



Eynesbury Dingoes Basketball Club Equality & Diversity Policy

1. Purpose

The Eynesbury Dingoes Basketball Club (EDBC) is committed to promoting equality, diversity, and inclusion in all aspects of our operations. We believe that basketball should be accessible, enjoyable, and safe for everyone—regardless of age, ability, gender, race, religion, sexual orientation, or background.

2. Scope

This policy applies to:

- Players (youth and adult)
 - Coaches, officials, and volunteers
 - Parents, carers, and spectators
 - Committee members
 - All club activities, events, and communications (in-person and online)
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3. Our Commitment

We will:

- Provide equal opportunities for participation and development
 - Treat all individuals with respect and dignity
 - Challenge and not tolerate any form of discrimination, harassment, or victimisation
 - Promote understanding and celebrate diversity within our club and the wider community
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4. Definitions

- **Equality:** Ensuring everyone has equal opportunity and is not treated differently or discriminated against because of personal characteristics.
 - **Diversity:** Recognising, respecting, and valuing differences in people.
 - **Inclusion:** Creating a welcoming environment where all people feel respected, supported, and able to participate fully.
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5. Protected Characteristics

In line with the **Equality Act 2010**, the club will not discriminate based on the following:

- Age
 - Disability
 - Gender reassignment
 - Marriage or civil partnership
 - Pregnancy or maternity
 - Race (including colour, nationality, ethnic or national origin)
 - Religion or belief
 - Sex
 - Sexual orientation
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6. Practical Implementation

Recruitment and Membership

- Open and fair registration process
- No barriers based on protected characteristics
- Financial assistance or bursaries where possible to support inclusion

Coaching and Development

- Coaches trained in inclusive practices
- Adaptations made where possible for players with disabilities or additional needs
- Equal access to training, development, and leadership opportunities

Culture and Conduct

- Clear expectations of respectful behaviour from all members
 - Zero tolerance for discriminatory language or actions
 - Diverse role models and representation in club materials and leadership
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7. Responsibilities

Club Committee

- Lead by example in promoting equality and diversity
- Monitor the policy and make adjustments as necessary
- Ensure complaints are handled fairly and promptly

Coaches and Volunteers

- Foster inclusive team environments
- Report any incidents of discrimination or exclusion
- Take part in relevant training

Members and Spectators

- Treat others with respect and dignity
 - Report inappropriate behaviour
 - Challenge discrimination where safe and appropriate to do so
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8. Reporting and Complaints

Any incidents of discrimination, exclusion, or unfair treatment should be reported to:

- **President / Vice President**
- **Head Coach**
- **Club Welfare Officer**

All reports will be taken seriously and dealt with confidentially and in line with the club's complaint or disciplinary procedures.

9. Monitoring and Review

- The club will regularly review this policy (annually or as needed)
 - Data on membership and participation may be collected (with consent) to monitor diversity and inform improvements
 - Feedback from members will be used to shape future equality and inclusion efforts
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10. Useful Contacts

- **Club Welfare Officer:** Dean Hosking
 - **Head Coach:** Gavin Silvi
 - **Local Governing Body – Melton Basketball Association**
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Approved by: Community Basketball Club Committee

Date: September 2025

Next Review: September 2026