

BASKETBALL ENGLAND

EQUALITY, DIVERSITY & INCLUSION (EDI) POLICY



1. INTRODUCTION

1.1 Basketball England is committed to fostering an inclusive environment where all individuals, regardless of background, can participate fully in basketball. This policy outlines our commitment to equality, diversity, and inclusion (EDI) and should be considered alongside and in accordance with the Basketball England Anti-Discrimination Policy.

1.2 This policy aligns with Basketball England's Diversity and Inclusion Action Plan (DIAP 2025 - 2029), reinforcing our commitment to fairness, dignity, and respect for all members.

1.3 Basketball England (a company limited by guarantee, incorporated and registered in England and Wales with company number 01429756 whose registered office is at Etihad Campus Rowsley Street, Gate 13, Manchester, England, M11 3FF) is the national governing body ("NGB") responsible for the governance and regulation within its jurisdiction of all disciplines of the sport of basketball in England (including 5v5, 3v3, disability Basketball and walking basketball) ("Basketball").

1.4 Basketball England has an ongoing duty of care to all who participate and work in Basketball to ensure they have a safe, enjoyable and positive experience. This Equality, Diversity and Inclusion reflects and furthers this duty of care as well as the EDI ethos of Basketball England. EDI is critical to Basketball England's purpose and strategic objectives. It is at the heart of building and maintaining Basketball's success across England and it is the thread that runs through Basketball England's values, both for those who enjoy Basketball already, and those who are new to the sport.

1.5 Basketball England's board of directors is committed to contributing to raising DEI awareness and communicating policies and procedures as well as driving

Basketball's culture. In furtherance of this commitment, Basketball England maintains effective lines of communication between its board of directors and Integrity Team.

1.6 As part of Basketball England's zero-tolerance approach to Discrimination in any form, Participants and Staff will receive equal treatment regardless of any "Protected Characteristics" (as defined in the Equality Act 2010). Basketball England respects and values cultural differences and aims to create an environment that promotes EDI, which encourages individuals to develop and maximise their potential. Basketball England are also committed to providing equitable treatment to all those it deals with as an organisation, including fans and suppliers.

1.7 Basketball England actively seeks to ensure that its Staff reflect the communities it serves, this makes Basketball England better able to understand the needs and priorities of its Participants. Basketball England is committed to having talented, enthusiastic and experienced Staff who can help deliver its EDI strategy.

1.8 Basketball England undertakes to make available (on request) electronic copies of this Policy as amended from time to time. Electronic copies of this Policy are available on the Basketball England website (the "Website"). The Website will also contain contact details in the event that (i) any person is unable to download this, Policy; and/or (ii) any person requires this Policy in another form, for example, in braille or large print. All requests will be considered on their merits on a case-by-case basis. In circumstances where an individual has been classified as having an intellectual impairment, Basketball England shall use all reasonable endeavours to communicate the contents of this Policy to such individual in the most appropriate manner and form in liaison with the parent of, or other person with responsibility for such individual.

2. SCOPE AND APPLICATION

2.1 This policy applies to all Basketball England members, including:

2.1.1 Participants

2.1.2 Regional Associations

2.1.3 Leagues

2.1.4 Clubs

2.1.5 Staff

2.1.6 Spectators

2.2 It covers all club activities, training sessions, matches, events and online interactions.

2.3 All Regional Associations, Leagues, Clubs and all other organisations sanction by and/or under the jurisdiction of the Basketball England must adopt and enforce this Policy.

2.4 Participants who are party to a Basketball England agreement and/or in receipt of Basketball England funding are obliged, as a condition of those agreements or funding, to comply with or adopt this Policy and/or enforce the provisions of this Policy through their own processes.

2.5 All Participants and Staff under the jurisdiction of Basketball England are subject to and bound by all Applicable Laws, Basketball Rules and agree to abide by all Basketball policies (including this Policy), procedures, rules or regulations published by or in place under the auspices of Basketball England from time to time.

2.6 The laws of England and Wales shall apply to this Policy.

3. POLICY OBJECTIVES

3.1 Basketball England is committed to:

- 3.1.1 Providing equal opportunities for all, irrespective of background or identity.
- 3.1.2 Promoting diversity in participation, leadership, and decision-making.
- 3.1.3 Fostering an inclusive environment that removes barriers to participation.
- 3.1.4 Zero tolerance for discrimination, harassment and bullying.

4. LEGISLATION AND GUIDANCE

4.1 Basketball England's approach to DEI is based on the principles recognised within UK and International legislation and UK Government guidance. For the purposes of this Policy, the following have been taken into consideration:

4.1.1 Human Rights Act 1998

Incorporates the European Convention on Human Rights into UK law.

Protects rights such as:

- Right to life
- Freedom from torture and degrading treatment
- Right to liberty and security
- Right to a fair trial
- Right to respect for private and family life (often relevant in discrimination cases)
- Freedom of thought, conscience and religion
- Freedom of expression

4.1.2 UK Data Protection Act and UK General Data Protection Regulation 2018

4.1.3 Equality Act 2010

This is the cornerstone of anti-discrimination law in the UK.

What it does: Consolidates and replaces previous anti-discrimination laws (e.g., Race Relations Act 1976, Sex Discrimination Act 1975, Disability Discrimination Act 1995). This includes the latest requirement for employers to take reasonable steps to prevent sexual harassment of their employees.

Protected characteristics:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

4.1.4 Gender Recognition Act 2004

4.1.5 EHRC Employment Statutory Code of Practice

4.2 Regulatory Guidance

4.2.1 UK Sport: The Code For Sport Governance

4.2.2 FIBA Internal Regulations (General Provisions)

5. COMMITMENTS AND RESPONSIBILITIES

5.1 Basketball England will:

5.1.1 Implement policies and practices that promote fairness and accessibility.

5.1.2 Provide EDI training for coaches, officials and volunteers.

5.1.3 Respond swiftly and effectively to concerns regarding discrimination, exclusion or unfair treatment.

5.1.4 Ensure diverse representation in coaching, leadership and governance roles.

5.1.5 Regularly review and monitor EDI progress to ensure continual improvement.

6. MEMBER RESPONSIBILITIES

6.1 All members, participants and staff must:

6.1.2 Treat others with respect and fairness, behaving in a way that does not subject any others to Discrimination (including Direct or Indirect Discrimination), Harassment or Victimisation

6.1.3 Challenge and report discrimination, exclusion, or unfair treatment.

6.1.4 Encourage a welcoming and inclusive culture within the basketball community.

6.1.5 abide by all Applicable Laws

6.1.6 abide by all Basketball Rules

6.1.7 act in accordance with any other requirements and instructions which Basketball England reasonably imposes in connection with any EDI obligations imposed on Basketball England at any time

6.1.8 undertake, or refrain from undertaking, such acts as Basketball England requests so as to enable Basketball England to comply with and deliver its EDI obligations and strategy

7. REPORTING AND SUPPORT

7.1 Basketball England do not tolerate any form of unlawful or unfair Discrimination, Victimisation, bullying or Harassment and will take appropriate action against any Participant, Staff, Regional Association, League, Club and/or other party sanctioned by and/or under the jurisdiction of the Basketball England who commit or assist others to commit such an act. It should be noted that non-conformance with this Policy may also be an unlawful act subject to criminal prosecution and potential litigation.

7.2 Concerns related to equality, diversity, and inclusion should be reported to:

7.2.1 The Club Welfare Officer for club-level concerns.

7.2.2 Basketball England's Integrity Team via email: integrity@basketballengland.co.uk or through the Basketball England "Report It" system.

7.3 All reports will be handled confidentially and in line with safeguarding best practices.

7.4 For external support:

Equality and Human Rights Commission - www.equalityhumanrights.com

Helpline Telephone Number: Phone: 0808 800 0082 Textphone: 0808 800 0084

Citizens Advice Bureau Adviceline - www.citizensadvice.org.uk/law-and-courts/discrimination/

Adviceline: 0800 144 8848

Basketball England Integrity Team - integrity@basketballengland.co.uk

8. BREACHES OF THIS POLICY

8.1 Basketball England take a strict approach to breaches of this Policy and all breaches will be dealt with in accordance with the Disciplinary Code.

9. DATA PROTECTION AND CONFIDENTIALITY

9.1 All cases arising under this Policy and in particular all Participant and Staff information provided to Basketball England under this Policy will be dealt with in strict confidence at all times in accordance with the provisions of Data Protection Legislation and Basketball England policies as in place from time to time.

9.2 So far as is practicable and appropriate, confidentiality will be maintained at all times in respect of all those involved in any process arising under this Policy unless there is an overriding obligation in the interests of Basketball England, the BBF, FIBA and/or the Participant or Staff and safety for such information to be shared with other interested parties Information may be shared publicly in accordance with the Basketball England Publications Policy.

9.3 Basketball England will not comment publicly on the specific facts of a pending or decided case (as opposed to general descriptions of the process and science involved) except in response to public comments attributed to the Participant or Staff involved or their representatives.

10. MONITORING AND REVIEW

10.1 This policy will be reviewed annually and updated as needed to reflect best practices and emerging challenges.

- **Last updated:** May 2025
- **Next review date:** May 2026

10.2 Basketball England will continue to monitor the effectiveness of this Policy in accordance with meeting Basketball's DEI objectives and to identify areas in which further resources or support are required to achieve those objectives.

10.3 Basketball England will also monitor the treatment and outcomes of any Concerns of Discrimination, Harassment or Victimisation to ensure that they are properly investigated and resolved, those who report or act as witnesses are not victimised, repeat offenders are dealt with appropriately, cultural clashes are identified and resolved, and training is targeted where needed.

DEFINITIONS AND INTERPRETATIONS

Affiliated Member: a Club or League sanctioned by and/or falling under the jurisdiction of Basketball England who has satisfied the affiliation process;

Applicable Laws: any and all: (i) laws, statutes, regulations, decisions, rulings, directives, codes of practice, government policies, enactments or instruments (including national, regional, local or principal laws, regulations or by-laws of any kind whatsoever) relevant to this Policy;

Basketball Rules: the rules and regulations from time to time in force of Basketball England, national association or league under the auspices of the BBF and/or FIBA (including the FIBA Regulations) to the extent that they relate or apply to Basketball England;

BBF: the British Basketball Federation being the national NGB responsible for regulating within its jurisdiction athletes representing Great Britain in the sport of Basketball. The BBF is a Member Federation of FIBA;

Club: a Basketball club sanctioned by and/or falling under the jurisdiction of Basketball England;

Concern: fear, worry or concern that a person may be subject to Discrimination;

Data Protection Legislation: all applicable laws relating to data protection, the processing of personal data and privacy, including: the Retained EU law version of the General Data Protection Regulation ((EU) (2016/679)) ("UK GDPR") and the Data Protection Act 2018, the Privacy and Electronic Communications (EC Directive) Regulations 2003 (as may be amended by the proposed Regulation on Privacy and Electronic Communications), and any other data protection and/or privacy legislation applicable in the UK from time to time, (each as amended, updated, replaced or re-enacted from time to time and including all subordinate legislation made from time to time under or giving effect to the same) and references to

“controller”, “personal data”, “special category data”, “process”, “processing” and “supervisory authority” have the meanings set out in, and will be interpreted in accordance with, such applicable laws;

Disciplinary Code: Basketball England’s disciplinary code as in place from time to time;

Discrimination: unequal or differential treatment which leads to one person being treated more or less favourably than others are;

Diversity: the practice or quality of including or involving people from a range of different social and ethnic backgrounds and/or different genders, sexual orientation, age etc.;

Equality: Ensuing that all people are afforded the same opportunities or outcomes and that all individuals are treated equally. Where required we understand our responsibility to look from an equitable lens to ensure fairness.

Equity: the fair, just and impartial treatment of people, so that the norms, practices, and policies in place ensure identity is not predictive of opportunities or outcomes. Equity differs from equality. While equality assumes that all people should be treated the same, equity takes into consideration a person’s unique circumstances, adjusting treatment accordingly so that the end result is equal;

FIBA: the international federation (Fédération Internationale de Basketball Amateur) recognised by the International Olympic Committee for administering international competitions for Basketball;

FIBA Regulations: the general statutes, internal regulations, other rules and regulations and decisions of FIBA in force from time to time;

Free Member: a person who has free membership of Basketball England which typically includes fans, followers, parents, medics, league organisers, administrators and others who do not require a licence from Basketball England;

Inclusion: providing equal access to opportunities and resources to all;

League: a Basketball league sanctioned by and/or falling under the jurisdiction of Basketball England;

Licenced Activity: Basketball related activity sanctioned by and/or falling under the jurisdiction of Basketball England which requires a Licence;

Licenced Member: a person (including but not limited to a Player, coach, referee, table official, team follower, bench personnel and/or statistician) who requires a Licence in order to carry out Licenced Activity;

Member: a member of Basketball England (including but not limited to a Free Member, Licenced Member and/or Affiliated Member who from time to time participate in any activity sanctioned by and/or falling under the jurisdiction of Basketball England); **Member Federation:** a national governing body for Basketball which is a member of FIBA;

Minor: a young person under the age of 18;

Official: referees, table officials, commissioners, observers, referee coaches and/or statisticians sanctioned by and/or falling under the jurisdiction of Basketball England; 7 7

Participant: any Member, Official, Player, Support Personnel, member of a Club, League or Regional Association sanctioned by and/or falling under the jurisdiction of Basketball England;

Player: an individual who competes in Basketball under the jurisdiction of Basketball England;

Regional Association: a local association with responsibility for regional Basketball activity sanctioned by and/or falling under the jurisdiction of Basketball England including North East, North West, Yorkshire, London, East, East Midlands, West Midlands, South, South East and South West regions;

Staff: any person acting for or on behalf of Basketball England whether as an employee, volunteer, casual workers, consultant or otherwise;

Support Personnel: any coach, trainer, manager, agent, team staff, nutritionist, medical, paramedical personnel, parent or any other person working with, treating or assisting a Club, League, Player, Regional Association or Team;

Website: the official website of Basketball England.