

Club:	Bexley Tigers Basketball Club
Governing Body:	Basketball England
Policy Version:	2.1
Date Adopted:	April 2026
Review Date:	April 2027
Approved by:	Club Committee
Complaints:	complaint@bexleytigers.co.uk
Safeguarding:	welfare@bexleytigers.co.uk

IMPORTANT: The Club Welfare Officer must be a separate individual from the Club Chair. The Welfare Officer has an independent role in safeguarding and disciplinary matters involving welfare concerns.

1. Introduction

1.1 Purpose

This Disciplinary Code establishes a framework for the fair, consistent, and transparent handling of complaints, misconduct, and disputes within Bexley Tigers Basketball Club. It ensures that all members — including players, coaches, staff, volunteers, and spectators — are held accountable for their conduct, fostering a respectful, safe, and inclusive environment.

1.2 Scope

This policy applies to all members, participants, and stakeholders of the Club, including:

- Players (junior and senior)
- Coaches, referees, and officials
- Volunteers, committee members, and administrators
- Spectators and parents/guardians

The policy covers:

- On-court and off-court behaviour during Club activities
- Interactions between Club members, online and in person
- Safeguarding concerns involving children or vulnerable adults
- Any conduct that brings or risks bringing the Club into disrepute

1.3 Principles

- Fairness and transparency: Disciplinary processes will be impartial and clearly communicated
- Proportionality: Sanctions will be appropriate to the severity of the breach
- Accountability: Individuals are responsible for their own conduct
- Confidentiality: The privacy of all parties will be protected throughout
- Natural justice: All individuals will have the right to respond to any allegation before a sanction is imposed

1.4 Key Contacts

- Complaints: complaint@bexleytigers.co.uk
- Welfare and Safeguarding: welfare@bexleytigers.co.uk
- General Enquiries: contact@bexleytigers.co.uk

1.5 Oversight

The Club Committee has overall responsibility for this Disciplinary Code. The Club Welfare Officer (who must be independent of the Club Chair) has responsibility for matters involving safeguarding concerns. A Disciplinary Committee may be convened for cases requiring formal investigation.

2. Code of Conduct

2.1 General Expectations

All members of the Club are expected to uphold the values of respect, integrity, and sportsmanship. Members must:

- Treat others with respect, regardless of age, gender, race, religion, disability, sexual orientation, or ability
- Adhere to the rules of basketball and the Club
- Promote a positive and inclusive environment
- Act as role models, especially for younger participants
- Comply with the Club's Code of Ethics and all other Club policies

2.2 Prohibited Conduct

The following behaviours are strictly prohibited and will result in disciplinary action:

- Physical or verbal abuse, bullying, harassment, or intimidation
- Any form of discrimination or hate speech
- Unsportsmanlike behaviour during games, training, or Club events
- Damage to Club property or facilities
- Breach of the Club's Safeguarding Policy
- Misuse of social media to harass, defame, or bring the Club into disrepute
- Conduct that puts the health or safety of any person at risk
- Any criminal conduct connected with Club activities

3. Disciplinary Procedures

3.1 Minor Misconduct

Minor misconduct may be dealt with informally by a coach, team manager, or Club officer. The individual will be spoken to about the concern and given the opportunity to respond. A record of the conversation will be kept. A formal warning may be issued.

3.2 Serious Misconduct

Serious misconduct will be dealt with formally. The following procedure will apply:

- The complaint must be submitted in writing to the Club Secretary
- An acknowledgement will be sent to the complainant within seven working days
- A Disciplinary Sub-Committee of at least three Club officers (not involved in the incident) will be convened within 10 working days
- The individual accused of misconduct will be notified of the complaint and given a minimum of five working days' notice of the hearing
- The individual will have the right to submit a written response and, if desired, to attend the hearing (accompanied by a supporter if they wish)
- The Sub-Committee will consider all evidence and reach a decision
- The outcome will be communicated in writing to both parties within two working days of the hearing

3.3 Safeguarding Referrals

Where a complaint or concern involves the safeguarding of a child or vulnerable adult, the matter must be referred immediately to the Club Welfare Officer and handled in accordance with the Club's Safeguarding Policy. Safeguarding concerns must always be reported to the relevant statutory authorities (e.g., LADO — Local Authority Designated Officer) in addition to any internal Club process.

4. Sanctions

Sanctions will be proportionate to the breach and may include:

- Verbal or written warning
- Suspension from training or competition for a specified period
- Requirement to attend training (e.g., safeguarding, equality awareness)
- Termination of Club membership
- Referral to Basketball England for further action
- Referral to statutory authorities (police, social services) where appropriate

5. Appeals

Any individual who wishes to appeal a disciplinary decision must notify the Club Secretary in writing within five working days of receiving the decision. The appeal will be heard by the full Club Committee (excluding any Sub-Committee members involved in the original decision) within 10 working days. The outcome of the appeal is final, subject to any right of appeal to Basketball England.

Where a matter involves serious misconduct, discrimination, safeguarding, or the conduct of a Club officer, and the member believes it cannot be dealt with fairly within the Club, the matter may be referred to Basketball England's Integrity team. Contact: integrity@basketballengland.co.uk. Basketball England's own disciplinary and appeals procedures will then apply.

6. Records

All disciplinary matters will be recorded in writing and stored securely in accordance with the Club's Data Protection Policy. Records will be retained for a minimum of three years, or longer where required for safeguarding or legal reasons.

7. Review

This policy will be reviewed annually by the Club Committee.