

# EQUALITY, DIVERSITY & INCLUSION POLICY

AUTHOR – BTBC COMMITTEE



## 1. Introduction

Bexley Tigers Basketball Club, since its founding in 2021, has grown to encompass over 200 members, offering basketball for ages ranging from young children through to adults, across various programs designed to promote inclusivity and participation. We are a club founded on the principles of equality, diversity, and inclusivity, committed to creating an environment where everyone feels valued, respected, and supported.

## 2. Policy Statement

Bexley Tigers Basketball Club is unwavering in its commitment to ensuring that all individuals, regardless of their background or characteristics, have equal access to all club activities, facilities, and opportunities. This policy sets forth our commitment to eliminating discrimination, promoting diversity, and fostering an inclusive culture that welcomes and supports all.

## 3. Objectives

- To create an inclusive environment that is free from discrimination, harassment, and victimisation.
- To ensure all club activities and opportunities are accessible to everyone, promoting wide participation across all sections of our community.
- To encourage and increase the representation and participation of underrepresented groups, including but not limited to women and girls, individuals from ethnic minority backgrounds, people with disabilities, and those from various socio-economic backgrounds.
- To ensure compliance with the Equality Act 2010 and all other relevant legislation, alongside adherence to the policies set by Basketball England.

## 4. Scope

This policy applies universally within Bexley Tigers Basketball Club, including all members, staff, volunteers, and participants, across all our programs and activities.

## 5. Responsibilities

Everyone associated with Bexley Tigers is responsible for upholding the principles of this policy. The Club's management is specifically tasked with implementing this policy, monitoring its effectiveness, and dealing promptly and fairly with any complaints or breaches.

## 6. Implementation Strategies

- **Recruitment and Participation:** Practices will be designed to encourage diversity and provide equal opportunities for involvement and advancement within the club.
- **Accessibility:** We will ensure our facilities and activities are accessible to all, making reasonable adjustments where necessary to accommodate the needs of individuals with disabilities.
- **Education and Training:** Regular training on equality, diversity, and inclusivity will be provided for all club personnel to foster an understanding and appreciation of the value of a diverse club environment.
- **Monitoring and Feedback:** We will actively monitor club demographics and participation rates, seeking feedback to continually assess and improve our inclusivity practices.
- **Complaints Procedure:** A transparent process for reporting and addressing any incidents of discrimination or harassment, ensuring confidentiality and integrity in handling such matters.

## 7. Legal Compliance

The club commits to full compliance with the Equality Act 2010 and other relevant laws and guidelines, including those set forth by Basketball England, ensuring all club operations are conducted within these frameworks.

## 8. Monitoring and Review

This policy will be subject to regular review and updates to reflect changes in legislation, best practices, and the evolving needs of our club and community. Feedback from members and stakeholders will be integral to this ongoing process.

## 9. Reporting and Accountability

Bexley Tigers Basketball Club recognises the importance of transparency, responsibility, and a clear mechanism for reporting and addressing any incidents of discrimination, harassment, or breaches of our Equality & Diversity Policy. To uphold the integrity of our club and the safety and well-being of all our members, the following procedures have been established:

- **Reporting Mechanism:** Members, staff, volunteers, or participants who witness or experience any form of discrimination, harassment, or any other breach of this policy are encouraged to report these incidents as soon as possible. Reports can be made directly to the Club's Welfare Officer, who is specifically trained to handle such matters, or to any member of the management team whom the reporter feels comfortable approaching. Contact information for the Welfare Officer and management team members will be clearly communicated and accessible to all club members. ([welfare@Bexleytigers.co.uk](mailto:welfare@Bexleytigers.co.uk))
- **Confidentiality:** All reports will be handled with the utmost confidentiality. The identity of the individual making the report and any individuals involved will be protected to the best of the club's ability throughout the process. Information will only be disclosed to those who need to know to ensure a thorough and fair investigation and resolution.
- **Investigation Process:** Upon receiving a report, a prompt and impartial investigation will be initiated. The process will involve gathering all relevant information and evidence related to the incident, including witness statements when available. Both the individual making the report and the individual(s) accused of policy violations will be given a fair opportunity to present their side of the story.
- **Resolution and Actions:** Based on the findings of the investigation, the club will take appropriate actions, which may range from mediation and conflict resolution strategies to more formal disciplinary actions, including suspension or termination of club membership or involvement, in accordance with the severity of the breach. The club is committed to taking the necessary steps to address and rectify the situation, prevent recurrence, and support those affected.
- **Feedback:** After the resolution of the issue, feedback will be sought from the individuals involved to assess the effectiveness of the resolution process and identify any areas for improvement in handling similar incidents in the future.

- **Oversight and Review:** The management team, alongside the Welfare Officer, will regularly review the reporting and accountability procedures to ensure they remain effective and align with best practices and legal requirements. Adjustments will be made as necessary to enhance the safety and inclusivity of the club environment.

Bexley Tigers Basketball Club is dedicated to fostering an environment where everyone feels safe to enjoy the sport of basketball. The reporting and accountability procedures underline our commitment to taking every report seriously and ensuring that our club remains a place of respect, equality, and diversity.

Sten Mayunga  
Bexley Tigers Club Welfare Officer  
Basketball England ED&I Board Member