

Inclusivity in Sports

Within the context of sport, it is invaluable to create an inclusive environment for all athletes, as a failure to do so could mean your organisation or club missing out on untapped talent. Fostering an inclusive environment will overall bring the team greater success.

Club & Society Training

Training for societies/committees/sports teams is a great way to convey a message and increase the awareness amongst students of the importance of inclusivity and responsible alcohol use. Often, sports teams and societies can be perceived negatively due to excessive consumption and the negative side effects that come with it. However, by providing training to officials it means that clubs and societies can be much more aware of the way they run their clubs to promote inclusivity and reduce discrimination.

Below are several examples of training ran by various universities and students' unions specifically for sports teams and societies:

Lancaster University Students Union (LUSU): LUSU runs 'Duty of Care' training with the executives of clubs and societies. As part of this training it covers the need for executives to promote and run safe and responsible events and activities for students in their groups. This is a mandatory training requirement and covers in part the area of alcohol and the need to ensure appropriate safe guards are in place.

Durham University: The campaign 'Have A Word' is an evidence based alcohol identification and brief advice programme whereby individuals are supported to identify those who may be drinking too much and offer support. This training was rolled out to sports teams' captains and society leads to increase their alcohol awareness, build confidence in their ability to deliver an intervention and signpost to appropriate support. Furthermore, bespoke alcohol awareness training was delivered to sports teams on request which was taken up particularly by rugby clubs.

The Union MMU: Societies and activities staff provide training to committee members in key responsibilities. This includes training on the duty of care of students for anyone in an official capacity who organises and manages activities. Key responsibilities are covered including conducting risk assessments, being aware of the union health and safety policy, reporting accidents and being socially responsible. Students are encouraged to promote a zero tolerance to sexual harassment, be aware of responsible use of alcohol and consider this when organising social events.

Keele SU: Society and committee members are trained on alcohol consumption and advised of code of conduct. Annually, at the start of the academic year all presidents/chairs, social secretaries of each club and society attend committee training which includes sessions on alcohol and mental

health. This is provided by the SU Welfare Officer in conjunction with the university. This includes topics such as facts about alcohol, pressurised drinking and initiations are not tolerated and the consequences of not engaging with this way of thinking?

Local data from the 2016 NUS Students and Alcohol survey revealed that members of sports teams were no longer an 'at risk' group and that there was no significant difference in drinking to the non-sporting student body (as there had been in previous years). This is a significant change in culture amongst the sporting community and is a direct result of alcohol interventions implemented by the Partnership. There has been a dramatic decrease in sporting disciplinary procedures due to initiations and hazing.

Events Policy

Introducing a society specific policy is a way of initiating a targeted intervention towards those who may be vulnerable to irresponsible alcohol consumption. The policy could be used to promote inclusion, emphasize responsible consumption or be a guide on running appropriate events or socials. Two universities have developed a society specific policy. Canterbury SU have introduced a policy which focuses on the running of inclusive events. Bradford have produced a policy which aims to eliminate 'lad culture' in sports.

Christ Church SU (CCSU): CCSU's Welcome Events policy highlights the measures taken to prevent irresponsible alcohol consumption when new student members join sports teams or societies. The Sport Welcome Events Approval Form is given to sports teams and societies to provide an official approval process through which welcome events are assessed. Used alongside the Welcome Events Policy this is an additional route the Partnership takes to moderate alcohol-related initiation ceremonies. The policy includes the conducting of risk assessments for all events, the disallowing of peer pressure or bullying, if alcohol is involved then a non-alcohol version should also be available and all members should be treated respectfully.

University of Bradford and Union of Students: The Bradford partnership have written a policy on inclusion within sports to encourage responsible drinking, reduce LAD culture behaviour and to increase inclusivity. It is included in the AU training in September each year and advertised across all the sports teams. The students' union CEO and Welfare Advisor monitor the sports teams and their response to the policy on an annual basis.

Society Accreditation – Bucks Students' Union

Bucks Students' Union has introduced a four-tier accreditation system for its sports teams and societies. It is compulsory for all societies to complete the accreditation paperwork that is distributed during committee training. The aim of the accreditation is to help societies run smoothly, provide a meaningful time to its members and have a positive impact on the wider community.

The accreditation covers a variety of aspects of running a society from holding fundraisers to blogging to equipment inventory. One of the key aspects relevant to Alcohol Impact is the emphasis on variety and inclusivity of events. The guidebook states that it is important that each society has a variety of events and that it is inclusive to all members at all times. This includes the running of non-alcohol socials. There is also emphasis on supporting a Welfare Campaign which could include Alcohol Awareness Week or Dry January.

Societies can go from being a developing society, to an established society, to an outstanding society based on the number of criteria they complete. Once a society is recognised as being a developing society they are eligible to apply for £500 grant money. When recognised as an established society they are rewarded with a Spotlight Society post. Once recognised as an

outstanding society they are awarded a certificate at the Union Awards and eligible to apply for £750 grant money the following year.

Accreditation Scheme

The accreditation scheme aims to help societies run smoothly, provide a meaningful time to its members, have a positive impact on the wider community and help Committee members build a strong CV for future employment. In order to run as a society the committee must complete the essential documents which allow them to operate within Bucks' Students' Union. Once they have been completed and submitted to the Societies and Volunteering Assistant - societies@bucks.ac.uk - society status can be awarded. Then work on the accreditation system can begin:

[YOUR SOCIETY]	
SOCIETY LEVEL:	TARGETS ACHIEVED
OUTSTANDING SOCIETY	25 <input type="checkbox"/>
	24 <input type="checkbox"/>
	23 <input type="checkbox"/>
	22 <input type="checkbox"/>
	21 <input type="checkbox"/>
ESTABLISHED SOCIETY	20 <input type="checkbox"/>
	19 <input type="checkbox"/>
	18 <input type="checkbox"/>
	17 <input type="checkbox"/>
	16 <input type="checkbox"/>
	15 <input type="checkbox"/>
	14 <input type="checkbox"/>
	13 <input type="checkbox"/>
	12 <input type="checkbox"/>
	11 <input type="checkbox"/>
DEVELOPING SOCIETY	10 <input type="checkbox"/>
	9 <input type="checkbox"/>
	8 <input type="checkbox"/>
	7 <input type="checkbox"/>
	6 <input type="checkbox"/>
	5 <input type="checkbox"/>
	4 <input type="checkbox"/>
	3 <input type="checkbox"/>
	2 <input type="checkbox"/>
	1 <input type="checkbox"/>
SOCIETY STATUS AWARDED	
Produce a society constitution	<input type="checkbox"/>
Complete a risk assessment	<input type="checkbox"/>
Be in credit	<input type="checkbox"/>
Have an elected and trained Committee	<input type="checkbox"/>
Have 10 members	<input type="checkbox"/>
EVENTS:	
Regular meetings	<input type="checkbox"/>
Variety and industry	<input type="checkbox"/>
Membership size	<input type="checkbox"/>
Collaborates with another society	<input type="checkbox"/>
Visited by 10 members	<input type="checkbox"/>
STABILITY:	
Equipment inventory	<input type="checkbox"/>
Society description	<input type="checkbox"/>
Development and financial year plan	<input type="checkbox"/>
Feedback for society	<input type="checkbox"/>
Meeting minutes and an AGM	<input type="checkbox"/>
PROMOTION:	
Social media	<input type="checkbox"/>
Recruitment stall	<input type="checkbox"/>
Society brochure/flyer	<input type="checkbox"/>
Three blog posts / news articles	<input type="checkbox"/>
Recruitment video	<input type="checkbox"/>
LIAISON:	
External Council	<input type="checkbox"/>
Survey Feedback	<input type="checkbox"/>
Feedback for AGM	<input type="checkbox"/>
Involvement in a future project	<input type="checkbox"/>
Volunteering project	<input type="checkbox"/>
OWN TARGETS:	
Own target 1	<input type="checkbox"/>
Own target 2	<input type="checkbox"/>
Own target 3	<input type="checkbox"/>
Own target 4	<input type="checkbox"/>
Own target 5	<input type="checkbox"/>

