



CAMBRIDGE UNIVERSITY CYCLING CLUB WELFARE POLICY

2023-24

Aims

Cambridge University Cycling Club (CUCC) regards the health, safety and welfare of all members to be of paramount importance. The fundamental basis for our welfare policy is the desire to treat our members 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 bike but covers the full breadth of Club activities from training and competition through to socials and our media presence. To this end, the CUCC 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 within the club, whether participating within the club on a social basis, training, racing, volunteering or spectating is expected to:

- Respect the rights, dignity and values of others.
- Operate within the rules of the sport and respect the decisions of officials, making all appeals through the appropriate formal process and respecting any final decisions.
- 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.
- Conduct themselves in a reasonable manner relating to offensive language and temperament.
- Refrain from any form of bullying or harassment of others.
- Not act in any way that is, or could be deemed as, discriminatory. Discriminatory behaviour may include giving different treatment to an individual or group based on a protected characteristic, such as: race, sex, gender identity, national origin, colour, disability, age, sexual orientation, marital status, religion or any other status protected by law.
- Not condone, or allow to go unchallenged, any form of bullying, harassment or discrimination if witnessed. It is not the responsibility of club members to judge whether or not a welfare violation has taken place, but it is their responsibility to act on any concerns that they may have.
- Refrain from the use of and involvement with illegal or prohibited substances at all times.
- Not act in an unlawful manner.
- Those riding with the club should also read the Club Handbook and ensure that they behave in accordance with the guidance it gives regarding safe riding practices.

The Club Committee:

Overall responsibility for the management of welfare within CUCC 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 cycling.
- 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.
- 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 information is only shared on a genuine 'need to know' basis.

Club Welfare Officer:

Welfare Officer
Matt Bryan Magdalene College Ride Captain mjb314@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, 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.
- 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: www.counselling.cam.ac.uk

Club Policies and Procedures

CUCC 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 policies listed on the website under '**Welfare Policy**': cucc.co.uk/club-policies

Sports Service Support

The Sports Service Welfare Officers are available to students if they feel unable to speak to their Club Welfare Officer or College Tutor regarding sports related matters.

Sports Service Welfare Officer	Sports Service Welfare Officer	Welfare@Sport Strategic Lead
		
<p>Tristan Coles Head of Fitness, S&C 01223 768215 welfare@sport.cam.ac.uk</p>	<p>Lucy McGennity Sports Club Project Coordinator 01223 336997 welfare@sport.cam.ac.uk</p>	<p>Karen Pearce Assistant Director of Sport 01223 762954 karen.pearce@sport.cam.ac.uk</p>