

# SOUL PADEL

## Equity, Diversity and Inclusion (EDI) Policy

### Purpose of this policy

This policy sets out Soul Padel Ltd's commitment to a culture of everyday inclusion and driving greater diversity and equitable outcomes in padel. It outlines how we will bring this commitment to life. It sets out what our community, players, staff, coaches and volunteers can expect of us, and holds us accountable in the way we operate on a day-to-day basis.

### Who is responsible for the implementation of this policy?

While building a culture of inclusion and driving greater diversity in padel is everyone's responsibility, the Board of Soul Padel Ltd are individually and collectively responsible for ensuring that this policy is followed.

### What does this policy cover?

This policy applies to all aspects of Soul Padel Ltd's work and to all people who work or volunteer for us, as well as anyone taking part in padel-related activity which Soul Padel Ltd is responsible for.

### What is meant by equity, diversity and inclusion?

Equity is about working to achieve parity of outcome for people with different characteristics or backgrounds. We recognise that not everyone starts from the same place



and that targeted support may be needed to ensure equal access to opportunities in padel.

Diversity refers to the mix of characteristics, experiences and identities that make people different from one another, including race, sex, age, religion, disability, gender identity, sexual orientation, and socio-economic background.

Inclusion is the culture we strive for — one in which everyone feels valued, respected, and able to be their authentic selves when engaging with Soul Padel.

Commitment to everyday inclusion, greater diversity and more equitable outcomes

Soul Padel Ltd is fully committed to playing its part in “Opening Padel Up” in line with the LTA’s EDI Plan (2025–29).

We will:

Embed inclusion in every aspect of our operations, recognising its value both on and off the court.

Create a safe and respectful environment for all members, coaches, volunteers, and visitors — free from bullying, harassment, victimisation, and unlawful discrimination.

Adapt our operations to reflect the needs of people from different backgrounds and personal circumstances.

Ensure leadership accountability by requiring team members to complete LTA EDI training and demonstrate inclusive leadership in practice.

Recruit inclusively, ensuring that all decisions regarding staff, coaches, and volunteers are made on merit while actively encouraging applications from under-represented groups in



padel.

Take complaints seriously, dealing with all allegations of non-inclusive or discriminatory behaviour in line with our published Complaints Policy and, where appropriate, the LTA's

Disciplinary and EDI processes.

Appropriately collect and monitor diversity data for our membership and workforce to ensure our community reflects the local population and to identify areas for improvement.

This commitment aligns with the LTA's five themes: inclusive leadership, empowering people, ensuring padel "looks and feels opened up," targeted interventions, and accountability.

Agreement to follow this policy

The Equity, Diversity and Inclusion Policy is fully supported by the Board of Soul Padel Ltd.

Reporting and Breaches

If you are concerned about behaviour or conduct at a Soul Padel event, or believe this policy has been breached, please follow our Complaints Policy or raise the matter directly with a Committee member.

Appendix 1: The law and types of unlawful discrimination

This policy reflects our obligations under the Equality Act 2010. It is unlawful for Soul Padel Ltd to discriminate in recruitment, membership, employment or participation because of: age, disability, sex, gender reassignment, marriage, civil partnership, pregnancy, maternity, race,



religion or belief, or sexual orientation.

(Examples as per the LTA template apply here)

## Appendix 2: Related policies and documents

Soul Padel Ltd Complaints Policy

Soul Padel Ltd Safeguarding Policy

LTA Inclusion Strategy

LTA Code of Conduct

LTA Disciplinary Code

