Association of British Tennis Officials ("ABTO")
Inclusion Policy
Issued: September 2026 (v1.0)

1. Purpose

This Inclusion Policy sets out our commitment to creating an environment in which all ABTO officials feel valued, respected, and supported, regardless of background or identity. It applies to all ABTO members, as well as the Management Committee, and provides a framework for how we, as an organisation, can collectively uphold the principles of equity, diversity, inclusion, and belonging in line with *The ABTO Way* and recognise good practice.

2. Our Commitment to Inclusion

At ABTO, we are committed to:

- Ensuring that officiating is open, accessible, and welcoming to everyone.
- Promoting a culture where diverse perspectives are valued and contribute to better decision-making.
- Removing barriers to entry, progression, and retention within officiating pathways.
- Ensuring that all members are treated fairly, respectfully, and without discrimination.
- Embedding inclusion into all organisational processes, communications, and behaviours.

This commitment reflects our belief that diversity strengthens officiating, enhances fairness, and improves the experience of players, parents, spectators, and fellow officials.

3. Principles of Inclusive Practice

3.1. Equity

We recognise that individuals may require different levels of support to have fair access to opportunities. We commit to championing for:

- Transparent and consistent selection and grading processes.
- Reasonable adjustments for disability, caring responsibilities, religious observance, or other needs.
- Fair access to training, mentoring, and progression pathways.

3.2. Diversity

We value the unique contributions of individuals from all backgrounds, including but not limited to:

- Age
- Sex and gender identity
- Race and ethnicity
- Disability
- Sexual orientation

- Religion or belief
- Socio-economic background
- Neurodiversity

We commit to actively supporting the LTA's aim to increase diversity at every level of officiating and leadership.

3.3. Inclusion

In accordance with *The ABTO Way*, we strive to create an environment where:

- Everyone feels they belong
- Differences are respected and celebrated
- Members can contribute without fear of bias or exclusion
- Behaviour that undermines inclusion is addressed promptly

4. Expected Behaviours

All members are expected to:

- Treat others with respect, courtesy, and professionalism
- Challenge discriminatory behaviour or language
- Support fellow officials from under-represented groups
- Contribute to a positive and inclusive officiating culture
- Uphold The ABTO Way in all interactions

ABTO Management Committee members have an additional responsibility to model inclusive behaviour and ensure decisions reflect these principles.

5. Recruitment, Development, and Progression

We commit to supporting and challenging the LTA in the following areas:

- Encouraging applications from under-represented groups
- Ensuring training and development opportunities are inclusive and accessible
- Providing mentoring and support pathways
- Periodically reviewing progression data to identify inequalities
- Ensuring grading and selection for events is based on clear, fair, and transparent criteria

6. Communication and Representation

We will:

- Use inclusive language in all communications
- Ensure imagery and media reflect the diversity of our officiating community
- Promote stories and achievements from a wide range of members
- Provide accessible formats on request, wherever reasonably possible

7. Reporting, Complaints, and Accountability

7.1. Raising Inclusion Concerns

Members are encouraged to raise concerns where they experience or observe behaviour, practices, or barriers that may impact inclusion, belonging, or equal opportunity within officiating.
Concerns should be raised through the relevant LTA reporting process where appropriate (see link here).
Members may also share inclusion-related concerns directly with ABTO.

7.2. How ABTO will Respond

We will:

- Listen to and acknowledge concerns.
- Treat information sensitively, respectfully, confidentially, and at all times in accordance with our Privacy Policy.
- Signpost members to the appropriate LTA process where required.
- Consider whether feedback highlights broader inclusion issues that should be addressed by ABTO.

ABTO does not investigate complaints or disciplinary matters.

7.3. Learning and Improvement

To ensure continuous improvement, we will periodically:

- Review this policy to reflect evolving best practice
- Collect and analyse anonymised demographic data (where appropriate and voluntary)
- Assess the impact of our actions on diversity and inclusion