

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:	Public Interest Disclosure Act 1998; Employment Rights Act 1996

1. Introduction

Bexley Tigers Basketball Club is committed to fostering a culture of openness, accountability, and integrity, where it is safe for anyone — staff, volunteers, coaches, or contractors — to raise genuine concerns about poor practice, misconduct, or safeguarding issues without fear of retaliation.

This policy aligns with the Public Interest Disclosure Act 1998 (as amended), which provides legal protection for individuals who make qualifying disclosures in the public interest. The Club takes all concerns raised under this policy seriously.

2. Aims and Scope

This policy aims to:

- Encourage individuals to raise genuine concerns without fear of reprisal or detriment
- Provide a clear and confidential process for reporting concerns
- Ensure concerns are addressed promptly and appropriately
- Outline how concerns can be escalated if the initial response is unsatisfactory

This policy applies to all individuals associated with the Club, including coaches, volunteers, committee members, paid staff, contractors, and parents/guardians. Concerns that may be raised include:

- Criminal activity or serious misconduct
- Safeguarding concerns involving children or vulnerable adults
- Serious breaches of Club policies or Basketball England regulations
- Financial mismanagement, fraud, or corruption
- Health and safety risks
- Bullying, harassment, or discrimination
- Failure to comply with legal obligations

3. Protections

3.1 Good Faith Reporting

Individuals who raise concerns in good faith, with a reasonable belief that the concern is genuine, will not face any adverse consequences, even if the concern turns out to be unsubstantiated.

3.2 Protection from Retaliation

The Club will not tolerate any victimisation, harassment, or discrimination against individuals who raise genuine concerns. Any individual who believes they have suffered detriment as a result of making a disclosure should report this to the Club Chair immediately.

3.3 Confidentiality

Concerns will be handled with strict confidentiality. The identity of the individual raising the concern will not be disclosed without their consent, except where required by law or necessary for the investigation to proceed. If anonymity cannot be maintained, the individual will be informed before their identity is disclosed.

4. How to Raise a Concern

Concerns may be raised verbally or in writing. Written concerns should include:

- The background and history of the concern, including relevant dates
- A description of the conduct or situation that is concerning
- The reason why you believe this is a genuine concern
- Any relevant evidence or witnesses (if known)

Concerns should be raised with:

- The Club Chair and Treasurer: Sten Mayunga
- The Club Secretary: Nina Rickman
- Email: info@bexleytigers.co.uk
- By email: complaint@bexleytigers.co.uk

If the concern involves the Club Chair, the concern should be raised with the Club Secretary, Nina Rickman (info@bexleytigers.co.uk), or directly with Basketball England.

For safeguarding concerns, contact the Club Welfare Officer at: welfare@bexleytigers.co.uk — or, in urgent cases, contact the NSPCC (0808 800 5000) or the police (999/101).

5. Anonymous Allegations

Anonymous concerns will be considered, but the Club's ability to investigate may be limited if no contact details are provided. Anonymous concerns should still be submitted via the contact email or by post to the Club's registered address.

6. Investigation

All concerns raised under this policy will be:

- Acknowledged within five working days
- Assessed to determine the most appropriate action
- Investigated promptly and thoroughly by a person independent of the concern
- Escalated to external authorities (police, LADO, Basketball England) where required

The individual who raised the concern will be kept informed of progress, where confidentiality allows.

7. Escalation

If an individual is not satisfied with the Club's response to their concern, they may raise it with:

- Basketball England: safeguarding@basketballengland.co.uk
- The NSPCC (for child welfare concerns): 0808 800 5000
- Crimestoppers (anonymous): 0800 555 111
- Health and Safety Executive (for H&S concerns): www.hse.gov.uk
- The Information Commissioner's Office (for data protection concerns): www.ico.org.uk

8. Records

All concerns raised under this policy will be recorded, along with any investigation and outcome, and stored securely in accordance with the Club's Data Protection Policy. Records will be retained for a minimum of three years.

9. Review

This policy will be reviewed annually by the Club Committee.