



## Welfare and Player Support

CURUFC's support structure is intended to ensure that all players feel welcome, included and able to perform at their best.

This structure can support with issues including, but not limited to:

- Selection, training, fitness and playing
- On pitch issues
- Physical problems
- Mental health issues
- Not settling into CURUFC
- Breaches of CURUFC Code of Conduct or participation policies by players or non-players (e.g. coaches, spectators, employees, committee members)

All CURUFC players are expected to abide by the Players' Code of Conduct, while coaches, support staff, committee members and supporters are expected to abide by the General Code of Conduct.

In addition to this, members are expected to behave at all times in alignment with the core values of the club, including inclusiveness, equality and respect for others.

CURUFC has put in place an agreed set of 'pathways' in order to ensure that our members are as well supported as possible. These are detailed at the end of this document.

### Who can I contact if I have an issue?

Your primary points of contact are:

- Welfare Officers
- Team Captains
- Head of Performance, Simon Jones: [simonjones63@hotmail.com](mailto:simonjones63@hotmail.com)
- Women's Team Manager, Jess Tayenjam: [jtayenjam@hotmail.com](mailto:jtayenjam@hotmail.com)
- Director of Rugby, Scott Annett: [scott.annett@curufc.com](mailto:scott.annett@curufc.com)

You may also contact:

- Executive Secretary, Austin Jessop: [austin.jessop@curufc.com](mailto:austin.jessop@curufc.com)
- Chairman, Ian Peck: [Ian.Peck@bidwells.co.uk](mailto:Ian.Peck@bidwells.co.uk)
- Board Secretary, Richard Hooley: [rjh1009@cam.ac.uk](mailto:rjh1009@cam.ac.uk)
- Senior Member, Paul Luzio: [jpl10@cam.ac.uk](mailto:jpl10@cam.ac.uk)

As necessary, the Director of Rugby acts as a point of contact with the College Tutorial system, ensuring that welfare provision and disciplinary procedures are accessed.



## **Complaints and Disciplinary Procedure**

Where issues arise on the playing field, the Discipline Committee will be called in order to decide upon a sanction in alignment with the relevant RFU guidelines.

If there are issues off the field, the club committee will ensure that disciplinary action is taken, including engaging the College, University or Police where appropriate.

Following a complaint, the individual notified will ensure that the agreed process takes place. This process can be found in the [CURUFC Participation Policy document](#).

Following discussion within the Executive Committee, the complainant and respondent will have advice as to how the disciplinary procedure will be conducted.

Both individuals are entitled to be accompanied by a supporter at any meeting held under this procedure and both will also be directed to personal support within the collegiate University and local community as relevant.

## **Aftercare Provision**

Members (both complainant and respondent) should continue to receive adequate support from CURUFC following a Complaints and Disciplinary Procedure.

Subject to the complainant's consent, the relevant Welfare Officer and Team Captain will be informed of the issue to ensure that they are receiving support within the team environment.

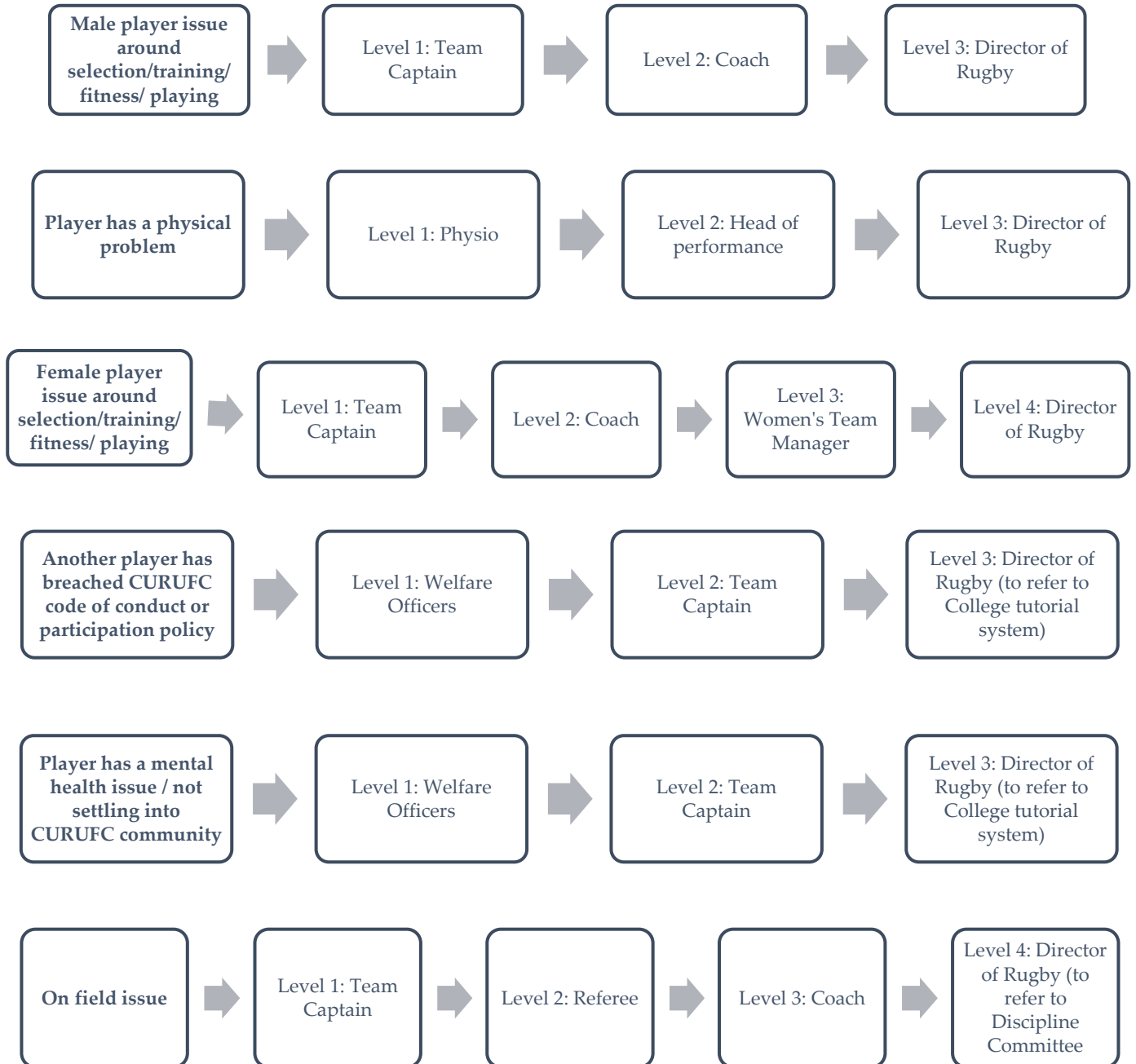
Where necessary, the student's tutor will be informed of the issue by the Director of Rugby to ensure that the College is immediately aware and able to keep track of her or his welfare outside of the club.

The Director of Rugby or Women's Team Manager will also conduct periodic checks after the complaint has been resolved.



## Pathways for taking up issues within CURUFC

Issues regarding players:





Issues regarding non-players:

