

# Cambridge University Lacrosse Club

## Welfare Policy

### Aims

Cambridge University Lacrosse Club (hereafter referred to as “the club”, “CULC”, “we” or “us”) 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 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 pitch but covers the full breadth of Club activities from training and competition through to socials and our media presence.

### Roles and Responsibilities

Everyone involved in the club regardless of whether they are a participant, committee member, coach, volunteer or spectator is expected 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 information is only shared on a genuine ‘need to know’ basis;

### Club Welfare Officers

For the 2019-20 Season, the club Welfare Officer is David Swarbrick, who has completed welfare training provided by the Sports Service. 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(s) 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.

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- Be a confidential point of contact for any issues concerning welfare within the 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 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 club recommends all members to see their GP if they require professional mental health service. For university students, additional support is also available:

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/>



David Swarbrick  
[djgs2@cam.ac.uk](mailto:djgs2@cam.ac.uk)

## Club Policies and Procedures

1. No discriminatory language or behaviour of any kind will be tolerated in any club environment, whether that be during a match, at training, on a social, when travelling, on any group chat for members of the club, or any other meeting of club members. Those who use language considered to be sexist, racist, or discriminatory in any other manner will be

disciplined severely, which may take the form of removal from events and in the worst-case exclusion from the club (in accordance with the Constitution).

2. CULC is a friendly, welcoming environment for those who wish to learn and practice lacrosse at the highest level in the University. As such the committee undertakes to act in a professional, approachable and transparent way, and expects members of the club to act courteously and respectfully to one another.
3. The club has a tradition of welcoming new players by invitations to socials, but never holding compulsory “initiation-style” events. This will continue, and no member of the club shall ever be forced or pressured into drinking alcohol or performing any act which they would not like to do.
4. Any behaviour causing discomfort or any other welfare issue should be in the first instance reported to the Welfare Officers, or failing that to any member of the committee.
5. Any information brought to the attention of the Welfare Officers may be shared between the two of them to discuss the best action to be taken, but will not be shared with any other person (committee or otherwise) without the consent of the person coming forward. If the issue brought forward is deemed to be at risk of causing serious injury to the person bringing it forward or to others, the Welfare Officers reserve the right to break confidentiality in the interests of safety. The Welfare Officers will endeavour to remind any person of these limits to their confidentiality before any issues are reported.

## 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.

Sports Service Welfare Officer	Sports Service Welfare Officer	University Sports Facility Child Protection Officer	Welfare@Sport Strategic Lead
<p>Tristan Coles Head of Fitness, S&amp;C</p>  <p>Tel: 01223 768215 welfare@sport.cam.ac.uk</p>	<p>Lucy McGennity Sports Club Project Coordinator</p>  <p>Tel: 01223 336997 welfare@sport.cam.ac.uk</p>	<p>Natalie Taylor Sports Facility Manager</p>  <p>Tel: 01223 336580 Natalie.taylor@sport.cam.ac.uk</p>	<p>Karen Pearce Assistant Director of Sport</p>  <p>Tel: 01223 762954 karen.pearce@sport.cam.ac.uk</p>