# UNDERSTANDING AND CONNECTING COMMUNITIES TO TENNIS AND PADEL

## WE'LL MAKE IT HAPPEN BY:

1

### Understanding the needs of our communities better

- **Collaborating with community leaders, partners and networks** to continue to co-create and tailor what we do in ways which are relevant and meaningful to those communities
- **Investing in research into the motivations and experiences** of under-represented communities in relation to tennis and padel, and the barriers to belonging they experience
- **Ensuring the data which drives the business is collected, analysed and used** to drive our work with a focus on enabling the business routinely to understand the impact of decisions on under-represented groups

2

### Giving everybody the opportunity to begin to play

- **Further expanding opportunities into more non-traditional venues** and continue to build up coverage of key programmes for under-represented groups, including LTA SERVES and Open Court, to drive down travel times and improve accessibility
- **Making the journey to court more inclusive**, including the journey to find and book inclusively focused sessions through LTA Play
- **Continuing to grow alternative and more accessible formats** of the game with an inclusive focus, including Walking Tennis, Pickleball and Padel
- **Ensuring the LTA Youth programme continues** to prioritise growth in and support for under-represented groups

3

### Growth and belonging at every stage

- **Better connecting initial opportunities** to play, in particular our inclusive programmes, into opportunities for more regular and sustained play, in particular maximising our investment in parks
- **Improving the provision and take-up** of competitive opportunities for under-represented groups
- **Developing and piloting local, place-based approaches and funding support** to identify individuals with potential to be part of the Performance Pathway, in particular focusing on under-served communities
- **Ensuring that social, health and wellbeing needs** of specific groups, in particular women and girls, and at different life stages, inform our work to grow tennis and padel





# A MORE DIVERSE AND INCLUSIVE WORKFORCE

## WE'LL MAKE IT HAPPEN BY:

# 1

### Closing representation gaps in our workforce

- **Ensuring our Board and leadership roles** reflect the diversity of the communities around us through inclusive recruitment and targeted development support, in particular for under-represented groups
- **Improving capability for County and Island Associations** to diversify their employed and volunteer workforce, in particular to enable greater diversity in selection for LTA Council roles
- **Targeting our recruitment approach and support mechanisms** to encourage and enable more people from under-represented groups, in particular women, to join the tennis workforce
- **Specifically targeting under-represented communities** to recruit a diverse activator workforce, including to grow programmes like Barclays Free Parks Tennis
- **Increasing the diversity of our Major Event volunteers** by working with local under-represented groups, in order to make our Events more reflective of their local communities

# 2

### Enabling our workforce to be more inclusive

- **Continuing to develop sector leading inclusive content and resources** to help our workforce understand and respond better to the potentially different needs of more diverse communities
- **Making inclusion focused training content mandatory** for our Coach Accreditation, Officials Licensing and Venue Registration schemes
- **Working with relevant partners** to make inclusion central to the customer service ethos at all our Major Events, raising standards to enhance the experience for all fans

# 3

### Developing a diverse workforce to be future leaders

- **Broadening the reach of our work across the sport** but, in particular, in County and Island Associations through to the LTA Council, to attract and progress under-represented talent into leadership positions
- **Working with colleagues from under-represented groups** and outside expert organisations to understand better and address the challenges which exist in achieving our ambition of colleagues at all levels in the organisation reflecting the communities around us
- **Continuing to identify and support coaches** from under-represented groups through targeted programmes to develop through to Levels 3-5 and at elite level





# COMMUNITY PLANS FOR GREATER DIVERSITY

Alongside delivering against these three cross-cutting themes, we will also ensure we have plans in place for under-represented communities. We already have our She Rallies plan for women and girls, Open for All for disabled people, and Breaking Down Barriers for under-served communities - these are all being refreshed. We will also be publishing plans outlining our work to get those from a more diverse ethnic background and from LGBTQ+ communities more involved in all aspects of tennis.

These plans will set out how we intend to build stronger connections within and across these communities, ensuring that we meet their specific needs. A key theme in our approach is intersectionality – recognising that people's identities and experiences are shaped by multiple factors, including age, gender, race, religion, disability, sexual orientation, gender identify and socioeconomic background.



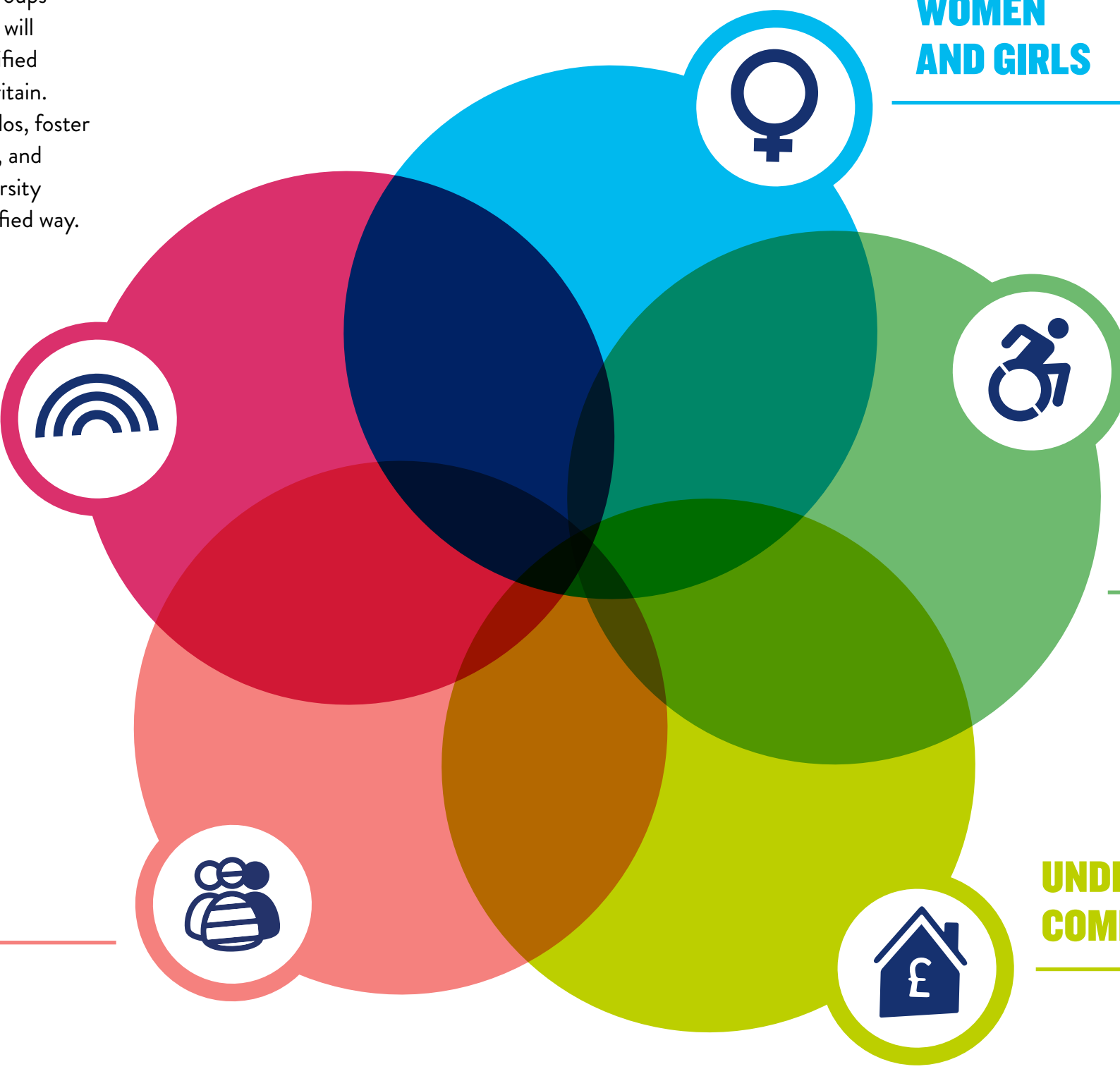
By taking an intersectional approach, we can ensure that our plans for each of our five groups are more than standalone initiatives – they will interlink to create a comprehensive and unified vision of inclusion across tennis in Great Britain. This approach will allow us to break down silos, foster collaboration across different communities, and create a sport that not only celebrates diversity but actively brings people together in a unified way.

**LGBTQ+ COMMUNITIES**

Currently working with representatives and organisations from these communities to develop our plans.

**ETHNICALLY DIVERSE COMMUNITIES**

Currently working with representatives and organisations from these communities to develop our plans.



**WOMEN AND GIRLS**

**DISABLED PEOPLE**

**UNDERSERVED COMMUNITIES**





# HOW WE ARE MADE UP

The table overleaf shows the data we currently have. We have also used a Red/Amber/Green (RAG) rating to highlight the areas where we think the most significant progress needs to be made and which the actions outlined in the plan will address.

Given the outcome we are aiming at is to ensure that the people accessing tennis and padel, or simply watching our sport will reflect the diversity of our communities, we have used the latest census data as a comparator.

2021 census data roughly states:

**51%**  
OF THE POPULATION ARE  
**FEMALE**

**18%**  
OF THE POPULATION ARE  
**DISABLED**

**18%**  
OF THE POPULATION ARE  
**ETHNICALLY DIVERSE**

**3%**  
OF THE POPULATION ARE  
**LGB**

In order to arrive at a Red/Amber/Green (RAG) rating, we used the following approach:

## GENDER

- **Green** - from in line with or better than national demographic to within 5 percentage points
- **Amber** - from 6 percentage points under the national demographic to 15 percentage points under
- **Red** - more than 15 percentage points under

## ETHNICITY AND DISABILITY

Given the smaller proportions of people from these communities in the population we have used narrower banding:

- **Green** - from in line with or better than national demographic to within 3 percentage points

- **Amber** - from 3 percentage points under the national demographic to 6 percentage points under
- **Red** - more than 6 percentage points under

## LGB

Given the even smaller proportions of people from these communities in the population we have used narrower banding:

- **Green** - in line with or better than national demographic and 1 point below
- **Amber** - more than 1 percentage point under but less than 2 points under
- **Red** - more than 2 percentage points under





	2024 GENDER	2021 GENDER	2024 ETHNICITY	2021 ETHNICITY	2024 DISABILITY	2021 DISABILITY	2024 LGB	2021 LGB
<b>BOARD</b> Currently 13 members	31% Female (Red)	42% Female	23% Diverse Ethnic Background (Green)	No previous board members of colour	15% Disabled /Long Term Health Condition (Green)	No previous data	8% LGB (Green)	No previous data
<b>INCLUSION &amp; DIVERSITY ADVISORY GROUP</b> Currently 8 members	50% Female (Green)	Group not confirmed	63% Diverse Ethnic Background (Green)	Group not confirmed	25% Disabled /Long Term Health Condition (Green)	Group not formed	25% LGB (Green)	No previous data
<b>LTA COUNCIL</b> Currently 60 members	36% Female (Amber)	38% Female	17% Diverse Ethnic Background (Green)	10% Diverse Ethnic Background	12% Disabled/ Long Term Health Condition (Amber)	No previous data	5% LGB (Green)	No previous data
<b>EXECUTIVE TEAM</b> Currently 4 members	25% Female (Red)	40% Female	25% Diverse Ethnic Background (Green)	20% Diverse Ethnic Background	No Disabled/Long Term Health Condition Members (Red)	No previous data	No LGB (Red)	No previous data
<b>COLLEAGUES</b> Currently 350 colleagues	47% Female (Green)	44% Female	7% Diverse Ethnic Background (Red)	9% Diverse Ethnic Background	5% Disabled/Long Term Health Condition (Red)	9% Disabled/ Long Term Health Condition	9% LGB (Green)	No previous data
<b>OFFICIALS</b> Currently 350 officials	34% Female (Red)	35% Female	13% Diverse Ethnic Background (Amber)	3% Diverse Ethnic Background	5% Disabled/ Long Term Health Condition (Red)	4% Disabled/ Long Term Health Condition	10% LGB (Green)	No previous data
<b>ACCREDITED COACHES</b> Currently 6,700 coaches	24% Female (Red)	24% Female	11% Diverse Ethnic Background (Red)	4% Diverse Ethnic Background	7% Disabled/ Long Term Health Condition (Red)	1% Disabled/ Long Term Health Condition	3% LGB (Green)	No previous data
<b>VOLUNTEERS</b> Currently 11,000 volunteers	49% Female (Green)	45% Female	4% Diverse Ethnic Background (Red)	5% Diverse Ethnic Background	5% Disabled/ Long Term Health Condition (Red)	6% Disabled/ Long Term Health Condition	2% LGB (Green)	No previous data
<b>PLAYERS - PERFORMANCE PLAYERS</b> Currently 113 players	47% Female (Green)	49% Female	20% Diverse Ethnic Background (Green)	26% Diverse Ethnic Background	23% Disabled/ Long Term Health Condition (Green)	20% Disabled/ Long Term Health Condition	No current data	No previous data
<b>PLAYERS - PARTICIPATION MONTHLY</b> Currently tracking at 2.6m players	35% Female (Red)	44% Female	27% Diverse Ethnic Background (Green)	27% Diverse Ethnic Background	12% Disabled/ Long Term Health Condition (Amber)	20% Disabled/ Long Term Health Condition	10% LGB (Green)	11% LGB (Green)
<b>PLAYERS - PARTICIPATION YEARLY</b> Currently tracking at 5.8m players	39% Female (Amber)	44% Female	27% Diverse Ethnic Background (Green)	22% Diverse Ethnic Background	11% Disabled/ Long Term Health Condition (Red)	13% Disabled/ Long Term Health Condition	11% LGB (Green)	13% LGB (Green)





**LTA**

The National Tennis Centre  
100 Priory Lane  
Roehampton  
London SW15 5JQ

**[www.lta.org.uk](http://www.lta.org.uk)**