

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
Legislation:	Equality Act 2010; Human Rights Act 1998

1. Introduction

Bexley Tigers Basketball Club was founded in 2021 and has grown to serve over 200 members, offering basketball programmes for all ages from young children through to adults. The Club is built on the principles of equality, diversity, and inclusion, and is committed to creating an environment where every person feels valued, respected, and supported.

2. Policy Statement

Bexley Tigers Basketball Club is committed to ensuring that all individuals — regardless of age, disability, gender reassignment, marriage or civil partnership status, pregnancy or maternity, race, religion or belief, sex, or sexual orientation — have equal access to all Club activities, facilities, and opportunities.

These "protected characteristics" are defined by the Equality Act 2010. The Club will not discriminate, directly or indirectly, on the basis of any of these characteristics. The Club also acknowledges that individuals may face intersecting disadvantages and will take a holistic approach to inclusion.

3. Objectives

- To create an inclusive environment free from discrimination, harassment, and victimisation
- To ensure all Club activities and opportunities are accessible to everyone
- 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 low-income backgrounds
- To comply with the Equality Act 2010 and all other relevant legislation
- The Club will adhere to Basketball England's Equality, Diversity and Inclusion Policy and guidelines, including the Basketball England Diversity Code. The Diversity Code sets out expectations for affiliated clubs in creating diverse, inclusive environments, and the Club is committed to working towards its requirements. In line with Basketball England's Level 2 Club Standards, the Club intends to publish an EDI statement on its website.
- To work towards Basketball England's Diversity Code and any associated requirements

4. Scope

This policy applies universally to all Club members, staff, volunteers, coaches, officials, spectators, and anyone interacting with the Club.

5. Responsibilities

Everyone associated with the Club is responsible for upholding the principles of this policy. The Club Committee is responsible for implementing and monitoring the policy, and for dealing promptly and fairly with any complaints or breaches.

6. Implementation

6.1 Recruitment and Participation

All recruitment and selection processes for volunteers, coaches, and officials will be based on merit and conducted in a fair and open manner. Practices will be designed to encourage diversity and provide equal opportunities.

6.2 Accessibility

The Club will make reasonable adjustments to ensure that its facilities, activities, and communications are accessible to all members, including those with disabilities. This may include adapted equipment, accessible venues, or alternative communication formats.

6.3 Education and Training

All coaches, volunteers, and committee members will receive training on equality, diversity, and inclusion, including an understanding of unconscious bias. This training will be included in the Club's induction programme.

6.4 Monitoring

The Club will monitor membership demographics and participation data to assess the effectiveness of this policy and identify areas for improvement. Data will be collected and processed in accordance with UK GDPR.

7. Reporting and Complaints

Any member, volunteer, or visitor who believes they have experienced or witnessed discrimination, harassment, or victimisation should report it to the Club Welfare Officer or Club Chair as soon as possible. Reports can be made in confidence. All reports will be taken seriously and investigated promptly in accordance with the Club's Disciplinary Code.

To report a concern: welfare@bexleytigers.co.uk or complaint@bexleytigers.co.uk

8. Legal Compliance

The Club commits to full compliance with the Equality Act 2010, the Human Rights Act 1998, and all other relevant legislation, as well as the guidelines and requirements set by Basketball England.

9. Review

This policy will be reviewed annually and updated to reflect changes in legislation, best practice, and the evolving needs of the Club community.