

**CUAFC Welfare Policy 2022-23**

**Aims**

Cambridge University Association Football Club (CUAFC) 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.

To this end, the CUAFC 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 regardless of whether they are a participant, committee member, coach, volunteer or spectator is expected to abide by the club’s Code of Conduct, found at cuafc.org/about

Overall responsibility for the management of welfare within CUAFC rests with the club’s 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 information is only shared on a genuine ‘need to know’ basis;

In addition, the committee contains dedicated Welfare Officers. These individuals can be found at cuafc.org/committee, and their role description is given below:

* To assist the club in developing policies and procedures that prioritises equality and the ongoing welfare of club members.
* To 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.
* To keep up to date with referral routes available to club members within the University, College and local area and to signpost members accordingly.
* To act independently and in the best interests of members of the club, putting their needs above that of others and the club itself.
* To be in attendance at Club Committee Meetings to advise on welfare matters.
* To ensure confidentiality is maintained and information is only shared on a ‘need to know’ basis. If there is a serious issue of risk to self/others then Club Welfare Officers may have to disclose to college/university authorities or the emergency services.

It is also their responsibility to review and maintain current club welfare policies and practices. It is NOT the role of Welfare Officers to provide individual counselling support to members. Their role is to promote welfare-centred practices within the Club, provide a confidential initial contact point for members in relation to welfare concerns, and signpost individuals to relevant College, University, and Community support systems when required.

Any member that has any concerns regarding their welfare or of others involved in club activities can discuss these, in confidence, with the Club’s Welfare Officers. If you have a query on welfare you should email welfare@sport.cam.ac.uk. If your welfare matter is confidential and you do not wish to raise it with one of the Club’s Welfare Officers, contact Assistant Director of Sport Karen Pearce (karen.pearce@sport.cam.ac.uk, 01223 762954). The Sports Service also employs two Welfare Officers, Tristan Coles (welfare@sport.cam.ac.uk, 01223 768215) and Lucy McGennity (welfare@sport.cam.ac.uk, 01223 336997) who are available to students.

**Club Documents**

All players, by joining the club, agree to abide by the CUAFC Code of Conduct. Players should also familiarise themselves with the club’s Constitution, Safety Policy and Privacy Notice, which can all be found at cuafc.org/about