

# Monitoring Frequently Asked Questions

## 1. Why is the LTA/TF asking for my / my child's information?

The LTA's purpose is to grow and sustain British tennis, to achieve this it is necessary to have accurate demographic information on the makeup of our members. This will enable us to understand the barriers to participation for different groups and how best to address areas of underrepresentation.

Accurate demographic profiles are also required by Sport England who provides government funding to the LTA/TF. A condition of funding requires National Governing Bodies (NGB) to have accurate data on the diversity of their members and to ensure they use this information to positively work towards having a more diverse and representative sport.

Whilst providing this information is greatly appreciated and beneficial to the development of British tennis we recognise that not everyone will want to complete the diversity information, so on every section there is a "prefer not to say" option.

## 2. Who sees the information/how is the information kept?

All information is kept in a confidential manner and in line with Data Protection Laws. The information is only used to compile statistical information and no individual will be identifiable. The diversity monitoring information is logged to your / your child's BTM profile that you can access and update by logging into your / your child's profile.

**All information recorded is kept in a completely safe and confidential manner in line with Data Protection Laws.**

## 3. My / my child's ethnicity is not listed what do I fill in?

It is not possible to have a list of all the different ethnicities, so the LTA/TF uses the same list as used in the 2011 census. The main categories identified are White, Mixed, Asian and Black. Within and outside of these groups there are many ethnicities, so it is recommended that you select the box that they are most comfortable with. There is also the option of choosing "other" and writing what best describes your child's ethnicity.

## 4. If I disclose I / my child has a disability will this go against me / them for camp or team selections?

### Why do you need to know if I have a disability?

Absolutely not! If you / your child have a disability or impairment, it will not count against you / them in the selection of camps or teams. The term disability has a wide reaching definition and if you / your child have an impairment or disability it doesn't mean that you / they are less able to play or compete. Further, the LTA/TF wants to ensure that British tennis is inclusive to everyone and remove the barriers to equal participation. We believe that tennis is and should remain an inclusive sport that is welcoming to everyone regardless of ability.

## 5. Why do you need to know about my / my child's religion?

The LTA recognises that for many people their religion and/or belief system is a key part of who they are and what they believe. By monitoring against religion/belief we can identify if there are groups who aren't participating in tennis and how we can best encourage them to participate. The categories used are the same as those listed in 2011 Census.

## 6. Why are you asking for sexual orientation?

**Only people aged 16 and over** will be asked to complete this section. Sexual Orientation is afforded the same legal protection as the other protected characteristics (age, gender, ethnicity, disability, religion etc) and therefore the LTA/TF must ensure the way we monitor our members and the impact our policies and practices have on different groups is inclusive and consistent. The LTA/TF support the Government Charter to end homophobia and transphobia in sport and just like the other demographic categories need to be able to measure the breakdown and experiences of people from different sexual orientations.

## 7. Why am I being ask if my gender is the same as at birth?

**Only people aged 16 and over** will be asked to complete this section. Gender and gender reassignment are afforded the same legal protection as the other protected characteristics (age, ethnicity, disability, sexual orientation, religion etc) and therefore the LTA/TF must ensure the way we monitory our members and the impact our policies and practices have of different groups is inclusive and consistent. The LTA/TF support the Government Charter to end homophobia and transphobia in sport and just like the other demographic categories need to be able to measure the breakdown and experiences of people living with a different gender to which they were born with.