



CUCS WELFARE POLICY

AIMS

Cambridge University Cheerleading Society regards the health, safety, and welfare of all its members to be of paramount importance. The CUCS welfare policy is based on the desire to treat athletes responsibly and with respect and to support them in the pursuit of both their academic and sporting goals. The Society recognises that welfare is not just about safety on the mat during training and competition, but covers the full breadth of Society activities, including social events and media presence.

To this end, CUCS 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 Society culture, not only for its members but also for other people and organisations that may be affected by the activities of the Society.

ROLES AND RESPONSIBILITIES

EVERYONE INVOLVED IN THE SOCIETY

Everyone involved in the Society, 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 and respect the decisions of officials, making all appeals through the appropriate formal process, and respect any final decisions;
- Treat facilities, staff and students of 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 and mindful of the impact they may have on 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 Society Members to judge whether a welfare violation has taken place, but to act upon any concerns that it may have.
- Refrain from the use of, and involvement with, illegal and/ or prohibited substances at all times;
- Not act in an unlawful manner.

THE SOCIETY COMMITTEE

Overall responsibility for the management of welfare within CUCS rests with the Society 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 Society members to participate and compete in their sport.
- Develop, implement, and monitor policies, procedures and Codes of Conduct that are suitable for the Society environment, and ensure that these are well publicised and formally endorsed by the relevant individuals and/or governing bodies.
- Ensure that there is at least one competent Welfare Officer designated within the Society 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 Society to take the lead role in health and safety policies, procedures and practices;
- Ensure that coaches, instructors, officials, and other student athletes support services provided or endorsed by the Society 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 that members feel able and comfortable raising 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.

THE WELFARE OFFICER

Welfare Officer

Christina Tzenios



Ct622@cam.ac.uk

The role of the Society Welfare Officer is to promote welfare-centred practices within the Society environment, to provide an initial and confidential point of contact in relation to welfare concerns, and to signpost individuals to relevant University, College and/or Community support systems when required. The role holder will: -

- Assist the Society in developing policies and procedures that prioritise equality and the ongoing welfare of Society members. This should include safety and equality policies;
- Work with the Society Committee to ensure that Codes of Conduct are in place and communicated to Society staff, volunteers, coaches and members/competitors;
- Be a confidential point of contact for any issues concerning welfare within the Sports Society environment such as 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 Society Welfare Policy and, where appropriate, Disciplinary 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 Society, putting their needs above that of the Society itself.
- Attend Society Committee Meetings to advise on, report, and discuss welfare matters;
- Ensure that confidentiality is maintained, and information is only shared on a 'need-to-know' basis.

Please note that it is **NOT** the role of the Society Welfare Officer to provide individual counselling support to Society members. The Colleges work in close partnership with the University to provide the very best pastoral and welfare support to students. As part of that partnership, individuals such as College Tutors and Senior Tutors have formal welfare roles and responsibilities and are thus better placed to provide guidance and support to students concerning welfare matters, whether these are sports-related or not.

The role of the Welfare Officer is, however, to refer Society Members to the appropriate Counselling Service or Support body should Members require support. The University Counselling Service can provide individual counselling support for students in a range of areas, including anxiety, depression, academic and relationship related issues. 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/>

THE SENIOR TREASURER, SENIOR MEMBERS, SOCIETY EMPLOYEES

If any welfare or other concerns cannot be resolved by Society Members and the Junior Committee, or if a member would prefer it, then the Senior Treasurer can be contacted and involved to try to resolve the matter.

SOCIETY RESPONSIBILITIES AND PROCEDURES

Cambridge University Cheerleading Society recognises the importance of having clear policies and procedures in place to support student welfare. Society Members should ensure that they read and adhere to the following policies and procedures:

Policies	Web Link
<i>Code of Conduct</i>	https://www.cambridgeunicheerleading.com/club-documents
<i>Privacy Policy</i>	https://www.cambridgeunicheerleading.com/club-documents
<i>Health and Safety Policy</i>	https://www.cambridgeunicheerleading.com/club-documents
<i>Constitution</i>	https://www.cambridgeunicheerleading.com/club-documents

SPORTS SERVICE SUPPORT

The Sports Service has a handful of trained and experienced staff available to support Societies 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 Society Welfare Officer or College Tutor regarding sports related matters.

Sports Service Welfare Officer Tristan Coles Head of Fitness, S&C	Sports Service Welfare Officer Lucy McGennity Sports Club Project Coordinator	Welfare@Sport Strategic Lead Karen Pearce Assistant Director of Sport
		
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