



Isle of Man Basketball Association (IOMBBA) Equality, Diversity & Inclusion Policy

1. Policy Statement

The Isle of Man Basketball Association (IOMBBA) is fully committed to the principles of equality, diversity, and inclusion.

We believe basketball should be a sport where every individual—regardless of age, disability, sex, gender identity, race, ethnic origin, nationality, marital status, sexual orientation, socioeconomic background, religion or belief, pregnancy or maternity—feels welcomed, valued, and able to participate.

IOMBBA firmly opposes all forms of discrimination, whether direct, indirect, intentional, or unintentional.

We strive to create an environment based on respect, fairness, inclusion, and positive experiences for all.

2. Purpose of This Policy

The purpose of this Equality, Diversity & Inclusion (EDI) Policy is to:

- Set clear expectations for behaviour, conduct, and decision-making within IOMBBA.
- Ensure compliance with relevant Isle of Man equality legislation.
- Align IOMBBA practices with the standards of England Basketball and Isle of Man Sport.
- Promote widening participation and accessible opportunities across the sport.
- Prevent and challenge discrimination, harassment, bullying, or victimisation.
- Support the development of an inclusive basketball community where diversity is celebrated.

3. Scope of the Policy

This policy applies to:

- All IOMBBA members
- Players (youth, adult, recreational, and national squads)
- Coaches, team managers, assistants
- Referees and table officials
- Club volunteers and administrators
- Parents/guardians and spectators
- Partner organisations and associated clubs

All individuals and organisations associated with IOMBBA are expected to uphold the values in this policy.

4. Legal and Regulatory Framework

IOMBBA adheres to:

- Isle of Man Equality Act 2017
- Isle of Man safeguarding legislation
- England Basketball Equality Policy
- Codes and standards from the British Basketball Federation

This policy also aligns with best practice from the UK Equality & Human Rights Commission.

5. Our EDI Commitments

IOMBBA commits to:

Equality of Opportunity

- Fair treatment in access to facilities, training, competition, and development.
- Transparent and inclusive recruitment of volunteers, coaches, and referees.

Diversity

- Encouraging diverse representation across committees, officiating, coaching and playing.
- Valuing differences in background, culture, and perspectives.

Inclusion

- Ensuring all individuals feel welcomed, respected, and supported.
- Providing reasonable adjustments and accessible opportunities.
- Promoting inclusive language and behaviour.

Zero Tolerance to Discrimination

- Challenging stereotypes, prejudice, and discriminatory language.
- Investigating concerns promptly, sensitively, and fairly.

Education & Awareness

- Offering EDI training for staff, volunteers, and coaches.
- Signposting guidance from England Basketball.

Safe Participation

- Ensuring environments free from harassment, bullying, or intimidation.
- Supporting mental and physical wellbeing in sport.

6. Responsibilities

IOMBBA Executive Committee

- Overall responsibility for the implementation of this policy.
- Reviewing policy effectiveness and ensuring compliance.
- Ensuring representation and inclusion are prioritised in strategic planning.

Clubs & Team Leaders

- Uphold, promote, and enforce this policy.
- Ensure activities are inclusive, safe, and respectful.
- Address unacceptable behaviour promptly.

Coaches & Officials

- Provide fair and inclusive training and playing environments.
- Recognise individual needs and adapt appropriately.
- Challenge inappropriate behaviour or language.

Players

- Treat others with respect both on and off the court.
- Support teammates and contribute to an inclusive culture.
- Report concerns when they arise.

Parents, Guardians & Spectators

- Promote positive behaviour and respect for others.
- Encourage inclusive participation.
- Uphold the spirit of the game.

7. Anti-Discrimination Policy

IOMBBA prohibits discrimination on any protected or personal characteristic.

Examples of prohibited behaviour include:

- Verbal abuse, slurs, insults
- Excluding individuals deliberately
- Harassment or bullying
- Using stereotypes or derogatory language
- Unfair decisions or treatment based on demographic factors

Discrimination may be:

- **Direct** – treating someone less favourably due to a characteristic
- **Indirect** – applying a rule or practice that disadvantages a group
- **Victimisation** – treating someone badly for raising a concern
- **Harassment** – behaviour that violates dignity or creates a hostile environment

All reports will be investigated promptly, impartially, and confidentially.

8. Complaints and Reporting Procedure

Individuals may raise concerns with:

- The Club Welfare Officer
- The IOMBBA Welfare and Safeguarding Team
- A coach, team leader, or committee member

All complaints will follow IOMBBA safeguarding and discipline procedures.

IOMBBA will ensure:

- Confidential handling of reports
- Fair and transparent investigations
- Protection of individuals from victimisation
- Appropriate sanctions when necessary

Appeals will follow the IOMBBA governance framework.

9. Monitoring & Reviewing

IOMBBA will:

- Review this policy annually or following legal/organisational changes
- Monitor participation trends
- Assess gender balance, diversity, and accessibility
- Review disciplinary cases linked to EDI concerns

Feedback from players, clubs, and partners will be used to drive improvement.

10. Communication of This Policy

This policy will be:

- Published on the IOMBBA website
- Shared with all clubs and volunteers
- Incorporated into safeguarding and coaching inductions
- Available upon request to partners and members

Appendix A – IOMBBA Code of Conduct

Link: https://www.isleofmanbasketball.com/wp-content/uploads/2023/12/IOMBBACodeOfConduct_18.12.23_final.pdf

Appendix B – Safeguarding Policy

Link: https://www.isleofmanbasketball.com/wp-content/uploads/2024/03/IOMBBA_Safeguarding2024_FINAL_19.02.24.pdf

Appendix C – Governance & Disciplinary Procedures

Link: <https://www.isleofmanbasketball.com>