

## **CUOGC Welfare Policy**

The Cambridge University Olympic gymnastics club recognises that the welfare of its members is of the utmost importance. The club also recognises that (in accordance with the club constitution), no club members are under the age of 18. Additionally, under normal circumstances, no members are classed as vulnerable adults. In the event that a club member is a vulnerable adult, the Welfare Officers will seek additional guidance from British Gymnastics in order to best support these members.

As a British Gymnastics registered club, the club is required to follow the British Gymnastics safeguarding and compliance policies. These are extensive, and in case of any doubt, the club should contact the British Gymnastics Safeguarding team or seek legal advice (which is provided by British Gymnastics' legal partner).

Consequently, the club's duty of care is limited to providing a safe environment for training, and to sign-post individuals to external resources as necessary. The club will follow all British Gymnastics policies and frameworks in order to provide the correct training environment. The club recognises that the requirements for a safe training environment may vary between members. In cases where further action is required, this will be undertaken in line with policies and frameworks in which the club is required to operate under British Gymnastics regulations.

The club has Welfare Officers who can be approached by anybody in the club. 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.

Although the club does not have disciplinary authority over its members, it may expel members who fail to abide by its code of conduct as described in the CUOGC code of conduct.

\*Welfare issues will be handled confidentially on a need-to-know basis, unless a legal or safeguarding issue arises\*\* where the welfare officer is obliged to report the issue onwards to a relevant authority. The club will always support the welfare officer's decision to confidentially report matters arising to the police, or in the case of Cambridge University students; to University or the students' respective college.

\*\* This can include, but is not limited to, situations where there is a serious and immediate to the individual, or to others as a result of the individual's behaviour.

BG Safeguarding Policy: <https://www.british-gymnastics.org/documents/departments/membership/safeguarding-compliance/safeguarding-and-protecting-children/5727-safeguarding-and-protecting-children-policy-1/file>

CUOGC Welfare Officers Contact: [cuogc-welfare@srcf.net](mailto:cuogc-welfare@srcf.net)