

This Constitution has been adopted by Bexley Tigers Basketball Club and aligns with Basketball England's requirements for affiliated clubs. It governs the operation of the Club and the conduct of its members.

1. Name

The club will be called Bexley Tigers Basketball Club (hereinafter "the Club"). The Club is affiliated to the National Governing Body for basketball in England, presently called Basketball England, and will operate in accordance with Basketball England's rules, regulations, and guidelines.

2. Vision, Mission & Aims

Vision Statement

To be the leading community basketball club in the London Borough of Bexley, developing individuals and communities through the sport of basketball.

Mission

To inspire and empower individuals through basketball by fostering a love for the game, promoting inclusivity, and developing the skills and character of all participants.

Aims

- To increase participation in basketball at all levels, fostering a love for the game
- To identify, develop, and nurture basketball talent, providing pathways from grassroots to elite level
- To use basketball as a means to improve physical health, mental well-being, and social skills among participants
- To create an inclusive environment where individuals from all backgrounds feel welcome, valued, and supported
- To ensure a duty of care to all members of the Club at all times
- To provide opportunities to participate, gain qualifications, and/or experience in basketball in the following roles: player, coach, referee, table official, statistician, media, and operations
- To comply with all relevant legislation including safeguarding, data protection, health and safety, and equality law

3. Membership

Membership shall consist of officers and members of the Club. All members will be subject to the Constitution and policies of the Club, and by joining the Club will be deemed to accept these regulations and any codes of conduct, as well as the policies and rules of Basketball England.

3.1 Membership Categories

- Senior Playing Member (aged 18 and over)
- Junior Playing Member (aged under 18) — requires parental/guardian consent

- Associate Member (any non-playing person including supporters and volunteers)
- Hall of Fame Member (awarded by the Management Board for exceptional service; no fees payable)
- All coaches, team managers, and other persons registered with Basketball England will be Associate Members

3.2 Membership Fees

Membership fees will be set annually by the Club Committee and will include the registration fee set by Basketball England. The annual membership year shall commence on 1 September each year. Fees will be reviewed and announced before the start of each season. Coaches and volunteers may be exempt from fees at the discretion of the Committee.

3.3 Membership Conditions

The Club reserves the right to refuse or terminate membership in accordance with its Disciplinary Code and Safeguarding Policy. All members must comply with the Club's policies, including but not limited to the Safeguarding Policy, Code of Ethics and Conduct, and GDPR-compliant Data Protection Policy.

3.4 Safeguarding of Junior Members

All junior members (under 18) must be registered with a signed Parental Consent Form. The Club will ensure that all individuals working with juniors have completed an appropriate DBS check and Basketball England safeguarding training as required by Basketball England guidelines.

4. Governance

Note: The governance structure below relates to the Club Committee of Bexley Basketball CIC. The CIC's Directors (as registered with Companies House) hold statutory powers under the Companies Act 2006 that are separate from and sit above the Club Committee. The Club Committee manages day-to-day operations; the Directors hold reserved powers including dissolution and major structural decisions.

4.1 Club Committee

The Club Committee shall consist of:

- Chair
- Secretary
- Treasurer
- Club Welfare Officer (must be a separate individual from the Chair)
- Board Member(s) as required

In small clubs, with the agreement of the Committee, one individual may hold more than one officer role, with the exception that the Club Welfare Officer must always be a separate individual from the Club Chair. Currently, the Chair also serves as Treasurer of the CIC.

4.2 Bexley Tigers Youth Board

The Club shall maintain a Bexley Tigers Youth Board (the "Youth Board") to represent the interests of junior members and provide player-led advisory input to the Club Committee. The Youth Board mirrors the Committee structure but operates in an advisory capacity only — it has no binding vote on Club Committee decisions.

4.2.1 Eligibility

Membership of the Youth Board is open to any paid-up club member aged 14 to 18 at the time of election. Members must have parental or guardian consent to participate. Youth Board members who turn 18 during their term may complete that term.

4.2.2 Composition

The Youth Board shall consist of: a Youth Board Chair; a Youth Board Secretary; and Team Representatives (one elected representative per active team or age group). The total number of Youth Board members shall not exceed eight. Positions are held for one year, with re-election permitted for up to three consecutive terms.

4.2.3 Elections

Youth Board elections are held at the AGM. All eligible junior members (aged 14–18) who are paid-up club members may stand for election and vote. Nominations must be submitted to the Club Secretary at least seven days before the AGM. Where posts are uncontested, they may be filled by nomination at the meeting. If any Youth Board positions remain unfilled after the AGM election, the Club Committee may appoint suitable eligible members to those positions at its discretion.

4.2.4 Meetings and Reporting

The Youth Board shall meet no fewer than twice per year. Any member of the Youth Board (including the Chair) is welcome to attend Club Committee meetings as a non-voting observer, but this is entirely optional and at their own discretion. The Youth Board Chair will present an annual Youth Report to the AGM, covering player feedback, Youth Board activities, and recommendations for the Club Committee.

4.2.5 Safeguarding and Oversight

All Youth Board meetings must be attended by at least one adult member of the Club Committee. Any Committee member may fulfil this role. The Club Welfare Officer retains oversight of all Youth Board activities. No Youth Board meeting may take place without a Committee member present. All Youth Board members are subject to the Club's Code of Ethics and Conduct, Safeguarding Policy, and Social Media Policy.

4.3 Elections

Officers will be elected annually at the Annual General Meeting. A term of office will be a maximum of three years, with re-election permitted up to a total of nine years' service. The Club will ensure that at least three committee members are neither related to nor cohabiting with other committee members.

4.4 Meetings

The Club Committee will meet no fewer than two times per year. A quorum for Committee meetings will be three officers. The Secretary will convene all meetings with appropriate notice.

4.5 Conflict of Interest

All elected officers must complete a Declaration of Interest Form annually. Any conflicts of interest must be declared and managed appropriately, as recorded by the Chair.

4.6 Welfare Officer

The Club Welfare Officer must be a separate individual from the Club Chair and must hold a current Basketball England Safeguarding & Protecting Young People certificate. The Welfare Officer is responsible for implementing the Club's Safeguarding Policy and liaising with Basketball England and statutory agencies as required.

Note on dual entity structure: Sten Mayunga also serves as Chief Executive Officer (CEO) of Bexley Tigers Limited. Nina Rickman also serves as Head of Operations of Bexley Tigers Limited. These roles are separate from their CIC officer roles above.

- Club Welfare Officer: Shukeil Mandalia
- Club Secretary: Nina Rickman

- Treasurer: Sten Mayunga
- Chair: Sten Mayunga

The current officers of Bexley Basketball CIC are as follows. Officers are elected annually at the AGM and this schedule should be updated following each election.

4.7 Current Officers

5. Finance

The Club operates through two legal entities: Bexley Basketball CIC (Company No. 14158856), which is the community interest company responsible for the Club's community programme, safeguarding, and governance; and Bexley Tigers Limited, which manages commercial operations. All Club community programme monies are held in a bank account in the name of Bexley Basketball CIC. The Club Treasurer will be responsible for the finances of the CIC, in accordance with the Club's Financial Control Policy. Both entities are subject to the financial controls set out in the Financial Control Policy.

Any payments or online banking transactions require the agreement of the Treasurer and at least one other Club officer. An audited or independently examined statement of annual accounts will be presented at each Annual General Meeting.

The Club will maintain appropriate insurance in accordance with Basketball England requirements, including public liability insurance.

6. Annual General Meeting (AGM)

The AGM will be held annually on 1 July. Notice of the AGM will be given by the Club Secretary with not less than 21 clear days' notice to all members. The AGM will receive a report from the Club Committee and a statement of accounts.

Nominations for officer roles must be submitted to the Secretary before the AGM. All paid-up members have the right to vote at the AGM. The quorum for AGMs will be 20% of the membership. The Club Committee may also call Extraordinary General Meetings (EGMs) following the same procedural requirements.

7. Discipline and Appeals

All complaints regarding the behaviour of members must be submitted in writing to the Club Secretary. The Club Secretary will ensure the relevant Code of Conduct procedures have been followed, and if applicable will refer the matter to the Club Welfare Officer.

A Disciplinary Sub-Committee will meet to hear complaints within 10 working days of a complaint being lodged. Outcomes will be notified in writing within two working days of the hearing and within 28 working days of the original complaint.

The right of appeal to the Club Committee (excluding members of the Disciplinary Sub-Committee) exists within five working days of receiving the decision. Appeals will be considered within 10 working days. All discipline matters will be handled in accordance with the Club's Disciplinary Code.

8. Safeguarding

The Club is fully committed to safeguarding the welfare of all children, young people, and vulnerable adults involved in its activities. The Club will comply with all current UK safeguarding legislation including the Children Act 1989 and 2004, the

Safeguarding Vulnerable Groups Act 2006, and Working Together to Safeguard Children (2023). All relevant individuals will hold current DBS checks.

9. Data Protection

The Club will comply with the UK General Data Protection Regulation (UK GDPR) and the Data Protection Act 2018. Personal data will be collected, stored, and processed only in accordance with the Club's Data Protection Policy. Members will be informed of how their data is used at the point of collection.

10. Equality

The Club is committed to promoting equality, diversity, and inclusion in all its activities and will comply with the Equality Act 2010. The Club opposes all forms of discrimination and will take appropriate action in response to any breach.

11. Dissolution

The dissolution of Bexley Basketball CIC is a decision reserved to the Directors and Members of Bexley Basketball CIC (as defined under the Companies Act 2006 and the CIC's Articles of Association). Note: in a company limited by guarantee, the people with ultimate authority over dissolution are referred to as Members, not shareholders, as the company has no share capital. Club members (players, volunteers, and associates) may pass a non-binding recommendation to dissolve at an AGM or EGM by majority vote of those present and entitled to vote. Final authority rests with the Directors and Guarantee Members of the CIC, and dissolution of a CIC also requires the consent of the CIC Regulator. In the event of dissolution, any remaining assets will be transferred to Little Hoopers Community Interests Company (registration number 13264944) or another organisation with similar charitable or community sporting purposes, as determined by the Directors.

12. Amendments to the Constitution

This Constitution may only be amended by a majority vote at an AGM or EGM with at least 21 days' notice of the proposed amendment given to all members.

13. Declaration

Bexley Tigers Basketball Club hereby adopts and accepts this Constitution as its current operating guide, regulating the actions of all its members and the management of its affairs.