

Duty of Care Plan July 2017



Transforming Basketball in Britain Together 2016 - 2028

The AIM is to create a single unifying vision for the sport in Britain underpinned by clear strategic objectives and accountabilities between the three Home Country Associations, the BBF and their delivery partners.

To improve basketball from grassroots to GB Teams, by adopting a whole sport approach and working closely with the basketball communities.

Our Culture and Values

To create a collaborative culture with all partners to provide the environment required to achieve the vision.

Forward Together

Basketball in Britain will be led with an **open, transparent** and **collaborative** style to build **trust and respect** but hold its organisations **accountable and responsible** for not only their own activity but promoting the same attitude and behaviours in others.

The organisations and partners in the sport will be **inclusive and representative** of their communities and demand **high standards** of performance and governance.

We will act at all times with **integrity and honesty** and **communicate regularly and clearly on progress** and challenges.

What we are going to do	How we are going to do it	How we will measure progress	When will it be done by [end date]	Who will be responsible for making it happen
<p>Priority Recommendations:-</p> <p>A. The BBF Board approve a Duty of Care Guardian July 2017.</p> <p>B. All athletes and team staff leaving GB Basketball programmes should have an independent exit interview conducted, the results of which should be presented to the board.</p>				
<p>Theme 1 Education:</p>				
<ul style="list-style-type: none"> ▪ Information should be made available to schools to help them support talented young athletes who are trying to balance education and being on a talent pathway. ▪ We will encourage talented young athletes to be involved in other appropriate sporting activities for fun, and to give them open options if they do not join or continue on a talent pathway to elite sport. ▪ We will ensure collaborative discussions take place between young people on or close to joining a talent pathway with teachers, coaches and parents to plan 	<p>Information on HCA websites and circulated to all Schools Members and at competitions.</p> <p>One on one with athletes via team staff and coaches.</p> <p>Profile elite basketballers doing other sports having fun.</p> <p>One on one with coach/teacher/parent/guardian.</p>		<p>August 2018</p> <p>June 2018</p> <p>June 2018</p>	<p>HCA's</p> <p>Head Coaches</p> <p>HCA's/PD/Head Coaches</p>

What we are going to do	How we are going to do it	How we will measure progress	When will it be done by [end date]	Who will be responsible for making it happen
<p>arrangements for balancing sport participation and education with the best interests of the individual at the centre of everything.</p> <ul style="list-style-type: none"> ▪ We will develop a Duty of Care Policy to be accredited to show that our athletes can be supported following a Dual Career route. ▪ We will provide Dual Career support (for example Talented Athlete Lifestyle Support and Talented Athlete Support in Transitions and Education qualification and training) or engage the services of trained professionals to assist young talented athletes. ▪ We will measure and publish retention rates of those who have dropped off the talent pathway to see if, or how, they remain in sport. 	<p>Draft policy for review by Board.</p> <p>Continue to promote and support TASS and Timeout FIBA programme.</p> <p>Reporting schedule to be developed between BBF/HCA's.</p>		<p>September 2017</p> <p>July 2017</p> <p>September 2017</p>	<p>Performance Director</p> <p>Performance Director</p> <p>Business Director</p>
Theme 2 Transition:				
<p><i>Entering top-level sport</i></p> <ul style="list-style-type: none"> ▪ We will carry out formal induction processes at regular intervals for every athlete. ▪ The information covered will be continually available online, 	<p>Induction pack to be developed.</p> <p>Website to be up to date.</p>		<p>July 2018</p> <p>November 2017</p>	<p>Performance Director</p> <p>Business Director</p>

What we are going to do	How we are going to do it	How we will measure progress	When will it be done by [end date]	Who will be responsible for making it happen
<p>periodically restated and included in the athlete's personal contract.</p> <ul style="list-style-type: none"> ▪ Coaches within the programme (paid, volunteers, or personal coaches who are outside the system) will attend induction sessions so that they have a shared view and understanding of what is delivered. ▪ Parents, guardians or carers will be invited to attend induction sessions until the participant reaches the age of 18 and consideration will be given to how they are involved beyond this age. <p><i>Deselection, appeals and leaving top-level sport</i></p> <ul style="list-style-type: none"> ▪ We will develop good practice guidelines about methods of communication relating to selection and deselection. ▪ Selection criteria and appeals processes will be easy to understand, accessible and transparent. Any changes notified to all athletes in a timely manner. ▪ We will include an independent person on selection and appeals 	<p>Workshop to be delivered pre-season.</p> <p>Open session for parents.</p> <p>Through PMG develop criteria and publish.</p> <p>Publish on the website and had to athletes/parents/guardians.</p> <p>Appoint an independent.</p>		<p>July 2018</p> <p>June 2018</p> <p>June 2018</p> <p>June 2018</p> <p>June 2018</p>	<p>Performance Director</p> <p>Performance Director</p> <p>Performance Director</p> <p>Performance Director</p> <p>CEO</p>

What we are going to do	How we are going to do it	How we will measure progress	When will it be done by [end date]	Who will be responsible for making it happen
<p>processes, as well as involving them in agreeing the selection process</p> <ul style="list-style-type: none"> ▪ We will identify and clearly state whether a different procedure and appeals are necessary for removing someone from a pathway (and associated funding) in contrast with not selecting them for a major event but where their support will continue. ▪ The Performance Director and Head Coaches managing talent programmes should encourage the uptake of the Performance Lifestyle service by athletes. ▪ Independent exit interviews will be carried out when athletes leave the pathway (from talent to elite). We will also consider how we can develop best practice and improve service provision. ▪ On leaving basketball, athletes should be linked to the sport's welfare support to ensure the individual is provided with information about support and opportunities to retain contact with the sport. 	<p>Draft procedures via PMG.</p> <p>Information to be provided to all athletes.</p> <p>PD to conduct exit interviews.</p> <p>Athletes to be supported back within the league or clubs via the PD.</p>		<p>June 2018</p> <p>June 2018</p> <p>October 2017</p> <p>October 2017</p>	<p>Performance Director</p> <p>Performance Director</p> <p>Performance Director</p> <p>Performance Director</p>

What we are going to do	How we are going to do it	How we will measure progress	When will it be done by [end date]	Who will be responsible for making it happen
Theme 3 Representation of the participants voice:				
<ul style="list-style-type: none"> ▪ We will appoint a guardian responsible for Duty of Care on the Board ▪ We will ensure athlete committees or representatives have the ability to feed in views to a board member. ▪ We will include an explanation of the values and meaning of Duty of Care during the board induction process. ▪ We will ensure the participant's voice within our work and have an independent process, very clearly and publicly available, for consultation and whistleblowing. 	<p>Board member to be approved.</p> <p>Board member to be appointed as point of contact.</p> <p>Induction pack to be updated.</p> <p>Process to be developed and communicated.</p>		<p>July 2017</p> <p>July 2017</p> <p>July 2018</p> <p>July 2017 onwards</p>	<p>Board</p> <p>Chair</p> <p>Chair/CEO</p> <p>Chair/CEO</p>
Theme 4 Equality, diversity and inclusion:				
<ul style="list-style-type: none"> ▪ We will record data of the number of Black and Minority Ethnic (BAME) people, disabled people, and women who work within sports, both in paid roles and as volunteers. ▪ We will work within FIBA rules and regulations and provide 	<p>Draft profile forms to be developed and completed.</p> <p>Remain up to date on FIBA rules and regulations.</p>		<p>January 2018</p> <p>July 2017</p>	<p>Business Director</p> <p>CEO</p>

What we are going to do	How we are going to do it	How we will measure progress	When will it be done by [end date]	Who will be responsible for making it happen
<p>support to/around transgender athletes.</p> <ul style="list-style-type: none"> ▪ We will be proactive and provide tailored resources and referral pathways for specific groups (for example, Lesbian, Gay, Bisexual and Transgender). ▪ We will ensure Duty of Care is included in any leadership training we undertake, in order to help and support a new diverse generation of leaders. ▪ All staff will undertake equality training (not simply disability awareness training). ▪ We will undertake equality and diversity training, including unconscious bias training. ▪ We will adopt zero tolerance for athletes, parents, fans, coaches and support staff who engage in discriminatory language and behaviour. ▪ We will ensure team staff and officials in direct contact with athletes undergo mandatory 	<p>Information produced for induction packs.</p> <p>Develop training support material.</p> <p>Induction training.</p> <p>Annual training.</p> <p>Annual report to the Board on actions taken.</p> <p>Induction training.</p>		<p>January 2018</p> <p>January 2018</p> <p>July 2018</p> <p>July 2018</p> <p>July 2017</p> <p>July 2018</p>	<p>CEO</p> <p>Business Director</p> <p>Business Director</p> <p>Board/CEO</p> <p>Board/CEO</p> <p>Performance Director</p>

What we are going to do	How we are going to do it	How we will measure progress	When will it be done by [end date]	Who will be responsible for making it happen
<p>training to enable them to best support athletes from different backgrounds, protected categories, personalities and cognitive abilities.</p> <ul style="list-style-type: none"> We will be explicit that all forms of discrimination are equally distasteful and counter to the values of basketball. 	<p>Monitoring and evaluations and ensure whistleblowing policy is implemented.</p>		<p>July 2017</p>	<p>Board/Executive</p>
Theme 5 Safeguarding:				
<ul style="list-style-type: none"> We will ensure where our young people are taken out from the club structure (where safeguarding officers exist), signposting to safeguarding processes will be included in the induction progress. We will ensure our safeguarding policy is clearly available on our website and in other materials, and clearly lay out the steps to be taken to make a complaint. 	<p>Provide direct welfare lead in new organisation.</p> <p>Information to be available to athletes and on our website.</p>		<p>July 2017</p> <p>November 2017</p>	<p>Performance Director</p> <p>Business Director</p>
Theme 6 Mental Welfare:				
<ul style="list-style-type: none"> We will include mental health issues in the content of coaching and other sport related courses which filter down to clubs. 	<p>Content to be developed.</p> <p>Annual training support.</p>		<p>January 2018</p> <p>July 2018</p>	<p>Performance Director</p> <p>Performance Director</p>

What we are going to do	How we are going to do it	How we will measure progress	When will it be done by [end date]	Who will be responsible for making it happen
<ul style="list-style-type: none"> ▪ Staff, coaches and athletes will receive mental health awareness training and support, which will be included as part of induction processes. ▪ We will sign the Sport and Recreation Alliance’s “Mental Health Charter for Sport and Recreation”. ▪ We will strengthen our links with NHS mental health teams, mental health charities and community groups. ▪ We will provide clear signposting to confidential support services outside of the sport (for athletes, coaches and staff). ▪ We will aim to implement the Business in the Community/Public Health England Toolkit for Employers on Mental Health by 2020, followed by an audit of implementation in 2020. 	<p>Approval by the Board.</p> <p>Scoping to be undertaken on next steps.</p> <p>As above.</p> <p>As above.</p>		<p>July 2017</p> <p>November 2017</p> <p>November 2017</p> <p>July 2018</p>	<p>Board/CEO</p> <p>CEO</p> <p>Business Director</p> <p>Business Director</p>
Theme 7 Safety, injury and medical issues:				
<ul style="list-style-type: none"> ▪ We will promote online access to basic first aid guidance (which 	Information via website.		January 2018	Business Director

What we are going to do	How we are going to do it	How we will measure progress	When will it be done by [end date]	Who will be responsible for making it happen
<p>should include CPR and concussion protocols).</p> <ul style="list-style-type: none"> ▪ We will review our policy and look to improve awareness/implementation of cardiac screening for our athletes. ▪ We will publish in our annual report the number of athletes leaving the talent pathway due to health or injury issues. ▪ We will ensure where we instruct doctors/medical experts to review concussion protocols that they are regularly checked to ensure tests remain accurate and are not easily subverted by those wishing to return to sport or field of play early. ▪ We will ensure we are aware of concussion protocols and ensure all team staff are up to date. ▪ We will consider pre-season concussion awareness courses for athletes and team staff. ▪ We will consider the separation of medical services within our performance department to give a clear line of demarcation to ensure 	<p>Policy reviewed by Board approved and implemented.</p> <p>Annual Report information.</p> <p>Induction each year with medical staff.</p> <p>As above.</p> <p>As above.</p> <p>Recommendations to be presented to the Board.</p>		<p>July 2017</p> <p>July 2018</p> <p>July 2017</p> <p>July 2017</p> <p>June 2018</p> <p>May 2018</p>	<p>Performance Director</p> <p>Business Director</p> <p>Performance Director</p> <p>Performance Director</p> <p>Performance Director</p> <p>Performance Director</p>

What we are going to do	How we are going to do it	How we will measure progress	When will it be done by [end date]	Who will be responsible for making it happen
that medical advice cannot be compromised.				
Theme 8 Financial Welfare of Athletes:				
<ul style="list-style-type: none"> ▪ We will ensure we comply with the National Living Wage for all staff and professional players. ▪ We will ensure our partners including the WBBL and BBL are aware of their duty to professional players for adhering to the above in relation to the law. ▪ We will provide access to financial advice and support to British players. 	<ul style="list-style-type: none"> ▪ All contracts to be legally compliant. ▪ Inclusion of Duty of Care to be included in BBL/WBBL licence. ▪ Appropriate partner to be sourced and athletes informed via Team Managers/DOC Guardians. 	<ul style="list-style-type: none"> ▪ Number of contracts compliant. ▪ Signed licence deed. ▪ Service being accessed by athletes. 	<ul style="list-style-type: none"> ▪ Start of each season ▪ August 2017 ▪ October 2017 onwards 	<ul style="list-style-type: none"> ▪ Board Director on BBL/WBBL ▪ CEO ▪ Business Director