



## Cambridge University Clay Pigeon Shooting Club WELFARE POLICY

### **Aims**

The Cambridge University Clay Pigeon Shooting Club (“CUCPSC”, or “the Club”) regards the health, safety, and welfare of all members to be of paramount importance. The fundamental basis for our welfare and equality policy is the desire to treat our athletes’ responsibly and with respect and to support them in their pursuit of both their academic and sporting goals. The Club recognises that welfare is not just about safety on the range but covers the full breadth of Club activities from training and competition through to socials and our media presence.

To this end, the CUCPSC aims to ensure, so far as is reasonably practicable, that policies, procedures, and practices are in place to maintain a safe and healthy environment and promote a positive club culture, not only for its members but also for other people and organisations that may be affected by the activities of the Club.

### **Roles and Responsibilities**

#### **Everyone Involved in the Club**

Everyone involved in the club regardless of whether they are a participant, committee member, coach, volunteer or spectator is expected to:

- Respect the rights, dignity, and values of others.
- Operate within the rules of the sport.
- Treat facilities, staff and students at the University of Cambridge and other institutions with respect and abide by any rules that may apply.
- Be aware of how their actions may be perceived by others.
- Maintain high standards of personal behaviour at all times.
- Conduct themselves in a reasonable manner relating to offensive language and temperament.

- Refrain from any form of bullying, harassment, or discrimination of others. Harassment is any offensive conduct based on a person's race, sex, gender identity, national origin, colour, disability, age, sexual orientation, marital status, religion or any other status protected by law.
- Respect the decisions of officials, making all appeals through the appropriate formal process and respecting the final decision.
- Not condone, or allow to go unchallenged, any form of bullying, harassment or discrimination if witnessed.
- Not act in an unlawful manner.
- Refrain from the use of and involvement with illegal or prohibited substances at all times.
- Not encourage or pressure others into acting against the Code of Conduct.
- Understand the repercussions of any breaches of the Code of Conduct.

### **The Club Committee**

Overall responsibility for the management of welfare within the CUCPSC rests with the Club Committee. As such, the Committee will aim, as far as is reasonably practical, to:

- Create, promote, and maintain an equitable, safe, and positive environment for all club members to participate and/or compete in their sport.
- Develop, implement, and monitor policies, procedures and codes of conduct that are suitable for the club environment and that these are well publicised and/or formally endorsed by the relevant individuals and/or governing bodies.
- Ensure that there is at least one competent Welfare Officer designated within the club to take the lead role in dealing with welfare matters.
- Ensure that there is at least one competent Safety Officer or person designated within the club to take the lead role in health and safety policies, procedures, and practices.
- Ensure that coaches, instructors, officials, and other student athlete support services provided, or endorsed, by the Club are at a suitable level for the activities that they run and the skills and abilities of members.
- Support Whistle Blowing and take steps to ensure members feel able to raise concerns without fear of negative repercussions.

- Ensure that confidentiality is maintained in relation to concerns and referrals, and that information is only shared on a genuine ‘need to know’ basis.

## **Club Welfare Officer**

**William Boxall** - [wb298@cam.ac.uk](mailto:wb298@cam.ac.uk)

The role of the Club Welfare Officer is to promote welfare centred practices within the club environment, provide a confidential, initial contact point for members in relation to welfare concerns and signpost individuals to relevant University, College and Community support systems when required. The role holder will:

- Assist the club in developing policies and procedures that prioritises equality and the ongoing welfare of club members. This should include welfare and equality policies.
- Work with the Club Committee to ensure that Codes of Conduct are in place for club staff, volunteers, coaches, and competitors.
- Be a confidential point of contact for any issues concerning welfare within the Sports Club environment, e.g., poor practice, selection policy concerns, training/competition pressures from captains, coaches or other members, potential/alleged bullying, or harassment.
- Ensure that all incidents are reported correctly and referred, in accordance with the Club Welfare Policy and, where appropriate, disciplinary procedures detailed in the Club Constitution.
- Keep up to date with referral routes available to students within the University, College and local area and signpost members accordingly.
- Act independently and in the best interests of members of the club, putting their needs above that of others and the Club itself.
- Be in attendance at Club Committee Meetings to advise on welfare matters.
- Ensure confidentiality is maintained and information is only shared on a ‘need to know’ basis and that information is only shared on a genuine ‘need to know’ basis.

Please note that it is NOT the role of the Club Welfare Officers to provide individual counselling support to club members. The Colleges work in close partnership with the University to provide the very best pastoral and welfare support to students and, as part of that partnership, individuals such as College Tutors and Senior Tutors have formal welfare roles and responsibilities and, as such, are better placed to provide guidance and support to students on non-sport specific welfare matters.

The University Counselling Service can provide individual counselling support for students in a range of areas, including anxiety, depression, academic related issues, and relationships. In addition, Mental Health Advisors, working in the Counselling Service, can provide support and guidance to students who are in crisis or who are experiencing moderate to severe mental health difficulties. There are also a range of self-help guides, resources, and information for students available on the University Counselling Service website at: <https://www.counselling.cam.ac.uk/>

## **Equality Statement**

The CUCPSC is committed to promoting diversity and equal opportunities within the community that it serves. As such the Club recognises that the concept of diversity is broader than equal opportunities and not just about preventing discrimination, and so will work to create an environment in which every member feels valued for their individual talents and where their skills and competencies are fully utilised.

The Club will take steps to ensure that the activities it manages and engages in are fully inclusive, and will work with its members to combat all direct or indirect forms of discrimination, victimisation or harassment, and take positive steps towards the removal of barriers to participation in an effort to achieve equality of opportunity.

All Club members should take the time to read these brief examples of the major forms of discrimination that individuals and groups can experience, so as to more readily be able to identify its occurrence:

- Direct discrimination occurs when a person is treated less favourably than others in similar circumstances.
- Indirect discrimination occurs when a condition or requirement is imposed which adversely affects one group considerably more than another and cannot be strictly justified.
- Victimisation entails the treatment of an individual less favourably because they have raised a complaint or concern about a particular matter.
- Harassment is unwanted conduct related to a protected characteristic, such as sexist jokes, racist banter, or inappropriate comments related to a disability. As well as being related to a protected characteristic, the conduct must have the purpose or effect of violating a person's dignity or creating an intimidating, hostile, degrading, humiliating, or offensive environment for them.

## **Club Policies and Procedures**

The CUCPSC recognises the importance of having clear policies and procedures in place to support student welfare. Club Members should ensure that they read and adhere to the following policies and procedures:

<b>Policies</b>	<b>Web Link</b>
Constitution	<a href="http://www.cucpsc.com/resources/constitution">www.cucpsc.com/resources/constitution</a>
Code of conduct	<a href="http://www.cucpsc.com/resources/code-of-conduct">www.cucpsc.com/resources/code-of-conduct</a>
Welfare and Equality Policy	<a href="http://www.cucpsc.com/resources/welfare-policy">www.cucpsc.com/resources/welfare-policy</a>
Safety Policy	<a href="http://www.cucpsc.com/resources/constitution">www.cucpsc.com/resources/constitution</a>

## **Sports Service Support**

The Sports Service has a number of staff available to support Clubs in setting up a positive welfare culture supported by clear policies and procedures. The Sports Service Welfare Officers are also available to students if they feel unable to speak to their Club Welfare Officer or College Tutor regarding sports related matters.

<b>Sports Service Welfare Officer</b>	<b>Sports Service Welfare Officer</b>	<b>Welfare@Sport Strategic Lead Safeguarding Officer</b>
Tristan Coles Head of Fitness, S&C	Lucy McGennity Sports Club Support Manager	Karen Pearce Deputy Director of Sport
		
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