

Diversity, Equity, Inclusion & Belonging Policy

West Country Wolves — Girls Basketball Development Programme

Last reviewed: 23.07.26 Next review: 23.07.27 Owner: DIEB Officer

1. Policy statement

West Country Wolves exists to give girls across the South West a genuine pathway in basketball — through monthly training and leadership days and opportunities including international trips. Because we are a development and pathway programme rather than a local weekly club, our biggest inclusion challenge is making sure that pathway is genuinely open, and not just available to those who already have the connections, transport or money to reach it.

2. Scope

This policy applies to players, parents and guardians, coaches, mentors and committee members across the programme, and to every training day, leadership day, camp and trip.

3. Our commitments

- Widening access to the pathway for girls from across the whole region, including rural areas and towns without an established girls' basketball scene, not just those already connected to feeder clubs
- Removing cost as a barrier, including financial support or bursaries so that fees, kit and international trips do not exclude talented players from lower-income families
- Transparent, skill-based selection criteria for camps, leadership activities and international opportunities such as the Paris programme, so selection is seen to be fair regardless of background
- Making reasonable adjustments so players with disabilities or additional needs can take part fully in training, leadership activities and trips
- Treating our leadership strand itself as an inclusion tool, building confidence and voice for girls in a sport where they are still underrepresented
- Zero tolerance of discrimination, harassment or exclusionary behaviour by anyone connected with the programme
- A coaching and mentoring team that reflects the communities we work in, and actively encourages coaches and mentors from underrepresented backgrounds

4. Roles and responsibility

Our Inclusion, Diversity & Belonging Officer, Hannah, leads on this policy - working with coaches, mentors and committee members to put these commitments into practice, and acting as a point of contact for anyone with a concern or suggestion.

Every coach, mentor and volunteer is expected to model inclusive behaviour and challenge exclusionary language or actions when they see them.

5. Recruitment into the pathway

- We work with feeder clubs, schools and WEBBA across the South West to identify talented players who might not otherwise hear about the programme
- Talent identification and selection criteria are reviewed regularly to check they are not inadvertently favouring players from better-resourced clubs or families

- Coaching and mentoring training includes awareness of unconscious bias

6. Tackling discrimination

We do not tolerate discriminatory behaviour, language or bullying based on a person's identity or background, from players, parents, coaches, mentors or committee members. Anyone who experiences or witnesses this should report it to Hannah or another committee member. Reports are taken seriously, handled confidentially, and acted on promptly - including, where necessary, in line with our Safeguarding Policy.

7. Monitoring and improvement

We track where our players come from (geographically and by feeder club) and who is selected for camps, leadership roles and international trips, so we can identify and close any gaps in access. We welcome feedback from players and families on how we can be more inclusive.

8. Communication

Our promotional materials, website and social media aim to reach girls and families across the whole region, and make clear that the pathway is genuinely open to talented players regardless of which club they currently play for.

9. Contact

DEIB Officer	Hannah Wilson
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10. Review

This policy is reviewed at least annually by the Inclusion & Diversity Officer, alongside the wider committee.