# LONDON SHARKS BASKETBALL CLUB

## SAFEGUARDING & WELFARE POLICY

Prepared: 20 August 2026
Policy Owner: Jim Kantarci, Director
Club Welfare Officer: Emir Imen
Next Review: August 2027

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## 1. Club Information

Club: London Sharks Basketball Club
Website: https://www.ldnsharks.com
Primary Venue: City Heights Academy, SW2 3PW, London

Programme:

- Men's National Basketball League

Youth Development Pathway:

London Sharks' youth basketball programmes are delivered through its academy, Dulwich Sharks Sports Club.

Academy website: https://dulwichsharks.co.uk/

Dulwich Sharks operates the U8, U10, U12, U14 and U16 youth programmes under its own safeguarding arrangements.

### Club Leadership

| Name | Position |
|---|---|
| Jim Kantarci | Director & Policy Owner |
| Emir Imen | General Manager & Club Welfare Officer |
| Batuhan Aki | Head Coach |

Director Contact: jim@ldnsharks.com

Club Welfare Officer: Emir Imen
Email: emir@ldnsharks.com
Telephone: +44 7593 677190

## 2. Our Safeguarding Commitment

London Sharks Basketball Club is committed to providing a safe, inclusive, respectful and professional basketball environment for all players, coaches, staff, volunteers and visitors.

We recognise that safeguarding is everyone's responsibility.

The welfare, dignity and wellbeing of every participant must always take priority over sporting performance, competition results or commercial interests.

We are committed to:

- Protecting children and adults at risk from abuse, neglect, harassment and exploitation.
- Promoting the physical and emotional wellbeing of all participants.
- Maintaining a respectful and inclusive sporting environment.
- Preventing bullying, discrimination and inappropriate behaviour.
- Ensuring appropriate safeguarding procedures are followed.
- Providing clear and confidential reporting channels.
- Responding promptly and appropriately to safeguarding concerns.
- Supporting the development of a positive basketball culture.

Our safeguarding approach is informed by applicable UK legislation, statutory guidance and Basketball England safeguarding requirements.

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## 3. Scope of This Policy

This policy applies to all activities organised or delivered by London Sharks Basketball Club, including:

- Men's National League training sessions.
- Basketball England National League fixtures.
- National Cup fixtures.
- Friendly matches and tournaments.
- Player trials and recruitment activities.
- Strength and conditioning sessions, where organised.
- Team meetings and basketball development activities.
- Club-organised transportation.
- Domestic and international basketball travel.
- Residential activities and overnight stays.
- Club communications and social media.

- Community events and promotional activities.
- Any other activity delivered under the London Sharks name.

The policy applies to:

- Directors and management.
- Coaches and assistant coaches.
- Players.
- Employees and volunteers.
- Contractors and service providers.
- Matchday personnel.
- Other individuals acting on behalf of the club.

Where children under 18 participate in London Sharks activities, the club's child safeguarding requirements apply in full.

Safeguarding concerns involving adults at risk must also be handled through appropriate safeguarding procedures.

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# 4. Safeguarding Responsibilities

## Policy Owner & Director – Cumhur Kantarci

The Director is responsible for:

- Providing overall leadership and oversight of safeguarding arrangements.
- Ensuring safeguarding policies are implemented across the club.
- Supporting the Club Welfare Officer.
- Promoting a culture of safety, accountability and respect.
- Ensuring safeguarding concerns are handled appropriately.
- Supporting safer recruitment and appropriate staff training.
- Reviewing and approving safeguarding policies.

Email: jim@ldnsharks.com

## Club Welfare Officer – Emir Imen

The Club Welfare Officer is responsible for:

- Acting as the primary safeguarding contact.
- Receiving and recording safeguarding concerns.
- Referring concerns to appropriate safeguarding authorities.
- Liaising with Basketball England and statutory services where required.

- Maintaining confidential safeguarding records.
- Supporting safeguarding awareness across the club.
- Monitoring safeguarding procedures.
- Coordinating policy reviews.

The Club Welfare Officer must not investigate suspected abuse independently or promise absolute confidentiality.

Where a safeguarding concern involves the Club Welfare Officer, it must be reported directly to Basketball England safeguarding, the appropriate statutory safeguarding authority or the police.

### General Manager – Emir Imen

The General Manager is responsible for:

- Supporting the implementation of safeguarding procedures.
- Ensuring staff understand their responsibilities.
- Promoting safe training and matchday arrangements.
- Coordinating operational risk assessments.
- Supporting appropriate communication between players, staff and management.
- Ensuring concerns are escalated through the appropriate channels.

### Head Coach – Batuhan Aki

The Head Coach is responsible for:

- Maintaining a safe and respectful training environment.
- Promoting professional behaviour among players and staff.
- Recognising and reporting safeguarding concerns.
- Maintaining appropriate professional boundaries.
- Ensuring players are treated fairly and respectfully.
- Managing training and competition safely.
- Supporting player welfare and wellbeing.

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## 5. Safer Recruitment, DBS and Safeguarding Training

London Sharks is committed to ensuring that individuals working with players are suitable for their roles.

The club will maintain appropriate recruitment and safeguarding procedures, including:

- Identity verification.

- Relevant reference and suitability checks.
- Verification of coaching qualifications where applicable.
- Enhanced DBS checks and barred-list checks where legally eligible and required.
- Appropriate safeguarding training.
- Clear expectations for professional conduct.
- Ongoing monitoring and refresher training in accordance with applicable requirements.

All coaches and staff working with players under the age of 18 must comply with applicable Basketball England safeguarding requirements.

DBS information must be handled confidentially and in accordance with data protection requirements.

A DBS certificate does not replace proper supervision, professional boundaries or safeguarding responsibilities.

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# 6. Code of Conduct for Coaches and Staff

All coaches, staff and volunteers must:

- Treat every player with dignity and respect.
- Maintain appropriate professional boundaries.
- Use respectful and appropriate language.
- Avoid bullying, intimidation, humiliation or discriminatory behaviour.
- Never use physical punishment.
- Avoid unnecessary one-to-one situations in isolated environments.
- Use appropriate physical contact only where necessary for coaching, safety or first aid.
- Never engage in sexual exploitation, harassment or abuse.
- Avoid using positions of authority to pressure or manipulate players.
- Report safeguarding concerns promptly.
- Follow club policies relating to communications, travel and supervision.

Coaches must not use selection decisions, playing time, contracts or team status to intimidate, exploit or unfairly pressure players.

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# 7. Player Code of Conduct

All London Sharks players are expected to:

- Respect teammates, coaches, officials, opponents and spectators.
- Maintain professional standards during training and matches.
- Avoid bullying, harassment, discrimination and abusive language.
- Respect personal boundaries.
- Follow safety instructions.
- Use social media responsibly.
- Report behaviour that makes them or another participant feel unsafe.
- Treat club facilities and equipment respectfully.
- Represent London Sharks positively.

Violence, threats, discriminatory behaviour, harassment and intimidation will not be tolerated.

Safeguarding concerns will take priority over sporting or disciplinary considerations.

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## 8. Safeguarding of Players Under 18

Although London Sharks primarily operates a Men's National League programme, players under the age of 18 may participate in senior training, trials or competition where permitted by applicable competition regulations.

When an under-18 player participates, the club will:

- Obtain appropriate parental or guardian consent.
- Maintain emergency contact information.
- Ensure appropriate safeguarding supervision.
- Consider the player's age, maturity and physical development.
- Conduct suitable risk assessments.
- Maintain appropriate boundaries between adult staff and young players.
- Ensure safe changing room arrangements.
- Use transparent communication channels.
- Avoid unnecessary private messaging between adults and children.
- Ensure appropriate arrangements for travel and collection.

Adult players must respect the additional safeguarding protections required for younger teammates.

Where youth players progress from Dulwich Sharks to London Sharks, the clubs will coordinate relevant safeguarding arrangements while respecting confidentiality and data protection requirements.

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## 9. Bullying, Harassment and Discrimination

London Sharks operates a zero-tolerance approach to:

- Physical bullying.
- Verbal abuse.
- Cyberbullying.
- Racism.
- Sexual harassment.
- Discrimination.
- Threats and intimidation.
- Hazing or initiation practices.
- Exploitation or coercive behaviour.

All concerns will be taken seriously and handled fairly.

The club will provide appropriate support to affected individuals and consider whether a matter requires safeguarding referral, disciplinary action or both.

No individual should experience retaliation for raising a genuine safeguarding concern.

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## 10. Changing Rooms, Privacy and Personal Boundaries

London Sharks respects the dignity and privacy of all players.

The club will:

- Maintain appropriate changing room arrangements.
- Protect the privacy of under-18 players.
- Prohibit photography and video recording in changing rooms, toilets and other private areas.
- Avoid inappropriate adult-child changing arrangements.
- Respect individual privacy and personal boundaries.
- Ensure any necessary supervision is proportionate and appropriate.

Adults must not share sleeping accommodation with children except under formally assessed and approved safeguarding arrangements.

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# 11. Photography, Video and Social Media

London Sharks may photograph or film training sessions, matches and club activities for legitimate sporting, analytical and promotional purposes.

The club will:

- Respect privacy and applicable data protection requirements.
- Obtain and record appropriate consent or other valid permissions where required.
- Obtain appropriate parental or guardian consent before publishing identifiable images of children.
- Avoid publishing sensitive personal information.
- Use approved club communication channels.
- Respond promptly to concerns about inappropriate images or communications.
- Ensure media activities do not compromise player welfare.

Children whose parents have not consented to public image publication must not be excluded from participation.

Coaches and staff must not engage in inappropriate private communications with players under 18.

Where direct communication with a young player is necessary, parents or guardians should be included or an approved, transparent communication channel used.

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# 12. First Aid, Injuries and Emergency Procedures

London Sharks will maintain appropriate first aid and emergency arrangements for all club activities.

These include:

- Access to suitable first aid equipment.
- Appropriate first aid provision at training sessions and matches.
- Identifying a suitably trained first aider for activities.
- Recording significant injuries and incidents.
- Maintaining relevant emergency contact information.
- Following venue emergency procedures.
- Calling emergency services when required.

In a serious emergency, staff must call 999.

Players must not continue participating where an injury presents an unacceptable risk.

Return-to-play decisions must take appropriate account of medical advice, player wellbeing and relevant sporting guidance.

Concussion and suspected head injuries must be managed in accordance with applicable sporting and medical guidance.

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## 13. Away Fixtures, Transport and Travel

Safeguarding responsibilities apply equally to home and away fixtures.

For club-organised travel, London Sharks will:

- Communicate travel arrangements clearly.
- Use suitable and appropriately insured transportation.
- Maintain relevant emergency contact information.
- Assess travel and supervision risks.
- Ensure appropriate arrangements for under-18 players.
- Avoid unnecessary one-to-one transport arrangements between adults and children.
- Provide clear reporting procedures for concerns arising during travel.

Domestic and international trips involving under-18 players must include appropriate parental permissions, supervision arrangements and risk assessments.

Residential activities must consider accommodation, room allocation, emergency procedures and participant welfare.

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## 14. Recognising and Reporting Safeguarding Concerns

Safeguarding concerns may include:

- Physical abuse.
- Emotional abuse.
- Sexual abuse.
- Neglect.
- Bullying or harassment.
- Online exploitation.
- Discrimination.
- Inappropriate conduct by coaches, staff or players.
- Abuse of authority.
- Unsafe supervision or travel arrangements.
- Any situation in which a child or adult at risk may be harmed.

Anyone receiving a disclosure or identifying a concern must:

1. Remain calm and listen carefully.
2. Take the concern seriously.
3. Avoid leading questions or conducting an independent investigation.
4. Explain that information may need to be shared to protect the individual.
5. Record relevant facts accurately, including dates, times and the person's own words where possible.
6. Report the concern promptly to the Club Welfare Officer or appropriate external safeguarding authority.
7. Maintain confidentiality and share information only with those who need it for safeguarding purposes.

Where a person is in immediate danger, call 999.

Concerns about possible abuse or significant harm must be referred to the appropriate statutory services without waiting for an internal club investigation.

Where the Club Welfare Officer is implicated, unavailable or there is a conflict of interest, concerns must be reported directly to Basketball England safeguarding, the relevant statutory safeguarding authority or the police.

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## 15. Confidentiality and Data Protection

Safeguarding information must be treated as sensitive and confidential.

London Sharks will:

- Keep safeguarding records securely.
- Restrict access to authorised individuals.
- Share information where necessary to protect individuals or meet legal obligations.
- Avoid discussing safeguarding matters in public or informal group chats.
- Follow applicable UK data protection requirements.
- Maintain appropriate record retention and deletion arrangements.

Confidentiality must never prevent appropriate action to protect a child or adult at risk.

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## 16. Allegations Against Coaches, Staff or Volunteers

Any allegation involving a coach, employee, director or volunteer must be taken seriously.

The club must not attempt to resolve allegations of abuse through informal discussions or internal disciplinary procedures alone.

Where required, matters involving children must be referred to the appropriate statutory safeguarding authorities, including the Local Authority Designated Officer (LADO), and Basketball England.

Concerns involving adults at risk must be referred to the appropriate adult safeguarding services or police where necessary.

The club will consider immediate protective measures while ensuring investigations are conducted by the appropriate authorities.

Any suspension or restriction pending investigation is a protective measure and does not, by itself, determine guilt.

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# 17. Safeguarding Contacts

## London Sharks Club Welfare Officer

Emir Imen
General Manager & Club Welfare Officer
Email: emir@ldnsharks.com
Telephone: +44 7593 677190

## Club Director

Jim Kantarci
Policy Owner & Director
Email: jim@ldnsharks.com

## External Safeguarding Contacts

Emergency Services: 999

Police Non-Emergency: 101

NSPCC Helpline: 0808 800 5000

Childline: 0800 1111

Basketball England Safeguarding:
https://www.basketballengland.co.uk/

Local Authority Safeguarding Services: Contact the relevant local authority children's services or adult safeguarding team according to the circumstances.

For activities at City Heights Academy, the club should maintain current Lambeth safeguarding referral information.

Anyone may contact the appropriate statutory safeguarding authority directly where necessary. Internal reporting is not a prerequisite for seeking emergency assistance or making a statutory safeguarding referral.

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## 18. Policy Implementation and Review

All London Sharks coaches, staff, players and volunteers must have access to this policy and understand their safeguarding responsibilities.

The club will review this policy at least annually and following:

- A significant safeguarding incident.
- Changes in legislation or statutory guidance.
- Changes in Basketball England safeguarding requirements.
- Changes in club activities or operational arrangements.
- Relevant feedback from players, staff or safeguarding authorities.

The Club Welfare Officer will coordinate reviews, with final approval provided by the Policy Owner and Director.

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## 19. Policy Approval

Club: London Sharks Basketball Club

Policy Owner: Cumhur Kantarci
Position: Director
Email: jim@ldnsharks.com

Club Welfare Officer: Emir Imen
Position: General Manager & Club Welfare Officer
Email: emir@ldnsharks.com

Approval Date: 20 August 2026

Next Review: August 2027

## OUR COMMITMENT

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Safeguarding is everyone's responsibility.