

**Storm Basketball Club Equality, Diversity, and Inclusion
(EDI) Policy**



**Updated: October 2024
Review: October 2025**

Policy Statement

Storm Basketball Club is committed to promoting equality, diversity, and inclusion in all aspects of its operations. We believe that basketball should be accessible and enjoyable for everyone, regardless of age, gender, race, ethnicity, religion, sexual orientation, disability, or socioeconomic background. We strive to create a safe, welcoming, and inclusive environment where all members can thrive, develop their skills, and enjoy the sport.

This policy applies to all players, coaches, volunteers, parents, guardians, and spectators involved with Storm Basketball Club.

Key Points Summary

1. **Inclusion:** All children and adults, regardless of background, have the right to participate in basketball free from discrimination or exclusion.
2. **Equal Opportunities:** We ensure equal access to training, competitions, and social events for all members.
3. **Zero Tolerance:** Discrimination, harassment, or bullying of any kind will not be tolerated.
4. **Accessibility:** We strive to make our sessions and facilities accessible to all, including those with disabilities or additional needs.
5. **Reporting Concerns:** Any concerns related to equality, diversity, or inclusion should be reported to the Welfare Officer or a designated director.

Policy Aims

This policy aims to:

1. Ensure a safe and inclusive environment for all members.
2. Provide clear guidelines for staff and volunteers to promote equality and inclusion.
3. Actively remove barriers to participation and ensure fair treatment for all.
4. Celebrate diversity and foster a culture of respect and understanding.

Roles and Responsibilities

Welfare Officer*

- Handle all concerns related to equality, diversity, and inclusion.
- Ensure compliance with EDI principles and procedures.
- Act as the liaison with external agencies if necessary.

Coaches, Volunteers, and Staff

- Promote inclusive practices in all sessions and activities.
- Report concerns related to discrimination or exclusion to the Welfare Officer.

Players, Parents, and Guardians

- Treat all members of the club with respect and dignity.
- Support the club's commitment to equality, diversity, and inclusion.
- Report any concerns or incidents of discrimination or exclusion.

Good Practice Guidelines

Always:

- Treat all individuals with respect and dignity.
- Use inclusive language and avoid stereotypes or assumptions.
- Ensure that all activities are accessible and adapted where necessary.
- Encourage open communication and mutual respect among players, coaches, and parents.
- Be an excellent role model by demonstrating inclusive behaviour.

Practices to Avoid:

- Making assumptions about individuals based on their background or identity.
- Excluding individuals from activities due to their background or ability.
- Using language or behaviour that could be perceived as discriminatory or offensive.

Practices Never to Be Sanctioned:

- Discriminatory remarks or actions based on age, gender, race, ethnicity, religion, sexual orientation, or disability.
- Exclusion of individuals from opportunities without valid reason.
- Ignoring concerns or allegations related to discrimination or exclusion.

Reporting Procedures**1. Reporting Concerns:**

- Any concerns related to equality, diversity, or inclusion should be reported to the Welfare Officer or a designated director.
- Reports can be made in person, via email, or through the club's official channels.

2. Handling Concerns:

- All reports will be taken seriously and handled confidentially and sensitively.
- The Welfare Officer will investigate concerns and take appropriate action, which may include liaising with external agencies.

3. Incident Recording:

- All concerns and incidents must be documented using a standard incident form, including:
 - Names of those involved.
 - Date, time, and location of the incident.
 - Observations or statements.
 - Actions taken and next steps.

Monitoring and Review

- The club will regularly monitor participation and feedback to ensure our EDI policy is effective.
- This policy will be reviewed annually and updated as necessary.

Contact Information

For any questions or concerns related to equality, diversity, and inclusion, please contact:

Welfare Officer: Daniel Hildreth

Email: office@stormbasketballclub.com

Phone: 07834 828417

Policy Approval

This policy was approved by the **Directors of Storm Basketball Club** in October 2024

Signed: 

Karl Youngman
SBL & Schools Head Coach
Storm Basketball Club

Directors

- **Daniel Hildreth (NL Head Coach):** office@stormbasketballclub.com
- **Karl Youngman (SBL & Schools Head Coach):** karl@stormbasketballclub.com
- **Marnie Williams (Administration):** finance@stormbasketballclub.com

Appendices

Appendix A: Definitions

- **Equality:** Ensuring everyone has equal access to opportunities and is treated fairly.
- **Diversity:** Recognising and valuing differences in individuals.
- **Inclusion:** Creating an environment where everyone feels welcome and respected.