



Cambridge University Cricket Club

Welfare Policy

Aims

Cambridge University Cricket 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 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, 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 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 and respect the decisions of officials, making all appeals through the appropriate formal process and respect 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;
- Not act in an unlawful manner;

The Club Committee

Overall responsibility for the management of welfare within CUCC rests with the Executive 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;

Club Welfare Officers

Men's Welfare Officer	Women's Welfare Officer
Matthew Griffiths	Alice Bennett
mg951@cam.ac.uk	ab2472@cam.ac.uk

The role of the Club Welfare Officers 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 holders 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 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: <https://www.counselling.cam.ac.uk/>

Senior Treasurer, Senior Members and Club Employees

Senior Treasurer:-

- To ensure that welfare provision/guidance is in place.
- Act as an independent assessor in the case of misconduct within the Club setting.

Club Secretary:-

- To provide signposting to students in relation to student welfare matters.
- To support the club in dealing with any major accidents or incidents in conjunction with the Sport Service and England & Wales Cricket Board.

Senior Members:-

- To make representations to tutors on behalf of players.
- Support and advise Playing Members of the Club.

Club Policies and Procedures

CUCC recognises the importance of having clear policies and procedures in place to support student welfare. Club members should ensure they read and adhere to the following policies and procedures:-

Policies	Web Link
Club Constitution	http://cucc.net/wp-content/uploads/2020/10/CU-Cricket-Constitution-2020-21.pdf
Code of Conduct	http://cucc.net/wp-content/uploads/2020/10/CU-Cricket-Code-of-Conduct-2020-21.pdf
Safety Policy	http://cucc.net/wp-content/uploads/2020/10/CU-Cricket-Safety-Statement-2020-21.pdf
Concussion Procedure	Appendix 1 of Welfare Policy

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	Welfare@Sport Strategic Lead Safeguarding Officer
Tristan Coles Head of Fitness, S&C	Lucy McGennity Sports Club Support Manager	Karen Pearce Deputy Director of Sport
		
Tel: 01223 768215	Tel: 01223 336997	Tel: 01223 762954
welfare@sport.cam.ac.uk	welfare@sport.cam.ac.uk	welfare@sport.cam.ac.uk

Appendix 1: Concussion Procedure

Definition

Concussion is a complex and potentially significant brain injury that must be taken seriously. Even a 'ding' or what seems to be a mild bump to the head can be serious, failure in recognising this can have major immediate and long-term consequences.

The Concussion Procedure is split into the **four R's**: recognise, remove, recover and return.

Recognise

The player who is concussed is often not 'knocked out' but merely might seem slightly off-kilter, it can therefore be difficult to recognise a concussion. If a player has experienced a bump or blow to the head, look for any of the following signs and symptoms of concussion:

Symptoms Reported by Player	Signs Observed by Others
Headache	Appears dazed or stunned
Nausea or vomiting	Moves clumsily
Dizziness or balance problems	Is unsure of match, opponent or result
Blurred or double vision	Forgets an instruction
Confusion	Loses consciousness
Concentration or memory problems	Shows mood, behaviour or personality changes
Just not 'feeling right'	Answers questions slowly
	Can't recall events after hit or fall

Remove

All suspected concussion needs to be taken seriously and anyone suspected of a concussion/head injury should be immediately removed from the field, at any point of play, in order to undergo assessment by a trained medical professional. If a neck injury is suspected, then an ambulance should be called to remove the player from the field of play safely.

A responsible person either in the players College or residence be informed of the injury so that they can watch out for any symptoms that might emerge following the initial impact. Anyone with confirmed/suspected concussion should not be left alone, consume alcohol or drive in the first 24 hours.

Recover

The brain takes time to recover. A player is not expected to return until cleared to do so by a trained medical professional.

It is strongly recommended that players visit their GP or speak to their College nurse for advice on recovery, including advice on returning to study, work, any form of physical activity, driving and consuming alcohol.

Return

A graded return is to be followed once symptom free. This is a minimum of 6 days. Note that this means the player will not play any subsequent part in the game.