

## **WELFARE POLICY**

*CURUFC abide by the Welfare Policy outlined by the University of Cambridge Sports Centre. For more information see the following document: 'Welfare@Sport: Guidance for University Sports Clubs'*

Overall responsibility for the management of welfare within CURUFC rests with the Board. As such, they should ensure that:

- They create, promote and maintain an equitable, safe and positive environment for all club members to participate and/or compete in their sport;
- They 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;
- There is a clear and well-advertised Code of Conduct setting out the expectations of all those involved in the club;
- In addition to the Director of Rugby each year CURUFC will appoint one student male and one student female as Welfare Officers.
- There is a clear Health and Safety policy, procedures and practices that are regularly monitored;
- The coaches, instructors, officials and other athlete support services provided, or endorsed, by the Club are at a suitable level, have the skills and abilities for the activities that they run and have a formal induction;
- They take steps to ensure members feel able to raise concerns without fear of negative repercussions; and confidentiality is maintained in relation to concerns and referrals, and information is only shared on a genuine 'need to know' basis. If there is a serious issue of risk to self/others then the Club Committee may have to disclose to college/university authorities or the emergency services.
- There is suitable education for the players in Nutrition, Hydration, Supplements, Eating Disorders and Overtraining,
- There are suitable procedures to ensure those who are ill, injured, concussed or have mental health issues have clear guidance as what they should do.