

Club:	Bexley Tigers Basketball Club
Governing Body:	Basketball England
Policy Version:	2.0
Date Adopted:	April 2026
Review Date:	April 2027
Approved by:	Club Committee
Legislation:	Modern Slavery Act 2015

1. Policy Statement

Bexley Tigers Basketball Club is committed to acting ethically and with integrity in all its operations and relationships. The Club has a zero-tolerance approach to modern slavery in all its forms, including slavery, servitude, forced and compulsory labour, and human trafficking.

Modern slavery is a serious crime and a violation of fundamental human rights. The Club is committed to implementing and enforcing effective systems and controls to ensure that modern slavery is not taking place within the Club or through any individual or organisation connected to it.

2. Scope

This policy applies to all individuals working with or for the Club, including:

- Committee members and volunteers
- Coaches, referees, and officials
- Paid staff and contractors
- Partner organisations and service providers

3. Our Commitment

The Club commits to:

- Maintaining transparency in all Club activities
- Taking a risk-based approach when engaging volunteers, staff, and contractors
- Ensuring safeguarding procedures protect against exploitation
- Raising awareness of modern slavery among all Club members and volunteers
- Requiring all contractors and suppliers to uphold the same standards

4. Responsibility

The Club Committee has overall responsibility for ensuring compliance with this policy. The Club Chair, in conjunction with the Club Welfare Officer, is responsible for day-to-day oversight and for addressing any concerns raised.

5. Recruitment and Safer Practices

The Club will conduct appropriate checks on all individuals taking on roles involving contact with children or vulnerable adults, in line with our Safer Recruitment Policy. This includes:

- DBS (Disclosure and Barring Service) checks for regulated activity roles
- Verification of identity and right to work in the UK
- Reference checks
- Ensuring individuals are not in a coercive or exploitative situation

6. Reporting a Concern

Any individual who suspects that a person connected to the Club may be a victim of modern slavery, or that modern slavery may be occurring in any activity associated with the Club, must report this immediately to:

- Club Chair: Sten Mayunga
- Welfare email: welfare@bexleytigers.co.uk
- The Modern Slavery Helpline: 0800 0121 700
- Police (999 in an emergency; 101 non-emergency)
- National Referral Mechanism (NRM) for potential victims

Individuals who raise concerns in good faith will be protected from any detriment. The Club will take all reports seriously and act promptly.

7. Training and Awareness

The Club will ensure that relevant volunteers and staff are aware of the signs of modern slavery and human trafficking, and understand their responsibility to report concerns. This will form part of the Club's induction and safeguarding training programme.

8. Breaches

Any individual found to have breached this policy will face disciplinary action in accordance with the Club's Disciplinary Code. The Club will also report any suspected criminal activity to the relevant authorities.

9. Monitoring and Review

This policy will be reviewed annually by the Club Committee. Updates will be communicated to all relevant individuals.