



Cambridge University Judo Club Welfare and Safeguarding Policy

Aims

Cambridge University Judo Club (CUJC) 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 mat, but covers the full breadth of Club activities from training and competition through to socials and our media presence.

To this end, CUJC 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

Members of CUJC are solely responsible for their conduct when representing the Club. Members must therefore abide to the expected standards of behaviour laid out in the Club Code of Conduct, and understand the repercussions of any breaches of the Code. The club code of conduct can be found via a link in the 'policies' section of this document.

The Club Committee

Overall responsibility for the management of welfare within CUJC rests with the Club 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 Officer

CUJC Welfare Officer
Robert Gowland
cujc-welfare@srcf.net

The role of the Club Welfare Officer is to promote welfare-centred practices within the club environment, provide a confidential, initial contact point for all members in relation to welfare concerns, and signpost individuals to relevant University, College and Community support systems when required. The role holder will:

- Assist the club in developing policies and procedures that prioritises equality and the ongoing welfare of club members. This should include welfare, safeguarding 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 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.

Student 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/>

Non-Student Members

It is recognised that non-student members of CUJC may not have the same access to support systems provided by the University. The welfare officer has a role in:

- Listening to any welfare concerns
- Offering support and information
- Facilitating, where appropriate, in assisting to resolve welfare problems
- Signposting to other areas of specialist support, information and advice depending on the individual's welfare needs e.g. CRUSE (bereavement), RELATE (relationship and family matters), MIND (mental health), FRANK (substance abuse), AA (alcohol anonymous), SAMARITANS (general).

The Senior Treasurer, Senior Members and Club Employees

The Senior Treasurer is responsible for considering the facts of a case if a member submits an appeal of the decision by the Committee and Coaches to expel or suspend them. An appeal as to the process of exclusion, but not a further investigation into the facts, may be lodged with the University Sports Service. Other methods of appeal may be available via the Office of the Independent Adjudicator (students), or British Judo Association (all members).



The Coaches should be aware of how to implement best practices laid out in the club welfare and safeguarding policy, as well as British Judo Safeguarding documents (Safelandings and Safeguarding Adults Policy), to protect vulnerable members of CUJC from harm. All Coaches are required to hold a First Aid Certificate and a Safeguarding and Protecting Children in Sport Certificate as part of their Coaching qualification.

Coaches should be able to:

- Identify and recognise good coaching practice and the implications for their coaching.
- Recognise and respond to possible signs of abuse of young or vulnerable members.
- Take appropriate action if welfare or safeguarding concerns arise.
- Carry out basic First Aid as required.
- Carry out facility checks to ensure the risk of injury is as low as possible.

Safeguarding Adults – Principles

Cambridge University Judo Club is committed to creating and maintaining a safe and positive environment, and accepts our responsibility to safeguard the welfare of all adults involved in Judo, in accordance with the Care Act 2014.

By taking care to uphold the following principles, CUJC can help to assure the welfare and development of vulnerable adults:

- **Empowerment:** supporting vulnerable people and encouraging them to make their own decisions and informed consent.
- **Prevention:** it is better to act before harm occurs.
- **Proportionality:** the least intrusive response appropriate to the risk presented.
- **Protection:** support and representation for those in greatest need.
- **Partnership:** local solutions through services working with their communities. Communities have a part to play in preventing, detecting, and reporting neglect and abuse.
- **Accountability:** accountability and transparency in delivering safeguarding.

CUJC considers a vulnerable adult to be anyone over the age of 18 years who is or may be unable to take care of themselves or protect themselves against significant harm or exploitation.



- All adults, regardless of age, ability or disability, gender, race, religion, ethnic origin, sexual orientation, marital or gender status have the right to be protected from abuse and poor practice and to participate in an enjoyable and safe environment.
- The rights, dignity and worth of all adults will always be respected.
- CUJC will seek to ensure that our sport is inclusive, and make reasonable adjustments for any ability, disability or impairment.
- We recognise that ability and disability can change over time, such that some adults may be additionally vulnerable to abuse, for example those who have a dependency on others or have different communication needs. We recognise that a disabled adult may or may not identify themselves or be identified as an adult 'at risk'.
- We all have a shared responsibility to ensure the safety and well-being of all adults and will act appropriately and report concerns
- Any welfare or safeguarding issues or queries should be directed to the Welfare Officer. All allegations will be taken seriously and responded to quickly in line with British Judo Safeguarding Adults Policy and Procedures.

CUJC recognises that each vulnerable adult is a unique individual, and consequently the appropriateness of involving carers in welfare related decisions will be dependent on the individual's needs and circumstances, and on their wishes. More information on Safeguarding in Judo can be found in the Safelandings and Safeguarding Adults Policy documents, on the British Judo Association website.

The Club child protection policy can also be found via the link below.

Club Policies and Procedures

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



Policies	Web Link
Club Constitution	https://cujc.soc.srcf.net/wp-content/uploads/2022/07/01-CU-Judo-Club-Constitution-2022-23.pdf
Code of Conduct	https://cujc.soc.srcf.net/wp-content/uploads/2021/10/CodeOfConduct.pdf
Data Protection Policy	https://cujc.soc.srcf.net/wp-content/uploads/2021/10/DataProtectionPolicy.pdf
Safety Policy	https://cujc.soc.srcf.net/wp-content/uploads/2021/10/WelfarePolicy.pdf
Child Protection Policy	https://cujc.soc.srcf.net/wp-content/uploads/2021/10/ChildProtectionPolicy.pdf
Risk Assessment	https://cujc.soc.srcf.net/wp-content/uploads/2021/10/RiskAssessment.pdf
BJA Safelandings	https://www.britishjudo.org.uk/wp-content/uploads/2022/05/SafeLandings-March-2022.pdf
BJA Safeguarding Adults Policy	https://www.britishjudo.org.uk/wp-content/uploads/2018/11/BJA-Safeguarding-Adults-14th-November.pdf

Sport 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
Tristan Coles Head of Fitness, S&C	Lucy McGennity Sports Club Support Manager	Karen Pearce Deputy Director of Sport



		
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