

# Cambridge University Rambling Club

## Code of Conduct & Welfare Policy

### Introduction

The Cambridge University Rambling Club (CURAC) is fully committed to safeguarding and promoting the well-being of all its members to ensure a positive and enjoyable experience. All those involved in CURAC activities are therefore required to adhere to the standards of behaviour – set out within this Code of Conduct - and to support the mission of CURAC.

CURAC respects the rights, dignity and worth of every person involved in its activities. CURAC is committed to its members enjoying rambling in an environment free from discrimination, intimidation, harassment and abuse. CURAC believes that it is the responsibility of all of its members to challenge discriminatory behaviour and promote equality of opportunity.

CURAC is governed by the constitution of the club, which is registered with the University of Cambridge Sports Service. This Code of Conduct is therefore in addition, and by no means replaces, the standards set by the overarching University regulations.

### Standards of behaviour

All attendees of CURAC events are solely responsible for their conduct and behaviour. They **must** therefore:

- Respect the rights, dignity and values of others
- Treat property, other ramblers and members of the public with respect
- Be aware of how their actions may be perceived by others
- Maintain high standards of personal behaviour at all times
- Conduct themselves in a reasonable manner relating to offensive language and temperament
- Refrain from any form of bullying or harassment of others, whether face to face or online. Harassment is any offensive conduct based on a person's race, sex, gender identity, national origin, colour, disability, age, sexual orientation, marital status, religion or any other status protected by law
- Be responsible when using social media
- Not condone, or allow to go unchallenged, any form of bullying, harassment or discrimination if witnessed
- Refrain from the use of and involvement with illegal substances at all times
- Not force others to participate in social or other events
- Members at social events will not pressure others into consuming alcohol nor will they encourage excessive drinking
- Not act in an unlawful manner
- Not encourage or pressure others into acting against the code
- Understand the repercussions of any breaches of this Code of Conduct

## Breaches of the Code of Conduct

The CURAC complaints and disciplinary procedures, detailed in the Club Constitution (to be found at <https://curac.soc.srcf.net/>), may be applied when a member breaches the Code of Conduct, engages in any activity that adversely affects the smooth running of the Club or brings the club into disrepute.

In the case of serious misconduct, the Club Executive Committee, in consultation with the Senior Treasurer, may suspend a member pending the outcome of an investigation.

## Responsibilities of the club committee

Overall responsibility for the management of welfare within the Cambridge University Rambling Club rests with the Club Committee. As such, the Committee will aim, as far as is reasonably practical, to:

- Create, promote and maintain an equitable, safe and positive environment for all club members to participate
- 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
- Ensure that there is at least one competent Welfare Officer designated within the club to take the lead role in dealing with welfare matters
- Ensure that there is at least one competent Safety Officer or person designated within the club to take the lead role in health and safety policies, procedures and practices
- Support Whistle Blowing and take steps to ensure members feel able to raise concerns without fear of negative repercussions
- Ensure that confidentiality is maintained in relation to concerns and referrals, and information is only shared on a genuine 'need to know' basis

## Responsibilities of the Club Welfare Officer

It is the responsibility of the club's appointed welfare officer to:

- Be a confidential point of contact for any issues concerning welfare within the Club environment e.g. potential/alleged bullying or harassment.
- Ensure that all incidents are reported correctly and referred, in accordance with the Club Welfare Policy and, where appropriate, Disciplinary Policy
- Keep up to date with referral routes available to students within the University, College and local area and signpost members accordingly
- Act independently and in the best interests of members of the club, putting their needs above that of others and the club itself
- Be in attendance at Club Committee Meetings to advise on welfare matters
- Ensure confidentiality is maintained and information is only shared on a 'need to know' basis and that information is only shared on a genuine 'need to know' basis

Please note that it is **NOT** the role of the Club Welfare Officer to provide individual counselling support to club members.

The Senior Treasurer of the club can also be used as an alternative confidential point of contact for any welfare matters or for general advice.

## **University Services**

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 ([welfare@sport.cam.ac.uk](mailto:welfare@sport.cam.ac.uk)) are also available to students if they feel unable to speak to their Club Welfare Officer or College Tutor regarding sports related matters.

*Last updated: 4<sup>th</sup> January 2024*