HARINGEY HEAT BASKETBALL CLUB (CIC)

Anti-Harassment and Bullying Policy

V2.0 — Updated May 2026

Introduction

Haringey Heat Basketball Club is committed to having an environment which is free from harassment and bullying, and to ensuring that all employees, coaches, volunteers, participants, parents and others who come into contact with the club are treated with dignity and respect. This applies without regard to gender, sexual orientation, transgender status, marital or family status, colour, race, nationality, ethnic or national origins, religion or belief, age, or disability.

This policy applies to all sessions, fixtures, events and club-related activities, including online and social media interactions.

Our Policy

Haringey Heat Basketball Club will not tolerate bullying or harassment in any form, whether a one-off act or a repeated course of conduct, and whether done purposefully or not. Neither will we tolerate retaliation against, or victimisation of, any person who brings a complaint of harassment or bullying. Retaliation or victimisation will itself constitute a disciplinary offence.

Allegations of bullying and harassment will be treated seriously. Investigations will be carried out promptly, sensitively and, as far as possible, confidentially. Any person found to have harassed or bullied another may be subject to disciplinary action up to and including dismissal or removal from the club.

False accusations of harassment or bullying made in bad faith will be dealt with under the disciplinary procedure.

What Constitutes Bullying or Harassment?

Bullying or harassment is any unwelcome, unwarranted behaviour that causes a detrimental effect on the recipient. It includes but is not limited to:

- Verbal abuse, offensive comments or name-calling
- Physical intimidation, threats or assault
- Exclusion, isolation or ignoring someone
- Spreading rumours or making false accusations
- Online harassment, cyberbullying or misuse of social media
- Unwanted physical contact
- Conduct related to a protected characteristic under the Equality Act 2010

Bullying does not include appropriate and constructive feedback on performance or conduct, or proper disciplinary processes.

Reporting a Concern

If you witness or experience bullying or harassment:

- If you feel able, you may address the behaviour directly with the person concerned
- Report the matter to the Head Coach, or to the Club Secretary (Nikki Distras) if the Head Coach is involved
- If the matter involves the Club Secretary, report to the Club Chair (Laxmi Harding)
- All reports will be taken seriously, treated in strict confidence and investigated promptly

Formal Complaints

If informal resolution is unsuccessful or inappropriate, a formal complaint can be made in writing to the Club Secretary. The complaint should include the name of the person(s) involved, the nature of the behaviour, dates and times it occurred, names of any witnesses, and any steps already taken to resolve the matter informally.

An investigation will be conducted and the outcome communicated in writing, normally within five working days of the final meeting. The right of appeal exists for both parties.

Young People

Haringey Heat Basketball Club takes bullying among young people very seriously. Any bullying involving players will be dealt with promptly, with support offered to both the victim and the perpetrator where appropriate. Parents and carers will be informed and involved. Persistent or serious bullying will be referred to the Designated Lead Safeguarding Officer.

Date: May 2026

Date of Review: May 2027

Version: V2.0

Approved by the Board of Directors, May 2026

Nikki Distras, Club Secretary

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