

Welfare@Sport

Guidance for
University Sports
Clubs

2022-23

Contents

EXECUTIVE SUMMARY	1
Context.....	1
Feedback.....	1
INTRODUCTION: SPORT AND WELFARE	2
SECTION 1	3
UNIVERSITY SPORTS CLUBS – ROLES AND RESPONSIBILITIES.....	3
The Club Committee	4
Club Welfare Officers.....	4
Training for Club Welfare Officers	6
Everyone Involved in the Club	6
Beyond Equality.....	7
ENGAGING COACHES AND SUPPORT SERVICES	8
Recruiting the Right Support Staff	8
Coaches.....	8
Officials	9
Athlete Support Services.....	9
Talented Athlete Lifestyle Support (TALS)	10
Physiotherapy – University Sports Centre.....	10
Sports Therapists and Sports Massage Practitioners	10
Team Doctors	11
First Aiders	11
Good Practice Requirements for all Service Providers	11
Personal Relationships.....	12
Training for Senior Treasurers, Club Staff and Coaches	13
CLUB POLICIES AND PROCEDURES.....	13
Policies and Procedures	13
Selection and Competition.....	15
Website, Media and Communications	16
SECTION 2	17
FUELLING FOR SPORT.....	17
General Guidance	17

Nutritional Needs for Sport	17
Hydration	18
Caffeine.....	18
Supplements	19
Making Weight	19
Eating Disorders	20
FIT TO PLAY.....	21
Rest and Sleep	21
Illness and Injury.....	21
Hygiene and Health	22
Concussion.....	22
Diseases and Sports Specific Risks.....	24
Overtraining.....	24
Mental Health.....	25
Counselling Service Exercise Referrals – University of Cambridge Students.....	26
DRUGS AND SPORT	27
Anti-Doping.....	27
Recreational Drugs	27
Medications	27
Illegal Supplements.....	27
Further Information.....	27
ALCOHOL AND SPORT	28
Introduction.....	28
The Impact of Alcohol on the Body.....	28
The Impact of Alcohol on Sporting Performance	28
The Impact of Alcohol on Recovery	29
Managing Alcohol Intake at Club Events.....	29
Initiations.....	30
Binge Drinking.....	30
Alcohol Poisoning.....	30
Alcohol and Personal Safety – Guidance for Club Members	31
HARASSMENT AND SEXUAL MISCONDUCT	33
CUSU Sexual Consent Campaign.....	33



Support Systems	34
STUDENTS AND FINANCIAL WORRIES	35
SECTION 3	36
SUPPORT NETWORKS AND SERVICES	36
Supporting Athletes.....	36
SUPPORT FOR UNIVERSITY STUDENTS	37
The Colleges.....	37
University Services.....	37
When to Refer Handbook	39
SUPPORT FOR UNIVERSITY STAFF	40
SUPPORT FOR COMMUNITY MEMBERS.....	41
SPORTS SERVICE WELFARE CONTACTS	41
APPENDIX 1 – COUNSELLING SERVICE EXERCISE REFERRALS	42
APPENDIX 2: COLLEGE TUTORIAL SUPPORT	44
APPENDIX 3 – LINKS TO EXTERNAL SOURCES OF SUPPORT	46
General Guidance	46
Bereavement.....	46
Carers	46
Contraception, Family Planning, Sexual Health and Pregnancy	46
Crime.....	46
Drugs and Alcohol.....	46
Eating Disorders	46
Faith.....	47
Gender	47
LGBT+.....	47
Mental Health.....	47
Sexual Assault/Rape	47
Sport Supplements.....	47
Student Finance	47

EXECUTIVE SUMMARY

The core guiding principle for our Welfare@Sport approach is the desire to treat our athletes responsibly and with respect and to provide the support necessary to allow them to pursue their academic, sporting and career ambitions. It recognises that welfare is not just about safety on the pitch but covers the full breadth of sporting activity from training and competition through to socials and media presence.

The first section of this handbook is aimed at helping University sports clubs to structure a club welfare system that complements the pastoral and support networks available through the Colleges and University. This includes guidance on club roles and responsibilities, recruiting coaches and other support staff and setting up policies, procedures and practices to help maintain a safe and healthy environment and promote a positive club culture.

The second section of this handbook is more of a reference guide, focusing on health, wellbeing and welfare matters that may occur in and around the sports club environment. The sports specific content includes information on nutrition, hydration and weight management, fitness, injury and recovery, alcohol and drugs in sport. There is also more general information on mental health, harassment and sexual misconduct and financial worries.

The final sections provide information on support services that are available to members of clubs that are students, staff or from the local community. It also provides information for club officers, staff and senior members on when and how to refer club members.

Context

This guidance document is one of a series that has been produced by the University of Cambridge Sports Service to support University Sports Clubs in running safe, well managed, supportive and successful clubs.

Additional support materials and templates are also available on the University Sports Service Moodle site. It is important to note that all of these documents provide general guidance and signposting to clubs. Given that there are over 50 University Clubs playing sports involving very different playing programmes, performance levels, governance frameworks and risks it is impossible for us to cover all eventualities. It is therefore very important that Clubs consider their particular context carefully and refer to their National Governing Body (NGB) for more specific guidance where appropriate.

Feedback

We have done our best to provide helpful guidance to Clubs on creating a supportive structure and culture as well as information on a range of commonly occurring welfare matters. However, given the diverse range of clubs at Cambridge we recognise that we will not have covered all relevant themes or issues. We will be reviewing and adapting it annually to ensure it becomes a useful reference point for Clubs in supporting students. If you wish to provide specific feedback or comments regarding the document, please contact Karen Pearce, Deputy Director of Sport, at welfare@sport.cam.ac.uk.

INTRODUCTION: SPORT AND WELFARE

The mission of the University of Cambridge is to contribute to society through the pursuit of education, learning, and research at the highest international levels of excellence. This mission is underpinned by a number of Core Values, one of which supports “the provision of opportunities for broadening the experience of students and staff through participation in sport, music, drama, the visual arts, and other cultural activities”.¹

Participating in extra-curricular activities, like sport, can be incredibly rewarding and has the potential to support students, staff and the community in achieving a balanced lifestyle. Research shows that regular physical activity can lower risk of many chronic diseases, such as heart disease, type 2 diabetes, stroke, and some cancers. It also suggests that physical activity can also boost self-esteem, cognition, mood, sleep quality and energy, as well as reducing your risk of stress and depression. Being part of a sports club, in particular, can provide a great opportunity to meet new people and further enhance valuable life skills such as communication, time management and teamwork.

However, balancing study or work, personal commitments, training and competition relies on having the right athlete-centered support system in place. The aim of the Welfare@Sport document, therefore, is to provide guidance and information to University Sports Clubs so that they can support their members to achieve their academic, professional and sporting goals.

“In order to maximise every performance gain available to athletes and coaches, a whole person approach is undoubtedly required, but this approach isn’t just about medals and performing in competition, it is about treating our athletes respectfully and responsibly”

English
Institute of
Sport



¹ <https://www.cam.ac.uk/about-the-university/how-the-university-and-colleges-work/the-universitys-mission-and-core-values>

SECTION 1

UNIVERSITY SPORTS CLUBS – ROLES AND RESPONSIBILITIES

There are currently over 50 University Sports Clubs operating at the University of Cambridge as well as a number of sport, fitness and dance based Societies. Whilst many are run by students for students, there are a number that offer membership (playing or non-playing) to University staff, alumni and/or members of the Community.

University Sports Clubs, like any sporting organisation, are responsible for creating, promoting and maintaining a safe and positive environment for all club members to participate in and/or compete in their chosen sport. There are various factors that can come together to create a positive club culture, some examples are highlighted in the image below.

The building blocks of a positive club culture



The Club Committee

Overall responsibility for the management of welfare within the club context rests with the Club Committee. As such, the Committee 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 at least one suitably trained and competent Welfare Officer designated within the club to take the lead role in dealing with welfare matters;
- There is at least one suitably knowledgeable, briefed and competent Safety Officer or person designated within the club to take the lead role in health and safety policies, procedures and practices (see Safety@Sport handbook for more information);
- That the coaches, instructors, officials and other 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;
- 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.

Club Welfare Officers

Every University Sports Club should have a designated Welfare Officer. Clubs may choose to have more than one Welfare role to reflect the composition and scale of the membership body and the nature of the activities that they run. Combinations might include:-

- One male and one female Welfare Officer for mixed sports.
- One undergraduate and one postgraduate student Welfare Officer for large clubs.
- One student and one Senior Member (University or College Staff) Welfare Officer for high performance clubs or clubs with permanent, employed staff.
- One student and one staff/community Welfare Officer for clubs open to staff and/or the public. Please note that if the Club runs events or activities for children they should contact the Sports Service for guidance as this will require an additional level of knowledge, training and responsibility.

Clubs should include the Welfare Officer role and responsibilities within their Constitution as well as identifying a clear process for electing officers each year. It is also important that a suitable handover mechanism is established that maintains confidentiality in relation to specific cases.

As per standard NGB guidelines, it is recommended that the Welfare Officer does not hold another position on the club committee, and should not be an active teacher or coach at the

club. In addition, the Welfare Officer should ideally not be related to or have a close personal relationship with other members of the committee or coaching team. This recommendation is made to avoid difficulties and conflicts of interest that could arise from a club member wishing to refer a concern to the Welfare Officer but feeling unable to do so.

DUTIES – Welfare Officers are not advisors, counsellors or medical practitioners and they cannot give specialist advice and guidance. Their role is to promote welfare centred practices within the club environment, provide a confidential, initial contact point for members in relation to welfare concerns and to signpost individuals to relevant University, College and Community support systems when required. Clubs should use their NGB Welfare policies, procedures and templates to help them to construct a role description to meet their specific needs. A Welfare Officer role description might include the following responsibilities:-

- To assist the club in developing policies and procedures that prioritises equality and the ongoing welfare of club members.
- To work with the Club Committee to ensure that Codes of Conduct are in place for club staff, volunteers, coaches and competitors.
- 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.²
- To ensure that, where appropriate, incidents are reported correctly and referred, in accordance with the Club Welfare Policy and, where appropriate, Disciplinary Policy.
- 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.

SKILLS AND QUALITIES – One of the most important attributes for a Welfare Officer is that they are approachable. It is important that they are confident enough to make themselves known to members of the club and to ensure that all members are aware that they are available to advise on welfare concerns. Similarly, having a presence at training sessions and competitions/events on a regular basis also helps. In addition, the Welfare Officer should have a strong commitment to athlete welfare, knowledge of support systems available through the University and Colleges as well as within the local area (SUAS Training will provide this information), basic administration and record-maintenance skills, excellent communication skills and the ability to ensure policy and procedures are developed and implemented effectively.

² Consideration also needs to be given as to how employees, self-employed and voluntary coaches and administrators etc. are supported. It is not appropriate for a student to offer welfare support for these individuals.

Training for Club Welfare Officers

All Welfare Officers must be suitably trained, have sufficient knowledge of University Support Systems and be linked into a support network themselves. The Sports Service work with the Students' Unions' Advice Service to deliver Welfare Officer Training each term. This aims to provide Welfare Officers with the knowledge and understanding necessary to deal with welfare disclosures and signpost club members to support systems:

- For more information on the SUAS
<https://www.studentadvice.cam.ac.uk/about/>
- CUSU Welfare Officers' Facebook page:
<https://www.facebook.com/groups/982019908578230/>

To find out when the next training session for Welfare Officers will take place, please contact welfare@sport.cam.ac.uk.

Everyone Involved in the Club

Everyone involved in the club regardless of whether they are a playing member, committee member, coach, volunteer or spectator should:

- 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 abiding by any final decisions;
- Treat facilities, staff, students and community members 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 to be, 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 at all times; and
- Not act in an unlawful manner.

The Club should set its expectations in relation to behaviour and give details of how to make a complaint in their Code of Conduct. This should be published on their website.

Beyond Equality

Beyond Equality (formally Good Lad) can offer workshops which provide a safe space for teams and clubs to discuss club culture, including issues such as consent, sexual harassment, masculinity, peer pressure, banter, social capital, power and responsibility. A number of University Sports Clubs at both Oxford and Cambridge have found these workshops helpful in creating and/or maintaining a positive club culture. For more information on the organisation visit: <https://www.beyondequality.org/>

For information on how to organise a workshop for your Club or to become a Facilitator, please contact: registration@sport.cam.ac.uk

ENGAGING COACHES AND SUPPORT SERVICES

Recruiting the Right Support Staff

Most University Clubs recruit coaches (employed, self-employed or voluntary) to support the development of their club members. However, Clubs may also be required by their NGB and/or wish to engage a range of other support staff such as:

- S&C Coaches
- Officials
- Physiotherapy
- Lifestyle support
- Sports Psychology
- Dieticians/Nutritionists
- Sports Massage Therapy
- Team Doctors

Given the breadth of sporting activities run by University Sports Clubs it is not possible for us to cover every role that forms part of the club coaching, volunteering and staff network. This section therefore provides guidance on some of the most common roles. When engaging any person or company to support the Club it is vital that expectations from both sides are clearly communicated and, where appropriate, signed off in writing by both parties. This will provide for a clear framework for the services and help to ensure a positive experience for the Club. If any Club requires any assistance in this area then they should contact the Sports Service.

Coaches

Most National Governing Bodies of Sport will have a clear Coach Development Pathway that specifies the level of coach required and additional qualifications necessary to lead or assist at each performance level from beginners through to elite athletes. As such, Clubs should refer to the standards identified by their NGB when engaging new coaches. Many National Governing Bodies of Sport also provide a Coach Accreditation Scheme. Depending on the nature of the scheme, this provides coaches with a stamp of approval that is recognised by the industry. It also unlocks a range of educational opportunities to keep coaches up to date with modern coaching methods, ethics and safety. Accreditation can also include coaching insurance. It is really important to check qualifications, experience, accreditation and insurance carefully when engaging coaches. It is also important to conduct an interview, this could be a practical coaching session, to ensure that you have the same aims and objectives, and to get references.

The Sports Service recognises that there may be a number of experienced coaches operating within the sports arena at Cambridge that have worked with student sports clubs for some time but who are not currently qualified or accredited by their NGB. Whilst this may work well for some low risk sports, it is important to ensure that such coaches still have suitable coaching insurance and that an appropriate risk assessment has been undertaken

for the activities that they lead. It is recommended that clubs support longstanding coaches in this situation to achieve their coaching qualifications and accreditation as part of their ongoing Professional Development.

Unless otherwise endorsed by NGB policies, medium and high risk sports **MUST** be coached by an appropriately qualified, accredited (where available through the NGB) and insured coach. **Any Clubs with members that are under 18's must have suitably qualified, accredited, DBS checked and insured coaches.**

Whilst qualifications, accreditation and insurance cover are key considerations when recruiting coaches, it is also important to consider:

- What other qualifications they might need. e.g. Safety Training.
- Whether they have experience of coaching individuals/ teams at the level needed.
- Their coaching style and whether they have the same ethos and goals as the Club.
- Whether they are available at the times that the Club needs them.

Clubs can contact the Sports Service if they require guidance or templates for the recruitment of coaches. Please email: registration@sport.cam.ac.uk

Officials

It is important that officials (eg.referees and umpires) are sufficiently qualified for the sport and level of competition. BUCS, NGB's, league and event rules will have clear guidance and/or regulations in relation what is required for each type of competition. Clubs need to make sure they follow these when organising matches, including friendlies, and competitions. If Clubs are playing in an away match and the opposition does not provide sufficiently qualified officials then the club may decide, for safety reasons, not to participate. The competition or league rules will also specify how to either 'play under protest', postpone or claim a walkover. If you require further information please contact: bucs@sport.cam.ac.uk

Athlete Support Services

The Talented Athlete Scholarship Scheme (TASS) is a Sport England funded partnership between talented athletes, education institutions and national governing bodies of sport. They have identified the following levels of qualification / criteria for Core Service providers within a University sports performance environment.

Role	Standards
S&C Coaches	Hold 'Accredited Strength & Conditioning Coach' status as recognised by UKSCA
Physiotherapy	Be a qualified physiotherapist registered with the Health & Care Professional Council and be a Bronze, Silver or Gold ACPSM physiotherapist
Lifestyle support	Be a current member of the Register of Personal Development Practitioners in Sport ('RPDPS') or to have a TALS qualification.

Sports Psychology	Be recognised as a British Psychology Society ('BPS') Stage 2 Sport & Exercise Psychologist trainee (or above) who is overseen by a BPS Qualified Supervisor
Nutrition	Be a SENr (Sport and Exercise Nutrition Register) Registrant or High Performance Registrant or BDA (British Dietetic Association) Associate or Full Member

Whilst it may not be possible for all clubs to achieve this level of service, these good practice guidelines can assist when making decisions on appointments.

Talented Athlete Lifestyle Support (TALS)

The University Sports Service has two qualified Talented Athlete Lifestyle Support (TALS) members of staff who can support both the theoretical principles of supporting and mentoring talented athletes and provide practical knowledge of how to empower athletes to manage their personal development and lifestyle throughout their careers. Support areas may include;

- Support and advise talented athletes within a performance environment
- Manage support networks for talented athletes within a performance environment
- Support talented athletes through lifestyle change
- Support talented athletes to understand their anti-doping responsibilities
- Support and advise talented athletes to plan their careers

If you would like to contact our TALS trained staff please email welfare@sport.cam.ac.uk.

Physiotherapy – University Sports Centre

Physioteq is an independent physiotherapy and sports injury clinic based at the University Sports centre on the West Cambridge Campus site off Madingley road.

Members of University Sports Clubs that have sustained an acute sports injury in the last 7 days can book a 30 minute acute injury triage appointment with Physioteq at a reduced rate. For more information on prices and booking, please visit the company website.



<https://physioteq.co.uk/>

Sports Therapists and Sports Massage Practitioners

Sports therapy can be hugely beneficial to sports people and there are a number of excellent sports therapists around Cambridge. However, it is important to note that this area of practice is largely unregulated so there also practitioners out there with very limited training and experience. It is therefore really important when dealing with Sports Therapists to check their qualifications, experience and references carefully and, if in doubt, speak to the Fitness, Strength and Conditioning Manager in the Sports Service who can give the Club some advice. In the case of Sports Massage, this should only be provided by individuals who hold full membership of the Sports Massage Association.

Team Doctors

A number of sports, such as Rugby and Boxing, have clear requirements when it comes to medical support and doctors. At a basic level, any Team Doctor must have a GMC licence to practice. Some NGBs may also require/recommend:

- Current Immediate Care in Sport (ICIS) Level 3 Course Certificate or reciprocal Faculty of Pre-Hospital Care approved Pre-Hospital Sports immediate care certificate.
- Diploma or MSc in Sport and Exercise Medicine.
- Doctors must be fully up to date with the UKAD code and play a role in athlete education in relation to WADA.

Clubs should check with their NGB/Competition regulations to determine if and when there is a requirement to have a doctor for training, pre-competition assessments or competitions.

First Aiders

There are different levels of training required in order to provide first aid and immediate care cover. Clubs should check their NGB guidance to determine the type of qualification recommended for their particular sport and the level at which they compete. This should be supported by a risk assessment for their sport. Clubs should note that, if they have employees, they may actually fall under the Health and Safety (First Aid) Regulations 1981 (SI 1982 No 917) and will need to refer to these for minimum first aid requirements.

Guidance is available at <https://www.hse.gov.uk/firstaid/>

Good Practice Requirements for all Service Providers

TASS also suggest that all practitioners across such areas of support services should be required to:

- a) understand and demonstrate practical application of meeting the legal and ethical requirements arising from working with athletes (including but not limited to those within Data Protection legislation);
- b) communicate the role(s) they play in improving performance and educating athletes about the appropriate aptitude and behaviours expected of them;
- c) demonstrate a working knowledge of 'Clean Sport', anti-doping procedures and regulations, the principle of strict liability and sources of further anti-doping information;
- d) commit to the ongoing continuing professional development and membership requirements of their specific sector in order to maintain the relevant status, accreditation or membership, and comply with such organisation's relevant code of conduct or ethics;
- e) keep informed of industry developments, news and information in their relevant area;
- f) not work beyond the limits of their own competency, knowledge or expertise and advise the Club or the Sports Service of any concerns;

- g) comply with any relevant legislation, particularly with regards safeguarding, discrimination and health and safety measures; as well as any relevant club procedures.
- h) act in a manner befitting their profession, respect the rights and dignity of athletes and fellow providers, and refrain from any conduct that may bring themselves, the Club or University into disrepute.

Personal Relationships

With regards personal relationships, the principles of the University Policy concerning personal relationships between staff and students, the Sports Coach UK Code of Conduct for coaches and NGB policies and procedures should be followed. These **strongly recommend** that any person in a position of authority, influence or trust (e.g. Senior Member, Coach, Service provider, Club Staff or Alumni) **DOES NOT** allow a personal relationship to develop with an athlete.

Given the nature of University Sports Clubs, however, it is recognised that students will be committee members, captains and may well coach other participants. As a result there is potential for personal relationship between peers to develop outside of the club environment.

It is important that any personal relationship of this nature that does develop is declared to a member of the Club Committee or the Club Senior Treasurer and then managed carefully within the club context. In the case of a student coach, for example, this may involve:

- Consulting with both parties to identify any impact their relationship may have within the Club.
- Facilitating the re-organisation of duties to ensure that a coach is not responsible for the safety or the provision of pastoral care for the participant. This may require them to be moved to coaching another group or team.
- Ensuring that appropriate action is taken to minimise the potential effect of the relationship on other members of the club, this might include not being solely responsible for team selection.
- Withdrawing from writing references and recommendations for the participant, including, but not limited to references for jobs, academic courses or selection for representative teams, funding applications or other resources.

Young people under the age of 18 are subject to the legal framework within the Children's Act, irrespective of the fact that they may be university students. As such, all sports clubs should be aware of the law relating to sexual relationships within the sports club environment. Sexual intercourse, sexual activity, or inappropriate touching by an adult with a child under the age of 16 years is a criminal offence, even where there is apparent consent from the child. It is also an offence for a person aged 18 or over to have any sexual activity with a person under the age of 18 if the older person holds a position of trust (for example a teacher or social worker) as such sexual activity is an abuse of the position of trust. Clubs should refer to their National Governing Body Welfare Policy for more information on Child Protection within their Sport, Codes of Conduct and Disciplinary Arrangements.

Resources

Personal relationships between staff and students

<https://www.hr.admin.cam.ac.uk/policies-procedures/dignity-work-policy/personal-relationships-between-staff-and-students-policy>

UK Coaching: Code of Practice for Sports Coaches

<https://www.ukcoaching.org/resources/guides/code-of-practice-for-sports-coaches>

Training for Senior Treasurers, Club Staff and Coaches

The Senior Treasurer, Senior Committee Members and Club Staff (such as coaches and administrators) have a very important role to play in supporting the Junior Committee, Welfare Officer and members with regards welfare matters. It is not the expectation for these role holders to be experts; however, they should be able to provide a confidential resource for anyone that needs signposting to University support systems.

SPORTS SERVICE

The following training sessions are available through the Sports Service:

- Mental Health First Aid (2 day)
- IOSH – Managing Safety Course (3 day)
- Safeguarding Children and Vulnerable Adults
- First Aid for Sport

PPD

Online PPD courses are also available to Club employees. For more information, please contact: registration@sport.cam.ac.uk

CLUB POLICIES AND PROCEDURES

Policies and Procedures

It is really important for Clubs to have clear policies and procedures in place. These can be incredibly helpful in setting expectations for the Committee, Coaches, Employees, Service Providers and playing and non-playing members. They also provide a strong framework to help support club members with any concerns that they may have within the sporting context. The number and type of policies and procedures may vary depending on the sport and the nature of club activities. However, common documents, policies and procedures that support welfare might include the following:-

Club Constitution
Equality Policy
Code of Conducts (Participants, coaches, volunteers, spectators etc)
Welfare Statement / Policy
Disciplinary Policy and Procedures
Safety Policy, risk assessments and emergency procedures
Selection Policy and Procedures

Club Officer Job Descriptions/Handover notes
Data Protection Policy Statement
Social Media Policy
Alcohol and Anti-doping Policy
Safeguarding Children and Vulnerable Adults Policy
Collecting/Managing Medical Information and Emergency Contacts Details
Sports Specific e.g. Concussion Procedures, Weight Management etc.
Employee and Service Provider contracts, codes of conducts and handbooks

It is important to note that these do not necessarily have to all be separate documents but can be combined in a number of ways depending on the nature of club activities. For example, a Club Handbook and Code of Conduct may cover a number of these items.

The Sports Service will work with Clubs on their policies and procedures as part of their Club Registration and identify those that are relevant to their sport and operations. The Guidance for the Registration and Operation of University Sports Club and Safety@Sport handbook provides practical information on how to set up the policies and procedures relevant to your club context. The Sports Service have a number of templates available that clubs can adapt to their specific needs..

Selection and Competition

Being selected for a University Sports Team, in particular the Varsity Match Squad, can be hugely important to those people engaged in sport at Cambridge. It is often the culmination of a great deal of hard work and training so not being selected can lead to disappointment, resentment and drop out. As such, the selection process needs to be carefully managed by clubs.

For further guidance please see the Sports Service guidance on selection criteria which can be found on Moodle by following this [link](#).

Website, Media and Communications

WEBSITES AND SOCIAL MEDIA PLATFORMS are a key part of club operations. They offer a flexible way to communicate with members, and to anyone interested in joining a club. However, in the same way that a club has responsibility for the physical safety of club member, the club must also ensure that there is nothing on its website or social media platforms which could harm a member of the club, directly or indirectly, and/or the reputation of the club or University. A club is legally and morally responsible for the content of its website and social media platforms.

It is the responsibility of all Clubs and their members to:

- Refrain from publishing negative comments about other clubs, players or referees or any controversial or potentially inflammatory subjects.
- Avoid hostile or harassing communications in any posts or other online communications towards any of the protected statuses identified in the Equality Act 2010.
- Identify and credit all copyrighted or borrowed material with citations and links.
- Review responses to online posts and resolve any concerns before they are posted. Any abusive comments must be deleted and the user banned.
- Ensure that if any online participant posts an inaccurate, negative or inflammatory comment about the Club or member, the Club should seek advice from Sports Service, relevant NGB or Sport England prior to taking any action.

If in doubt be aware of these rules

1. Use common sense
2. Be respectful
3. Respect copyrights and fair use
4. Be aware of confidentiality and data protection

PHOTOGRAPHS are often used by clubs to accompany news articles and communications. Not every individual within a club will necessarily want to have their photograph taken or used in the public domain, particularly when they are taken in competition kit. It is important, therefore, that Clubs have consent from individuals to use their photographs. It is possible to include a photo consent statement within a membership form but this must specify how the photographs will be used. It is important for the Club to then adhere to the wishes of its members.

Clubs are advised to have a social media policy and code of conduct for members which references social media and website usage. This will help protect both the Club and individuals from articles and posts that could impact negatively on their time at Cambridge or potentially damage their future career prospects.

SECTION 2

This section focuses on health and wellbeing information relevant to athletes as well as guidance on welfare matters that may occur in and around the sports club environment.

FUELLING FOR SPORT

The following section aims to signpost clubs to nutrition resources and provide general guidance to clubs in dealing with questions relating to supplements, caffeine, managing weight and eating disorders.

General Guidance

Eating a balanced diet can help individuals involved in sport to stay fit and well when balancing work, academic and personal commitments. A good diet can:

- increase energy and stamina
- improve sleep and concentration
- impact positively on mood and wellbeing
- help maintain a healthy body weight
- lower the risk of developing chronic health risks such as heart disease and cancer.

Nutritional Needs for Sport

When training regularly or competing in sport, individuals may need to adapt the balance of their diet to accommodate energy output, maintain weight and/or promote muscle repair. If the balance is right then diet can:

- Provide fuel to train and perform at a consistently high level.
- Optimise gains from training programmes (e.g. promote adaptations in muscle and other tissues in response to training stimuli).
- Enhance recovery between training and events.
- Help athletes to maintain weight, body mass and physique safely.
- Reduce the risk of injury, overtraining, fatigue and illness.
- Increase confidence prior to matches/competition.

It is important to note that athletes are all different and, as a result, there is no single diet that will meet the needs of all those involved in sport. The intensity, duration and frequency of training sessions and competition will play a strong role in determining an athlete's daily energy requirements. Clubs should therefore be wary of advising club members on diet unless they have a suitably qualified nutritionist who can take into account individual needs.

NHS England provides some useful diet guidance for anyone taking part in sport and some practical tips for scheduling meals and snacks prior to exercise. This should be sufficient for most people that train or play sport at College, University and local club level.

<http://www.nhs.uk/Livewell/Goodfood/Pages/Sport.aspx>

For High Performance Athletes

The International Olympic Committee has developed a handbook for elite athletes and coaches working with elite athletes. It is important to note that this guidance is only really relevant for those athletes at Cambridge that are competing at a high performance level or regularly train for long or intense periods due to the nature of their sport.

https://library.olympic.org/Default/doc/SYRACUSE/74010/nutrition-for-athletes-a-practical-guide-to-eating-for-health-and-performance-based-on-an-internatio?_lg=en-GB

Hydration

Factoring in opportunities to drink regularly during training and pre-match warm ups can be really helpful in supporting athletes to remain sufficiently hydrated and, as a result, maximise performance and recovery. Losing small amounts of water through exercise is not particularly harmful. However, if this leads to dehydration (water loss in excess of 2-3% body mass) it can contribute to fatigue, negatively affect performance by reducing the bodies strength and aerobic capacity (especially during long periods of exercise), as well as having a negative impact on recovery. So it is really important to ensure that athletes are hydrated before, during and after exercise to prevent dehydration. For moderate exercise lasting less than an hour athletes normally only need to consume water. An isotonic sports drink, milk, or a combination of high-carbohydrate food and water can, however, be beneficial for hard sessions lasting more than an hour.³

Caffeine

Caffeine is a drug that is found in tea, coffee, cocoa, soft drinks such as cola and energy drinks. It is also used in a wide variety of medicines, in particular, cold remedies. Up until 2004 caffeine was on the prohibited substances list, with athletes being limited to a urine level below 12 micrograms per millilitre. Whilst not currently prohibited, the use of caffeine by athletes is being closely monitored by World Anti-Doping Agency and additional research is being undertaken in relation to its performance-enhancing potential.

Some athletes do use caffeine, within recommended daily limits, to support their sporting performance. However, it is important to understand that every athlete responds differently to varying amounts of caffeine and it can potentially cause:

- Anxiety / nervousness
- Jitters
- Mental confusion
- Elevated resting heart rate
- Restlessness
- Inability to focus
- Insomnia / disrupted sleep
- Addiction (from overuse and over-reliance)

³ The BNF: <https://www.nutrition.org.uk/healthyliving/an-active-lifestyle/eating-for-sport-and-exercise.html>

Within the sporting context, drinking too much caffeine before a match can be dangerous for an athlete due to the impact that it can have on heart rate and decision making. The risk can be particularly high if an athlete doesn't normally drink caffeine and suddenly consumes a high dosage.

Supplements

The use of sports supplements is widespread among athletes. However, if the athlete has a healthy diet suited to their needs, supplements are not normally necessary. Most active people can meet the body's protein needs by including high quality, lean protein foods as part of their diet. It is also important to remember that taking protein far in excess of requirements through high intake of protein supplements may cause long term health risks (e.g. accelerate any existing kidney problems).⁴ The use of supplements does not compensate for poor food choices and an inadequate diet. A much better option is to choose foods that will meet an athlete's nutritional needs.⁵

Before taking supplements, UK Anti-Doping suggests taking advice from a nutritionist if the individual/club have access to one and if not to contact the NGB. Supplements can present a high risk for several reasons:

- Some supplements contain banned substances or may be contaminated or counterfeit
- Some supplements list ingredients on the label differ to how they would appear on the Prohibited List
- Supplements made outside of Europe may not adhere to the same levels of quality control.

Informed-Sport is a company that offer a range of approved products for athletes and sports teams. The programme certifies that all nutritional supplements and ingredients that bear the Informed-Sport logo have been batch tested for any banned substances by Sport Science, a world class sports anti-doping laboratory.

It is strongly advised that Clubs do not enter into sponsorship/discount arrangements with supplement suppliers as what might be suitable for one person may have a negative impact on others.

Making Weight

There may be times when an athlete considers restricted eating for weight control or loss or body fat. Many athletes do so with the best of intentions and, often, for good reasons. However, the degree of energy deficit achieved by reduced energy intake and/or increased exercise can be potentially harmful. Even when weight loss is undertaken without any obvious problem, a fast reduction in body weight will in many cases compromise both health and performance. It is particularly dangerous for heavy weight performers to try to change to a lower weight category to make the team when their height and build is not suited to such a change. Athletes and coaches should therefore be mindful when considering restricting food intake to lose body weight or fat mass. If weight loss is deemed appropriate it is important that this is achieved using a gradual weight loss approach with professional support from an

⁴ The BNF: <https://www.nutrition.org.uk/healthyliving/an-active-lifestyle/eating-for-sport-and-exercise.html>

⁵ IOC Nutrition Handbook for Athletes

experienced and qualified nutritionist.⁶ It is essential that athletes are not pressured into losing weight either by a team mate, captain or coach.

Eating Disorders

The normal eating habits of an elite athlete may appear unusual to some but generally are successful in sustaining energy levels and supporting performance. More unusual or extreme eating attitudes and behaviours, however, can evolve into disordered and potentially harmful eating, which in turn greatly increases the chances of an eating disorder syndrome developing (such as anorexia nervosa, anorexia athletica, the female athlete triad, or bulimia nervosa).⁷ The health consequences can be very significant.

UK Sport have produced an *Eating Disorders in Sport guidance* document that provides a helpful overview of eating disorders within the sporting context, how the risks of developing an eating disorder can be reduced by good practices, how problems can be identified at an early stage, and what could be done once a problem is identified. The document should be read as a source of information and as a guideline for prevention, detection and risk management in the area of eating disorders in high performance

sport. https://www.ukssport.gov.uk/~/_media/files/resources/eating_disorders_in_sport.pdf

Advice and support

- Individuals should also be encouraged to speak to their GP.
- The University has a Self-Help guide for anyone that is concerned that they or a friend may have or might be developing an Eating Disorder:
<https://www.counselling.cam.ac.uk/selfhelp/selfleagl.pdf/eating/view>
- A College Tutor or College nurse can provide a safe space for any student wishing to discuss an eating disorder. The Sports Service Welfare Officers are also available to speak to students at the Sports Centre.
- The Students' Unions' Advice Service can also signpost students to appropriate support: <http://www.studentadvice.cam.ac.uk/>
- Any sports club coaches, Senior Treasurers/Members or support staff that have a concern regarding a member of a club can contact the Assistant Director of Sport for advice.

⁶ IOC Nutrition Handbook for Athletes

⁷ Eating Disorders in Sport

FIT TO PLAY

Rest and Sleep

Getting enough rest and sleep is essential for reducing fatigue and enhancing recovery. It is important that athletes are given at least one day of complete rest day each week, particularly during high intensity training phases. A rest day should include absolutely no training of any type. A rest day not only provides time for physical recovery but also allows athletes to switch off/or refocus mentally in relation to their sporting goals.

Illness and Injury

Playing competitive sport at Cambridge can be hugely rewarding, whether as part of a College, University or Local Club. However, no matter how fit and strong individuals may feel, or how well they believe they look after themselves, the likelihood is that most people will suffer an injury or illness at some point during their sporting career. Receiving good initial treatment for both illness and injury is vital to ensuring that they recover as best they can.

No athlete should return to training without being fully recovered from their condition. This is because an athlete could be a risk to themselves and others if they re-enter training without being ready. This may mean seeking advice from physio, doctor and coach. Clubs should note that readiness to train is both physical, psychological and mental. As such, return to training should be planned and progressive and return to competition should occur only after having successfully trained for a given time period, set by the athlete and support team.

The Club therefore has a really important role to play in supporting club members that are ill or injured. It should seek to:

- Encourage rest and recovery based on guidance from the GP or other healthcare professional.
- Support a gradual return to the sport taking into account the physical and mental state of the athlete in question.
- Keep in contact with the individual without pressurising them to return for club performance reasons.
- If an athlete is injured and out for the season or a big competition to consider how they can keep them involved in the club and/or team in a support role so that they do not feel ostracised.

Sometimes it may be necessary for the Club to make a difficult decision in terms of restricting or delaying the return of an athlete to the sport if it feels that this would adversely affect their wellbeing. Being injured or suffering from a long term illness can cause anxiety and depression for anyone but is a particular risk for those that live and breathe sport. The mental wellbeing of any club member who is injured or ill should, therefore, also be considered and, where necessary, individuals should be signposted to University, College or local support services.

Hygiene and Health

EIS research shows one of the most common causes of lost training days across all sports over a four-year Olympic cycle is infection (10-20 days per annum per athlete). These infections are mostly upper respiratory tract infections (colds and sore throats) and gastrointestinal infections (diarrhoea and/or vomiting). Infections can be easily spread between athletes and all support staff, especially when there is direct contact such as treatment or technique correction in the gym. Athletes can be particularly vulnerable to catching infections when they are in heavy training phases, traveling or in competition due to the stress it creates on their immune system.

The EIS short film shows the simple steps that can help reduce that spread of infection.

<https://www.youtube.com/watch?v=OdTVazyyBXs>

Concussion

Concussion must be taken extremely seriously by Clubs in order to safeguard the short and long term health and welfare of athletes. Concussion is essentially an injury to the brain resulting in a disturbance of brain function. Some key facts to remember when it comes to concussion are that:

- Losing consciousness only actually occurs in around 10% of concussions. So a concussed player will not automatically fall to the ground.
- The symptoms of concussion often appear immediately, but they can also be delayed, appearing sometime later after the initial injury.

Many NGBs have guidance for concussion in relation to their sport so it is important for Clubs to look for and follow this guidance.

In some sports, the risk of concussion on the field of play is very low. However, in recent years, a number of students have sustained a head injuries away from the field of play or their particular club environment. These have occurred:-

- During College matches (in the same or different sport);
- Falling off their bike on the way to lectures;
- During social or non-sporting activities; and
- Accidents that just occur as they go about their daily lives.

As such, it is really important that **ALL Clubs** be aware of how to recognise and support Club members who have sustained head injuries and/or concussion, regardless of whether the accident happened within the Club context.

As a general guide, if any of the following signs or symptoms are present following an injury the player should be suspected of having a concussion and immediately but safely removed from play or training and must not return to play that day. **If a neck injury is suspected then an ambulance should be called to remove the player from the field of play safely.**

The Sports Service has produced an online concussion awareness resource that should be completed by all Safety Officers as a minimum but other club members are encouraged to complete the training as well. The course can be found on the University of Cambridge Sport Moodle page, under the Club Training tab.

Visible clues (signs) of concussion	Symptoms of concussion
<p>If you see any of the following visual clues it can indicate a concussion:</p> <ul style="list-style-type: none"> • Dazed, blank or vacant look • Lying motionless on ground / slow to get up • Unsteady on feet / balance problems or • falling over / poor coordination • Loss of consciousness or responsiveness • Confused / not aware of play or events • Grabbing / clutching of head • Seizure (fits) • More emotional / irritable than normal for that person 	<p>Players with a possible concussion may report the following symptoms:</p> <ul style="list-style-type: none"> • Headache • Dizziness • Mental clouding, confusion, or feeling slowed down • Visual problems • Nausea or vomiting • Fatigue • Drowsiness / feeling like “in a fog” / difficulty concentrating • “Pressure in head” • Sensitivity to light or noise <p style="text-align: right;"><i>Source: FA Concussion Guidelines</i></p>

CONCUSSION - WHEN TO GO TO A&E

If the player reports any of the following then they should be immediately transported to A&E for assessment. If a neck injury is suspected then the player should not be moved from the field of play and an ambulance called:-

- Severe neck pain
- Deteriorating consciousness (more drowsy)
- Increasing confusion or irritability
- Severe or increasing headache
- Repeated vomiting
- Unusual behaviour
- Seizure (fit)
- Double vision
- Weakness or tingling/burning in arms or legs

FOLLOWING A SUSPECTED CONCUSSION

In all cases where concussion is suspected, it is essential that a responsible person either in the College or an individual's residence be informed of the injury so that they can watch out for any symptoms that might emerge following the initial impact. Anyone with a concussion or suspected concussion should NOT be left alone, consume alcohol or drive in the first 24 hours. It is strongly recommended that individuals visit their GP or speak to their College nurse for advice on recovery, including guidance on returning to study, work, any form of physical activity, driving and consuming alcohol.

Diseases and Sports Specific Risks

Clubs need to think carefully about other potential health matters relevant to their sport. National Governing Bodies normally have excellent guidance and advice for managing sport specific risks. For example, British Rowing provide guidances on Leptospirosis/Weils Disease and British Swimming provide information and advice on cold water immersion and hypothermia. Clubs need consider how to limit or mitigate against these as part of their risk management processes, code of conduct and communications to club members. There is more information on Risk Management in Sport in the Safety@sport handbook in Moodle.

Overtraining

Clubs need to take the possibility of overtraining seriously when preparing for the season ahead. Increasing training loads through a periodised training programme can lead to physical adaptations that improve performance in the long term. However, if the overload on the body is excessive or is combined with insufficient rest periods this can lead to Overtraining Syndrome; an example of this being returning to a high volume of training in term time after a summer of inactivity. This can be a particular challenge for students at Cambridge where the eight week terms may prompt individuals and teams to compress training into a short window of opportunity to maximise performance.

It is important, therefore, that training programmes are designed to minimise the risk of overtraining. If an individual plays more than one sport then this needs to be taken into account in relation to individual training and playing schedules.

Symptoms of an athlete overtraining may include:

- Feeling that training is a lot harder than normal
- Disturbed sleep or insomnia
- Changes to the emotional state
- Muscle soreness, even when you have specifically worked particular areas of the body
- An unexplained reduction in performance within the sporting arena

If Clubs require any guidance on developing suitable training programmes and periodisation then they should contact the Sports Service Fitness, Strength and Conditioning Manager.

Resources

Prevention, diagnosis and treatment of the overtraining syndrome: Joint consensus statement of the European College of Sport Science (ECSS) and the American College of Sports Medicine (ACSM)

<http://www.tandfonline.com/doi/full/10.1080/17461391.2012.730061>

Mental Health

At times, athletes, like anyone else, may experience anxiety, low-mood or feelings of not fitting in. Worries about achieving the required standard both academically/ at work and within the sporting context, deadlines, personal commitments and injuries and illness, can all present challenges. Experiencing stress and difficult emotions does not, in itself, denote the presence of a mental health condition. Much can be gained from an individual receiving reassuring words from a teammate or friend. However, when these difficulties become overwhelming or start to have a serious and negative impact on an individual's day to day living, then they are likely to benefit from specialist advice and support.

Signs of mental health difficulties or emotional concerns can be very varied. But some common indications might include persistent low mood, feelings of sadness, hopelessness and helplessness, low self-esteem, persistent tearfulness, irritability and intolerance of others, low motivation, indecisiveness, anxiety or even having suicidal thoughts or thoughts of self-harming. Physical symptoms might include changes in behaviour such as moving or speaking more slowly than usual, changes in appetite or weight and disturbed sleep.

Sport is an integral part of our University community, and can play a significant role in promoting the importance of positive mental health and wellbeing. Because of the close knit club environment it is also a place where the physical symptoms of mental health difficulties may be noticed first. Within the sporting environment athletes might:

- Seem more withdrawn than usual, lethargic or preoccupied during a training session
- Start being late for training, matches or social events or not turning up at all
- Cry or get upset more regularly
- Experience a reduction in performance at training and/or in competition
- Change their eating habits, gain weight or suddenly lose weight
- Seem like they are not looking after themselves anymore. This could be anything from looking exhausted to not washing or brushing their hair anymore
- Demonstrate behavioural changes, this could include changes to the way they speak or suddenly taking greater risks than normal

All members of the Club can play an important role in supporting teammates through difficult periods but should recognise where their responsibilities start and end. It is important that club members are encouraged to access suitable support from a qualified professional where appropriate.

There can be a great deal of real and/or perceived pressure felt by sports people in the build up to key matches, in particular the Varsity Match. It is really important for the Club to recognise this and be particularly mindful of how it supports athletes to balance their time and energy on sport with academic/work and personal commitments during these more intense periods of the year. It is also important for Clubs to think carefully about how it manages defeat and supports club members in moving forward positively from the genuine disappointment that this could generate.

Advice and Support

There are various College, University and Community services available to support people that may be experiencing mental health difficulties. These are highlighted in Section 3.

Resources

Mind, the mental health charity, has an A-Z of information and support:

<http://www.mind.org.uk/information-support/a-z-mental-health/>

Counselling Service Exercise Referrals – University of Cambridge Students

At exam times and other busy periods, students may be tempted to withdraw from sport altogether. However, undertaking some form of exercise can actually support mental health and wellbeing and help to students to manage anxiety and depression more effectively. The Sport Service can receive exercise referrals requests for students through the Counselling Service. Students that are referred through this route are offered an 8 week programme of exercise with support and encouragement from one of the Sports Service Fitness Coaches. More information about referrals can be found in Appendix 1.

DRUGS AND SPORT

The University of Cambridge Sport celebrates the values of hard work, determination and commitment as the key to sporting success. **Doping and recreational drug use not only threatens the integrity of sport but also puts athletes' health at serious risk. Everyone involved in University sport has an important role to play in protecting athletes' health and their right to compete in clean sport.**

Anti-Doping

BUCS and UK Anti-Doping (UKAD) are committed to a clean, doping-free competition at university level. All those involved in University of Cambridge Sport must adhere to their NGBs anti-doping policies and regulations in addition to complying with the requirements of the BUCS Clean Sport Commitment statement and WADA code.

Recreational Drugs

Recreational drugs can be classified as stimulants, depressants and hallucinogens, although some drugs overlap categories. It is important to note that some recreational drugs are banned across sport and are also illegal.

Medications

Many medications available for common medical conditions, such as asthma or hay fever, may contain prohibited substances. You need to be aware that these are readily available in products prescribed by your doctor or bought over the counter in a pharmacy, and these may vary abroad. The advice from UK Anti-Doping is simple – check every single substance or medication before you use it, even if you have used it before.

Illegal Supplements

Before taking supplements, UKAD suggests taking advice from a qualified nutritionist or the sports NGB. Supplements can present a high risk for several reasons:

- Some supplements contain banned substances or may be contaminated/counterfeit
- Some supplements list ingredients on the label differently to how they would appear on the Prohibited List
- Supplements made outside of Europe may not adhere to the same quality control.

Further Information

BUCS	https://bucs.nemisys3.uk.com/page.asp?section=18749&sectionTitle=Anti%2DDoping
UKAD	www.ukad.org.uk/athletes/ http://www.ukad.org.uk/education/coaches/coach-clean/
WADA	www.wada-ama.org/

ALCOHOL AND SPORT

Introduction

A great deal of University and College social life is centred on college bars, dining halls and pubs. It is therefore only natural that alcohol is part of club social activities. The following section aims to provide guidance on sensible drinking within in sports club environment.

The Impact of Alcohol on the Body

The extent to which athletes engage with alcohol varies greatly. Depending on the extent, nature and frequency of alcohol consumption, there can be a range of short-term and long-term effects:-

SHORT-TERM EFFECTS	LONG-TERM EFFECTS
<p>The short-term effects of using alcohol may include:</p> <ul style="list-style-type: none"> • Loss of inhibitions • Flushed appearance • Lack of co-ordination and slower reaction time • Blurred vision and slurred speech • Aggression • Vomiting • At high doses - coma and death. 	<p>The long-term effects of excessive alcohol use may include:</p> <ul style="list-style-type: none"> • Liver, heart and brain damage • Poor performance in academic or professional work • Legal and financial difficulties • Family and relationship problems • Sexual impotence and a reduction in fertility • Concentration and short-term memory problems

Maintaining a balanced approach when it comes to alcohol is therefore really important.

The Impact of Alcohol on Sporting Performance

There is a great deal of research on the effects that alcohol can have on sporting performance and recovery. The extent of these effects can vary depending upon a number of factors, including; how much and how fast one drinks, the individual's size, how much food is in the stomach and, of particular importance to sportspeople, how close alcohol has been consumed to engaging in physical activity.

The effect of alcohol on sporting performance is directly related to the concentration of alcohol in the blood; however, the effects vary among individuals and even in the same individual at different times. These include:

- Lack of balance and steadiness
- Reduction in reaction time
- Impaired hand-eye coordination
- Loss of fine and complex motor skills
- Decrease in decision-making effectiveness

The Impact of Alcohol on Recovery

As with any person that drinks alcohol, hangover symptoms might include headaches, nausea, diarrhoea, fatigue, dehydration, and body aches. For athletes, excessive alcohol consumption following exercise can also:

- interfere with speedy rehydration
- delay repair of soft-tissue injuries sustained during exercise
- disturb regular sleep patterns
- interfere with the general recovery process.

Outside of these direct physical effects, drinking alcohol (particularly binge drinking), following exercise has numerous indirect effects in delaying the recovery process including:

- being distracted from carrying out appropriate recovery strategies (refuel/rehydration).
- relaxing attitudes towards certain foods they usually may not eat
- failing to follow-up appropriate injury rehabilitation and management
- placing oneself at an increased risk of violence leading to serious injury and/or adverse publicity.

Clubs have an important role to play in protecting athletes and other players on the field of play. If an individual turns up to train or compete having been drinking or clearly suffering from the effects of a night out, they should not be permitted to participate in sporting activities.

Managing Alcohol Intake at Club Events

The consumption of alcohol is often part of club social activities of sports clubs. However, if drinking is the central purpose of activities then issues can arise. There have been a number of incidences within the University sector of excessive club or society drinking having contributed to the death of a student. It is therefore imperative that the Club takes its role in supporting sensible drinking seriously. Alcohol lies behind many instances of bad behaviour or misconduct that could potentially harm the character of the Club. These include unsociable noise, damage to property, litter and mess, and inappropriate or discourteous behaviour. The University of Cambridge will not tolerate a drinking culture or any behaviour which might cause harm to any person, or bring the University or Sports Clubs into disrepute.

Clubs therefore need to consider carefully the nature of the social activities that they organise and how they manage risk and ensure the welfare of those present. Club members who do not drink should feel welcome to all club events, and clubs should make an effort to put on a range of socials where alcohol is not a core feature. Event organisers should always make sure there are plenty of good quality, alcohol-free drinks available. Those responsible for organising functions should ensure that excessive quantities of alcohol are not available, and that only moderate drinking takes place. When offering both alcoholic and non-alcoholic drinks, it is also sensible to serve food as well.

It is important that club members take responsibility in controlling their own intake, rather than the team environment dictating their alcohol consumption. However, the Club can have a really positive role to play in providing balanced social activities and protecting any person

within or around the club environment that drinks too much. Clubs must also demonstrate a duty of care to those attending a social event.

It is vital that anyone who has drunk to excess is supported in returning to their college or residence and someone, who has not been drinking and can monitor their wellbeing, be informed of their condition. This might include a Porter, family member, friend or housemate.

Initiations

Clubs should under no circumstances place individuals under any pressure to take part or pass any form of initiation as part of their membership of the Club. Social activities must not involve, or promote, unsafe, illegal, degrading or anti-social behaviour or be based on the excessive consumption of alcohol. All club members should be able and encouraged to participate in playing and social activities in an atmosphere free from discrimination or fear.

All clubs are reminded that they operate within the overall framework of the University of Cambridge and infringements of these rules at social functions will be treated seriously.

Binge Drinking

High performing athletes, both nationally and within the University context, can actually have very different drinking patterns from their peers. Those training for specific competitions or events may not drink that regularly. However, when they do drink they consume a great deal in a very short time. This form of binge drinking is more likely to occur after major competitions, such as the Varsity Match, when tensions are released following a period of focused and intense training. However, binge drinking is particularly dangerous and could result in serious illness or injury. Clubs must therefore not organise social events that promote or encourage binge drinking amongst its members.

Alcohol Poisoning

Alcohol poisoning occurs when a person drinks a toxic amount of alcohol, usually over a short period of time. The signs and symptoms of alcohol poisoning include:

- confusion
- severely slurred speech
- loss of co-ordination
- vomiting
- irregular or slow breathing
- hypothermia (pale or blue-tinged skin caused by low body temperature)
- stupor (being conscious but unresponsive)
- passing out and being unconscious
- In the most severe cases, alcohol poisoning can lead to coma, brain damage and death.

ALCOHOL – WHEN TO SEEK MEDICAL HELP

If you suspect alcohol poisoning, dial 999 immediately to request an ambulance. While you're waiting:

- try to keep them sitting up and awake
- give them water if they can drink it
- if they've passed out, lie them on their side in the recovery position and check they're breathing properly
- keep them warm
- stay with them and monitor their symptoms

Never leave a person alone to 'sleep it off'. The level of alcohol in a person's blood can continue to rise for up to 30-40 minutes after their last drink. This can cause their symptoms to suddenly become much more severe. You also shouldn't give them coffee or any more alcohol, put them under a cold shower or walk them around. These won't help someone 'sober up' and may even be dangerous.

For more information on alcohol poisoning, see: <http://www.nhs.uk/Conditions/alcohol-poisoning/Pages/Introduction.aspx>

Alcohol and Personal Safety – Guidance for Club Members

The following text is adapted from the *University of Cambridge Rugby Club Alcohol Policy* and provides some practical guidance on personal safety for members of any University Sports Club.

You should not drink alcohol at all if:

- You may be driving a car
- It may put yourself or others at risk in the educational/work context. E.g. If you will be using equipment, machinery or chemicals in a practical lab session, undertaking any medical or veterinary practices or as part of your professional work.
- You might be in the early stage of pregnancy

If you are going out with a group of friends, be wary of the risks of pre-loading/pre-drinking. It is best avoided, and very unwise on an empty stomach. If you are out in a group, it is essential that you don't abandon a member of the group and if one of you gets badly drunk, be sure to take them back to their residence. It is very dangerous to leave a very drunk person on their own, or for them to be looked after by a person who has been drinking or who may not know how to look after them properly.

Spiking of drinks with disabling drugs is an infrequent occurrence but nevertheless one of which you should be aware. It is better not to accept drinks that you have not seen being poured from people you do not know or trust.

Antisocial behaviour is often associated with excessive drinking. Although alcohol is a depressant it can exaggerate whatever mood you are in when you start drinking. When drunk, you may unwittingly seem more threatening to others, influencing how they react to you. Avoiding violence when not fully in control of yourself can be difficult; your perceptions will be dulled, it will take longer to react and think things through, and your judgement may be reduced. Aim to talk your way out of a situation, avoiding aggressive language, and using

open body language. Bear in mind that when you have been drinking, you will be more vulnerable to difficulties and danger than when sober.

Bear in mind also that you may do things when you are drunk that you would never consider doing when sober. These things can have life changing consequences that neither you, the Club or University can put right. Like many things in life, alcohol can be safe and enjoyable when consumed in moderation. Take care of your own consumption and be responsible in relation to that of others.

HARASSMENT AND SEXUAL MISCONDUCT

The University launched a Breaking the Silence Campaign in October 2017. As part of this campaign the University published a statement on harassment and sexual misconduct:

“There is no place for any form of harassment or sexual misconduct at the University of Cambridge. The University is dedicated to creating and maintaining a safe, welcoming, inclusive and diverse community that nurtures a culture of mutual respect and consideration. All members of the University community must be able to thrive within their roles without fear of sexual violence, abuse, coercive behaviour or related misconduct.”

Full University Breaking the Silence Statement:

<https://www.breakingthesilence.cam.ac.uk/breaking-silence-university-statement>

All University Clubs and Societies, including Sports Clubs, can play an important role in supporting this message by creating and maintaining a positive club culture that is built on the principles of mutual respect and consideration. The Club can also publicise campaigns, information sources and training opportunities available through the University.

CUSU Sexual Consent Campaign

The Sexual Consent Campaign in Cambridge aims to tackle the myths, misunderstandings and problematic perspectives about rape, sexual consent and sexual harassment. It aims to create a healthy and positive understanding of consent that empowers individuals to better understand their own boundaries and to respect those of others. CUSU provide the following information on Consent.

Consent is **active and willing participation** in sexual activity. It means that all parties had the **freedom and capacity** to make the choice. Consent means **enthusiastic participation** in sexual activity. Consent cannot be assumed – whether you’re in a relationship, if you’ve been kissing, or no matter who has paid for the date. Checking for consent needs to be an **ongoing** process, and is the responsibility of **all partners**. An absence of a “no” doesn’t mean “yes”. If you’re not sure, it’s always best to ask. It is also important to remember that everyone has **different boundaries** around sexual consent: some people may not want to have penetrative sex, some people may be unable to move into different positions because of physical disabilities and some people’s culture or religion may make them unwilling or unable to engage in certain sexual encounters. More information on Sexual Consent can be found on the CUSU website.

Resources

CUSU Sexual Consent Campaign: <http://www.womens.cusu.cam.ac.uk/campaigns/consent/>

Support Systems

People suffering harassment or who have been sexually assaulted often feel very worried about coming forward to report. If someone speaks to a member of the club or Committee about this issue, it may well be the first time they have sought support. Their biggest fear might be that it was their fault or that they will not be believed. Because of the specialist support required and the risk of giving an individual in distress the wrong advice, it is highly recommended that any individual is referred/signposted to specialist support, or in an emergency, the police.

Support

There are various College, University and Community services available to support people that may be suffering harassment or who have been sexually assaulted. These are highlighted in Section 3.

Resources

Breaking the Silence: <https://www.breakingthesilence.cam.ac.uk/>

Report and Support: [Report + Support - University of Cambridge](#) (Student only)

Procedures

Office for Student Conduct, Complaints and Appeals (OSCCA):
<https://www.studentcomplaints.admin.cam.ac.uk/student-complaints>

If you have any questions about University staff procedures please contact the HR team attached to your institution <http://www.hr.admin.cam.ac.uk/contact-us> or 01223 760170.

For matters relating to both a staff and students either of the above can be contacted.

STUDENTS AND FINANCIAL WORRIES

Students experiencing money worries might have difficulties in concentrating on their day-to-day activities and making the most of their time at University. The costs associated with sporting participation may only add to these worries and could actually stop students from participating at all. Students may not know who to speak to about funding arrangements and sources such as student loans, fees, bursaries, scholarships, hardship funds etc. The following information provides details of the options available through the University. Detailed advice can be found in the University's *When to Refer* guidance.

Sports Specific Funding

- A number of Colleges have funds available to support students playing at a University Sport Level. Students should speak to the College Tutor to see what is available and when application deadlines occur.
- The UCAPP programme aims to provide core services that any high performance athlete would benefit from including Lifestyle management, Physiotherapy, Strength and Conditioning, Nutrition advice, Sports Psychology support and Gym membership: <https://www.sport.cam.ac.uk/ucapp>.
- The Eric Evans Fund is available for students to apply for small funding amounts to support high level performance or coaching/officiating courses: <https://www.sport.cam.ac.uk/performance-sport>
- The Hawks' and Ospreys also have various bursary funds available for students and teams to apply for: <https://www.hawksclub.co.uk/trust/about-the-trust/>, and <https://ospreys-cambridge.com/>
- The TASS scheme may be available for students identified by their NGB. More information on the scheme and eligibility is available at: www.tass.gov.uk

What can the Club do to help?

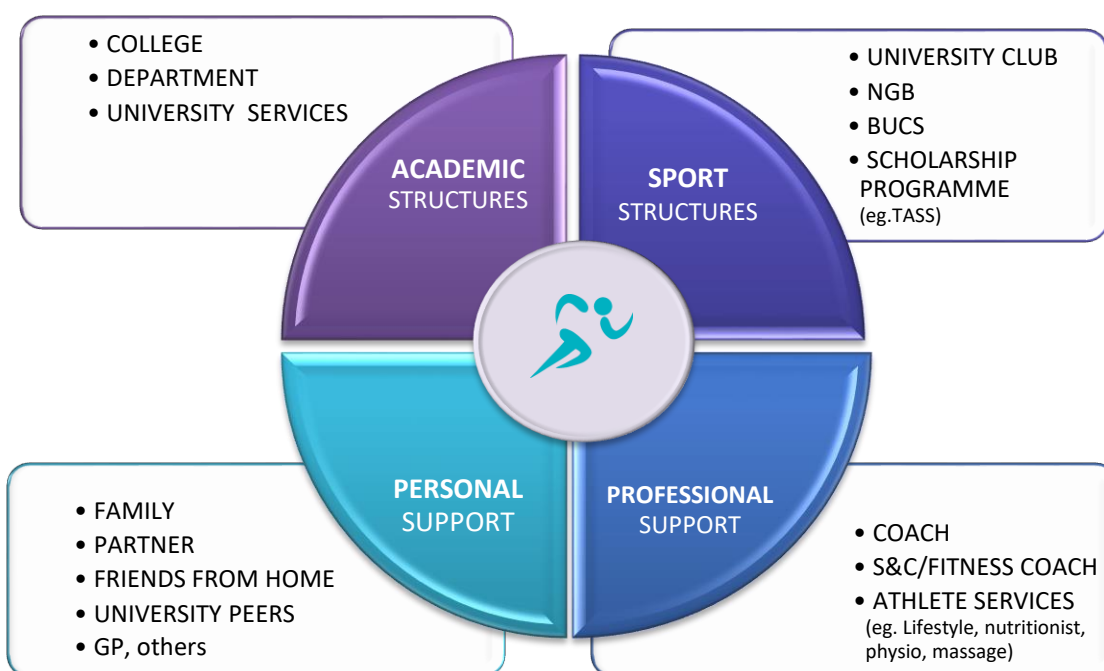
The Club can really help reduce the financial pressure on members by being sensitive to what constitutes the core activities of the club and trying, as far as reasonably practical, for these to be covered by the membership subscription, grants and sponsorship. Anything above and beyond this, such as non-playing kit, socials and tours should not be deemed as compulsory or perceived as an expected part of club membership.

SECTION 3

SUPPORT NETWORKS AND SERVICES

Supporting Athletes

There are a range of services, organisations and individuals that can form the support network for sports people that are studying or working at the University of Cambridge.



Sporting Bodies: The nature and level of support available to athletes may vary greatly depending on the resources within that particular sport and where the performer sits within the talent pathway. It is for this reason that one of the most important support structures for athletes that study or work at the University of Cambridge is their Club.

Professional Services: Some athletes have links to professional support services through their Club, representative teams or NGBs. However, others may train or still be in contact with external coaches and instructors that they have worked with since they were juniors. All have an important part to play in supporting the sports people.

Personal Support Systems: Family, partners, friends, peers and GP's are also very important in supporting athletes. They can be particularly helpful in focusing in on individual wellbeing over and above the needs of the sport.

University and Colleges: There are a range of support systems available at the University for both students and staff. The next section provides more detailed information on these.

SUPPORT FOR UNIVERSITY STUDENTS

Navigating the student support network at Cambridge can sometimes seem quite daunting, particularly for students in distress and those within the sports club setting who find themselves witnessing that distress, or who are asked for advice.

In many cases, the most effective way to help any student will be to listen and to explore what support may be available.

- Concerns regarding selection, training, competition, the cost of playing sport, social media posts or behaviour at social events, for example, may initially be best explored at the club level.
- Concerns relating to weight loss, nutrition and injuries may require input from the Sports Service.
- Disclosures relating to mental health, harassment or sexual violence, eating disorders, financial worries more broadly or academic pressures will most likely go beyond the scope of the club and as such, signposting the student to the appropriate support systems within the Collegiate University or public service sphere will be the best course of action.


The Colleges

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 (See Appendix 2 for more information on the role of College Tutors).

University Services

Whilst not an exhaustive list, a number of key support services for students within the Collegiate University are listed below.

SERVICE	WEBSITE AND CONTACTS
COLLEGE SUPPORT There is support available for both undergraduate and postgraduate students through their College. All students are assigned a tutor, and all undergraduate students are assigned a Director of Studies. Most colleges also employ a nurse and a chaplain and some may also have a counsellor. Every college has a JCR/MCR Welfare Officer or equivalent and some of the colleges have Peer2Peer Supporters.	To find out what is available in any particular college, it is best to visit the individual college website. College A-Z: https://map.cam.ac.uk/colleges

SERVICE	WEBSITE AND CONTACTS
<p>UNIVERSITY COUNSELLING SERVICE</p> <p>The University Counselling Service provides free, confidential and professional counselling to all students. All students need to do to arrange an appointment is to visit the UCS's website and fill in a pre-counselling form or collect a copy from the Counselling Service itself. Appointments are confidential and available free to all students. The UCS also runs a range of group sessions.</p> <p>The University Counselling Service also produces a large number of leaflets on common issues, such as homesickness, depression, bereavement or exam stress – students can drop into the UCS reception to pick these up for free or alternatively look at the self-help leaflets on their website.</p>	<p>UCS</p> <p>University Counselling Service Student Services Centre (3rd floor) Bene't Street Tel: 01223 332865</p> <p>reception@counselling.cam.ac.uk</p> <p>www.counselling.cam.ac.uk</p>
<p>DISABILITY RESOURCE SERVICE</p> <p>The DRC is the University of Cambridge's disability service, providing advice, information and support to all disabled students. The DRC supports individuals with any disability, medical matter or injury, including those with:</p> <ul style="list-style-type: none"> • specific learning difficulties (including dyslexia) • physical impairments and injuries (including broken limbs and Work Related Upper Limb Disorder (WRULD)) • sensory impairments • mental health issues • eating disorders • chronic illnesses • Asperger syndrome and autism <p>The DRC can provide confidential information and support, study skills tuition and mentoring, assessment for dyslexia, the loan of specialist equipment, and assistance with funding applications. The DRC can also work with individuals, colleges and departments to help ensure that students are supported effectively during their time in Cambridge.</p>	<p>DRC</p> <p>Disability Resource Centre University of Cambridge Student Services Centre Bene't Street CB2 3PT</p> <p>Tel: 01223 332301</p> <p>disability@admin.cam.ac.uk</p> <p>www.admin.cam.ac.uk/univ/disability/</p>
<p>STUDENT UNION ADVICE SERVICE</p>  <p>The Students' Unions' Advice Service provides confidential, impartial and independent advice to all students at Cambridge, undergraduate and graduate from any College. The Advice Service can help students on a whole range of issues, from making friends to exams, from intermission to bullying, and from welfare concerns to finance.</p>	<p>Students' Unions' Advice Service (CUSU and the Graduate Union) Upper Ground Floor 17 Mill Lane Cambridge, CB2 1RX</p> <p>Monday – Friday 9am – 5pm, all year round Drop-in sessions from 12pm-2pm on Tuesdays and Thursdays 01223 746999</p> <p>advice@studentadvice.cam.ac.uk www.studentadvice.cam.ac.uk</p>

SERVICE	WEBSITE AND CONTACTS
<p>THE OFFICE OF STUDENT CONDUCT, COMPLAINTS AND APPEALS (OSCCA)</p> <p>The Office of Student Conduct, Complaints and Appeals (OSCCA) provides procedural advice, case handling and oversight of a number of student procedures including: complaints, the review of examination results, fitness to study, harassment and sexual misconduct, discipline, and a number of final appeal stage processes, for example, fitness to practise. In addition, the Office is the point of contact and handles responses for the external ombudsman, the Office of the Independent Adjudicator (OIA), with whom students can raise complaints following the completion of an internal University procedure.</p>	<p>www.academic.admin.cam.ac.uk/education/student-operations/office-student-conduct-complaints-and-appeals-ossca</p>

When to Refer Handbook

The University's *When to Refer* guide was written in close collaboration with the Senior Tutors' Committee to help student-facing staff to support and refer students effectively, as and when welfare issues present themselves. This guide is a very useful source of information for Clubs Senior Treasurers, Staff, coaches etc in supporting club members and can be found here: <https://www.educationalpolicy.admin.cam.ac.uk/supporting-students/student-mental-health-and-wellbeing> .

SUPPORT FOR UNIVERSITY STAFF

Some University Clubs have members that are also staff of the University of Cambridge. The University is committed to providing a healthy working environment and improving the quality of working lives for all staff. The University has therefore developed a new People Strategy to support the mission and values of the University. The Strategy makes a clear statement about how the University values and treats its people, and the culture it wishes to foster to enable everyone to achieve and sustain excellence in all areas of its teaching, research and administrative activity. www.hr.admin.cam.ac.uk/people-strategy

However, it is also recognised that staff, like students, may need additional advice or support during the time at Cambridge. Support systems for staff are generally different to those available to students. A number of key services for University Staff within the University are listed below.

SERVICE	WEBSITE / CONTACT INFORMATION
UNIVERSITY STAFF COUNSELLING SERVICE Free service for University Staff that can help with a range of work and personal issues.	Web: www.counselling.cam.ac.uk/staffcouns Email: staffcouns@admin.cam.ac.uk
HUMAN RESOURCES Information and guidance on policies and procedures.	Web: www.hr.admin.cam.ac.uk Email: www.hr.enquiries@admin.cam.ac.uk
OCCUPATIONAL HEALTH The prevention of ill-health and the promotion of health and wellbeing at work.	Web: www.oh.admin.cam.ac.uk Email: www.oh.admin.cam.ac.uk
SAFETY OFFICE Advice on health and safety at work.	Web: www.safety.admin.cam.ac.uk Email: safety@admin.cam.ac.uk
EQUALITY AND DIVERSITY Helps the University to progress equalities policy in line with legislation, develops good practice guidance and provides specialist advice and training.	Web: www.equality.admin.cam.ac.uk Email: equality@admin.cam.ac.uk
OFFICE OF POSTDOCTORAL AFFAIRS Provides advice and support to the postdoctoral community.	Web: www.opda.cam.ac.uk Email: opda@admin.cam.ac.uk
WELLCAM An overview of initiatives aimed at improving health, safety and wellbeing.	Web: www.hr.admin.cam.ac.uk/hr-services/wellbeing

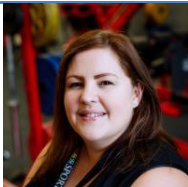
Please note that Colleges will have various systems in place to support their College Staff and Senior Members but that these may vary between each organisation. Please also see the Community section below for external sources of advice and support.

SUPPORT FOR COMMUNITY MEMBERS

In the case of Community Members, or if a University Student or member or staff does not want to engage with Collegiate University services, they can be helped to find support elsewhere. See Appendix 3 for a list of useful external services identified highlighted by the When to Refer Handbook.

SPORTS SERVICE WELFARE CONTACTS

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 for club members 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
		
Tel: 01223 768215	Tel: 01223 336997	Tel: 01223 762954
welfare@sport.cam.ac.uk	welfare@sport.cam.ac.uk	karen.pearce@sport.cam.ac.uk

ACKNOWLEDGEMENTS: We have done our best to acknowledge our sources from National Governing Bodies, the NHS, the IOC, the EIS and other relevant sporting bodies. If we have missed any references or there are other helpful resources that we should include then please do let us know.

We are also incredibly grateful for all those within the University that have reviewed the document and provided helpful additional material. In particular we would like to thank Professor Cathy Speed, Dr Diana Wood, Dr Scott Annett, Katherine Springthorpe, Sarah D'Ambrumenil, Mark Wells, Geraldine Dufour and Lisa Deary for their invaluable advice.

APPENDIX 1 – COUNSELLING SERVICE EXERCISE REFERRALS

The counsellor discusses the benefits of exercise with the client. If the client is motivated to sign up to the programme they complete the 'Scheme' Application form with the Counsellor.



The Counsellor sends the completed application form via UMS to Tristan Coles, Fitness Manager, University Sports Centre, Philippa Fawcett Drive. (It is advisable that the Counsellor keeps a copy of the form.)



The client then emails tristan.coles@sport.cam.ac.uk to arrange an initial appointment time.



The client attends the introductory session where they complete the client questionnaire, they are inducted into the gym, and a programme is set up for them. The 8 weeks free gym membership starts from the date of this session (the initial appointment can include a Health Check if required by the client).



The Coach follows up this introductory session with a welcome email containing the programme and encouragement.



At the introductory session the client's next visit date is discussed –this should be within a week of the first session (ideally). The coach will check the client's attendance after 1 week and follow this up with an email checking on progress.



If the client attends within the week then the coach will then make contact again at 2 weeks to check on their progress.



If the client does not attend then they are removed for the programme and an email is sent to the counsellor to inform them.



If the client attends within the next 7 days then the coach makes contact again at 4 weeks to check on progress.



If the client does not attend again then they are removed from the programme and an email is sent to the counsellor to inform them.



After 8 weeks the programme is completed and the coach contacts the client to discuss their progress - a feedback form is completed. If the client wishes to continue their training then they can sign up to membership at the normal staff rate (which is discounted from the general rate).

APPENDIX 1 – COUNSELLING SERVICE EXERCISE REFERRALS (CONTINUED)

Scheme Summary:

- 8 weeks free membership which includes use of the gym and all the classes (Classes can be booked by the Uni Sport app.).
- Free gym induction and personal programme devised.
- Ongoing support at the gym with coach contact at 1, 2, 4 and 8 weeks (as a minimum).
- If a client is not engaging with the programme they are given encouragement to attend but are removed from the scheme if they continue to fail to attend.
- At the end of the 8 week membership, staff can continue at the normal student membership rate (which is already a discounted rate).

Points to note:

- There is very limited parking between 8 am and 4.30 pm on weekdays , so if choosing to train during this time clients need to travel by bike or, if driving, ask for a temporary parking permit from reception.
- When clients turn up to their introductory session they should come and change into clothes/trainers they are comfortable exercising in (there are good changing rooms and showers) and bring their University card. It is also good practise to bring a small towel and a water bottle.

The optional Health check costs £7.50 which is discounted, normal price for students is £10. The health check consists of Blood Pressure, Body Composition, Peak Flow and Sit & Reach assessments.

APPENDIX 2: COLLEGE TUTORIAL SUPPORT

Reference: <https://www.studentwellbeing.admin.cam.ac.uk/>

Some students experience cultural, health, or personal problems during their studies. It is particularly important for students on short courses to act immediately if they are experiencing difficulties.

A student's College is responsible for providing pastoral (or Tutorial) support regardless of whether a student is an undergraduate or a graduate student.

Tutorial support implies general oversight of student welfare, in the widest sense. Individual Colleges have various ways of delivering it, so that while in some there may be a single person with this particular remit, in others it may be delivered by several people, each with certain students to look after, or specific areas of responsibility (e.g. admissions). Hence a College may involve a variety of individuals, e.g. Tutors (who are generally Fellows of the College, and may have separate academic responsibilities within the College and the University), nurses or chaplains. However it is delivered, tutorial provision is an essential component of collegiate life.

A Tutor has a wide variety of responsibilities which may be grouped together under the three headings below. Because their role is to provide all-round support and guidance to the individuals in their care, it would not be feasible to provide an exhaustive list of their responsibilities. However, listed below are some of the regular ways in which Tutors, together with Tutorial Office Staff, Directors of Studies, nurses, and chaplains fulfil their role. Clearly some of these functions entail strict confidentiality.

Pastoral

Induction

- Introducing and welcoming new students to Cambridge and College life
- Ongoing social contact for College-based talks, workshops, and/or parties
- Personal contact/support – a friendly face

Personal wellbeing

- Personal development
- Contact for all health matters and problems
- Link with GP, hospitals, counsellors
- Assistance with reasonable adjustments and exam access arrangements for disabled students
- Help in developing transferable skills

Accommodation

- Provision of advice and support with accommodation issue.

Administrative/Financial

- Provision of advice on identifying and obtaining financial assistance

Liaison with other bodies

- External: e.g. Local Education Authorities, Student Loans Company, graduate funding bodies, etc.
- Internal: e.g. Departments, central administration, Board of Graduate Studies, sources of funding, and applications for examination allowances or to intermit

Examinations

- Examination access arrangements
- Complaints/appeals
- Change of course
- Intermission, disregarding of terms

Academic

- Regular oversight and review of progress
- Advice on study methods, and support in the event of difficulties with courses or teachers
- Initial careers advice and provision of references
- Liaison between student and supervisor/Director of Studies/Department

The College Tutor will treat matters in confidence, but may seek consent to discuss the matter with other staff if he or she feels it is necessary (for example, the Course Director, a medical practitioner, counsellor, or other health worker).

Some pastoral matters are difficult to distinguish from academic problems. A supervisor or other members of the supervisory team should be prepared to offer help in circumstances that affect a students' attendance or performance on a particular course. They may consult with the College Tutor, but this is normally done only with the student's consent.

APPENDIX 3 – LINKS TO EXTERNAL SOURCES OF SUPPORT

General Guidance

- NHS student health <http://www.nhs.uk/livewell/studenthealth/Pages/Studenthealthhome.aspx>
- Citizen's Advice Bureau www.cambridgecab.org.uk
- The Mix <http://www.themix.org.uk/about-us>
- Finding a local GP <http://www.nhs.uk/Service-Search/GP/LocationSearch/4>
- Finding a local Dentist <http://www.nhs.uk/Service-Search/Dentists/LocationSearch/3>

Bereavement

- Cruse charity (bereavement care) www.cruse.org.uk
- Dying Matters www.dyingmatters.org
- Bereavement Advice Centre www.bereavementadvice.org

Carers

- Carer's Trust: <https://www.caringtogether.org/>

Contraception, Family Planning, Sexual Health and Pregnancy

- Family Planning Association <http://www.fpa.org.uk>
- Marie Stopes Charity (abortion) www.mariestopes.org.uk/
- SANDS charity (Stillbirth and Neonatal Death) <http://www.sands.org.uk>.
- Lime Tree Clinic (sexual health and contraception) <http://www.icash.nhs.uk/where-to-go/lime-tree-clinic-cambridge>
- DHIVerse (HIV information and support) www.dhiverse.org.uk
- Emergency Contraception <http://www.studentadvice.cam.ac.uk/welfare/pregnancy/emergencycontraception.html>
- NHS Sexual Health Hub <http://www.nhs.uk/Livewell/Sexualhealthtopics/Pages/Sexual-health-hub.aspx>
- Brook (advice and support on pregnancy and contraception for young people) <https://www.brook.org.uk/>

Crime

- Parkside Police Station www.cambs.police.uk/contactus
- Victim Support <https://www.victimsupport.org.uk/>

Drugs and Alcohol

- NHS live well site - alcohol <http://www.nhs.uk/Livewell/alcohol/Pages/Alcoholhome.aspx>
- NHS live well site - drugs <http://www.nhs.uk/Livewell/drugs/Pages/Drugshome.aspx>
- Talk to Frank (drugs and alcohol) www.talktofrank.com
- Inclusion (drugs and alcohol rehabilitation) <https://www.inclusion.org/>
- Alcoholics Anonymous www.alcoholics-anonymous.org.uk
- Narcotics Anonymous www.ukna.org
- Alcohol Concern <https://www.alcoholconcern.org.uk/>

Eating Disorders

- B-Eat (eating-disorder charity) www.b-eat.co.uk

Faith

- Places of Worship in Cambridge [Cambridge Places of Worship, for Places of Worship in Cambridge, Cambridgeshire, UK \(cityvisitor.co.uk\)](http://www.cambridgeplacesofworship.org.uk/)
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Gender

- The Kite Trust <http://thekitetrust.org.uk/>
 - The Gender Trust www.gendertrust.org.uk
 - Beaumont Society www.beaumontsociety.org.uk
 - Gender Identity Research and Education Society www.gires.org.uk
 - NHS Gender Dysphoria guidelines <http://www.nhs.uk/Conditions/Gender-dysphoria/Pages/policy-guidelines.aspx>
-

LGBT+

- Lesbian and Gay Foundation [LGBT Foundation - Home](http://www.lgbt.foundation/)
 - CUSU LGBT+ <http://www.lgbt.cusu.cam.ac.uk/>
-

Mental Health

- SANE http://www.sane.org.uk/what_we_do/support/helpline/
 - Samaritans <http://www.samaritans.org/>
 - Hopeline <https://www.papyrus-uk.org/help-advice/about-hopelineuk>
 - Mind infoline <http://www.mind.org.uk/information-support/helplines/#contact>
 - Student Minds <http://www.studentminds.org.uk/>
-

Sexual Assault/Rape

- Sexual Assault Referral Centre <http://www.theelmssarc.org/>
 - Cambridge Rape Crisis <http://cambridgerapecrisis.org.uk/>
 - Survivor's UK <http://survivorsuk.org/>
-

Sport Supplements

- UK Anti-Doping www.ukad.org.uk
-

Student Finance

- Student Finance England <http://www.gov.uk/studentfinance>
 - Financial Services Compensation scheme <https://www.fscs.org.uk/>
 - The Money Charity - www.themoneycharity.org.uk
 - National Debt Line - <https://www.nationaldebtline.org>
 - Money Advice Service - <https://www.moneyadviceservice.org.uk>
 - Step Change Debt Charity - <https://www.stepchange.org/>
 - Cambridge Money Advice Centre - <http://www.cambridgemoneyadvicecentre.org.uk/contact-us>
-