



BUCS

#TakeAStand

Guidance

Document





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Introduction

#TakeAStand is a campaign aimed to make the university sport experience as inclusive and accessible as possible. It is in place to provide support to institutions when having deal with problems associated with anti-social behaviour when they arise, alongside developing sustainable prevention techniques. The initiative was set up by BUCS in 2014 in response to an overwhelming demand from members seeking support.

It was identified that we all need to work together to reduce the negative press surrounding university sport, and increase the positive coverage of the talent that our programme boasts. To continue in line with the strategy, BUCS see it important to be proactively working with members to ensure that our sporting offer is the best in the world, including the behaviour associated with the sport. A steering group was created including members of staff from Stonewall UK*, LSE, Gloucester University and BUCS. The group has since expanded and now hosts NUS and members from NGB's whom now also sit in advisory positions.

Anti-social behaviour can mean different things to different people; equally there is no one solution that we can apply to all scenarios. It was established that anti-social behaviour and discrimination within the 'university sport culture' fell under 8 key themes. The campaign aims to address these, both by sharing good practice from within the sector and from drawing upon external guidance also. The guidance document has been produced based on feedback submitted by sabbatical officers, detailing real life situations they have encountered.

We have also included a charter in the document, a piece we hope universities will use to pledge against anti-social behaviour in sport and one that BUCS most definitely will use as a bench mark to an inclusive and effective higher education sporting offer.

BUCS would like to thank all those who have helped to construct, create and consult the #TakeAStand campaign.

*Stonewall are a UK charity working to ensure the equality of LGBT individuals





The BUCS Vision on Inclusivity

The BUCS Vision is that University Sport becomes a beacon of Inclusivity that other University communities aspire to achieve.

The BUCS Mission is to empower our sporting communities to lead positive cultural change.

Aims for the Student Experience in University Sport:

- That students always feel welcome in a sporting environment, irrespective of anything
- That students feel proud to be part of a club that they know is inclusive
- That students can express and be themselves without fear of judgement or persecution
- That students feel safe from pressure to conform
- That student leaders feel empowered to act with integrity
- That students feel respected and respect others

Aims for the Deliverers of University Sport:

- That staff know all students who want to play sport feel they can get involved – whether they choose to do so or not
- That staff can be confident in student leaders who are equipped to be inclusive, but that they have the authority to intervene when appropriate or required
- That staff feel comfortable enabling and promoting inclusive sport
- That staff feel part of a national support network where they can easily seek and receive advice
- That staff feel respected and respect others





Generic Solutions to Anti-Social Behaviour

- Initially it is important to revert to your SU Code of Conduct or University Code of Conduct – this will help keep processes standardised and fair. It also means students will know what to expect as a consequence of their behaviour

First steps;

- Bring the club president/team captain in for a meeting to start an investigation
- Ensure all meetings are minuted and that everyone in the meetings are happy with the minutes produced – get individuals to sign if you can
- Identify individuals involved if possible and bring them in for investigation

If the investigation is deemed serious enough and the individual/team/club has clearly broken a code of conduct point or values of the union the following could be implemented;

- Partial ban from playing sport or being a member of a club
- Revoke the individual's membership from the club for the rest of the year or all together depending on severity
- Financial fine to the club as a whole if the individuals are not identified
- Removal of individuals' responsibility on the club committee
- Ban or disbandment of the club as a whole if the individuals are not identified
- Compulsory re-training for committee members of that club on the importance of inclusion and good practice on social media
- Social media awareness and development workshops to be offered to all club committees
- Implementation of community outreach in the form of volunteering or running of sports sessions etc.





Theme 1: Racism

PREVENTION

- Retweet/favourite/share good practice on social media e.g. The FA anti-racism campaign
- Educate students at club/committee training on the importance of inclusion
- Profile famous athletes from a variety of backgrounds/cultures on social media
- Implement a point in your code of conduct
- Implement a disciplinary process to deter the behaviour
- Collaborate with your SU to run BME focused events/projects/workshops to educate
- Run a social media campaign prior to any large events such as Varsity or BUCS Finals

SCENARIO:

Online racism through a Twitter account set up by a university sports club. Only a few individuals set up the account, but they were members of the club and used the club name. The tweets were inappropriate, exclusive and racist in some cases.

SPECIFIC SOLUTION:

- Get the club/team or individual to take part in a voluntary project or activity with the BME network or alike group within your union

TRAINING TIP

- Include a piece on the UEFA 'Say No to Racism' campaign
<https://www.youtube.com/watch?v=WvD--RLOPH4>





Theme 2: Sexism

PREVENTION

- Retweet/favourite/share good practice on social media e.g. The Lionesses World Cup Campaign
- Educate students at club/committee training on the importance of inclusion and equality
- Profile famous female athletes
- Implement a point in your code of conduct
- Implement a disciplinary process to deter the behaviour
- Collaborate with your SU to run female focused events/projects/workshops to educate
- Run a social media campaign prior to any large events such as Varsity or BUCS Finals e.g. ThisBUCSGirlCan
- Ensure when events are being run, the platform for male and female performers is equal

SCENARIO

A sports team from the university is filmed chanting, the chant includes sexist lyrics. The Student from that sports team had been representing the university earlier that day as part of a BUCS team. A group that found the chanting offensive has made a formal complaint to the Students' Union.

SPECIFIC SOLUTION:

- Get the club/team or individual to take part in a voluntary project or activity with the women's network or alike group within your union
 - Ensure both the male and female teams in that sport collaborate and are given an equal platform





TRAINING TIP

- Include a piece on This Girl Can, Women's Football Week etc.
- Use resources on the BUCS Website on female participation
<http://www.bucs.org.uk/athlete.asp?section=18212§ionTitle=Female+participation>





Theme 3: LGBTphobia

PREVENTION

- Retweet/favourite/share good practice on social media e.g. The RFU No Homophobia campaign
- Provide training to club/committee that empowers them to identify and confront homophobia, biphobia and transphobia
- Educate students at club/committee training on the importance of inclusion and tackling exclusionary behaviour/language
- Profile famous athletes who have openly spoken about their sexuality and gender
- Implement a point in your code of conduct
- Implement a disciplinary process to deter the behaviour
- Collaborate with your SU to run LGBT focused events/projects/workshops to educate
- Run a social media campaign prior to any large events such as Varsity or BUCS Finals

SCENARIO

An individual representing their university at a BUCS sporting fixture makes LGBTphobic comments towards a player from the opposition on the field of play. The individual is sent off by the referee but the opposition makes a formal complaint to the students union of the offending individual.

SPECIFIC SOLUTION:

- Get the club/team or individual to take part in a voluntary project or activity with the LGBT network or alike group within your union





- The club to run a LGBT event to raise awareness of equality in sport

TRAINING TIP

- Include information on the Stonewall Rainbow Lace campaign – hand some out if you have access to them
- Refer to Pride in Sports Resources webpage
<http://www.pridesports.org.uk/resources/>
- Run a campaign workshop similar to Loughborough's Play with Pride
<http://loughboroughsport.com/out-in-sport/>
- Refer to the NUS 'Out in Sport' resource





Theme 4: Alcohol/Drug Abuse

PREVENTION

- Retweet/favourite/share good practice on social media e.g. Sober September
- Educate students at club/committee training on the importance of inclusion
- Implement a point in your code of conduct
- Implement a disciplinary process to deter the behaviour
- Collaborate with your SU to run DRY/Anti-Drug focused events/projects/workshops to educate
- Run a social media campaign prior to any large events such as Varsity or BUCS Finals
- Implement the '100% Dry Site' concept at all your sporting venues
- Get clubs to commit to X number of dry social events

SCENARIO

A sports team is found to be consuming excessive amounts of alcohol on the coach on the way back from a BUCS fixture. Individuals are sick on the coach and the team causes damage to the coach because of drunken behaviour. The coach driver complains to the university and the coach company also submits a formal complaint and fine for damage.

SPECIFIC SOLUTION:

- Random bag searches before teams leave for Wednesday fixtures
- All teams to sign a zero tolerance to illegal drugs charter
- All clubs to commit to a certain percentage of 'dry' team socials





TRAINING TIP

- Reiterate rules and conduct around travel and get committee members to sign a conduct form
- Educate on the importance of drinking in moderation
- Educate on inclusive behaviour amongst sports teams

In addition to the social aspect of alcohol and drug consumption BUCS would like to state that it also strictly condones performance enhancing drug use.

<http://www.ukad.org.uk/>

<http://www.bucs.org.uk/page.asp?section=17288§ionTitle=REG+6+Individual+Eligibility+and+Team+Selection> – see 6.10





Theme 5: Crowd Behaviour

PREVENTION

- Educate students at club/committee training on the power they have as performers
- Implement a point in your code of conduct
- Implement a disciplinary process to deter the behaviour
- Collaborate with your SU to ensure security at events is the most effective it can be
- Run a social media campaign prior to any large events such as Varsity or BUCS Finals
- Implement the 0% tolerance concept at all your sporting venues

SCENARIO

Crowds at a varsity game throw objects onto the field and are chanting inappropriately at individuals on the opposition team. The behaviour escalates and the pitch is invaded at the end of the game by hundreds of students from one university. No one is hurt but the nature of the behaviour is not in alignment to the ethos of the varsity series and is not tolerable by the university.

SPECIFIC SOLUTION:

- Banning of a particular fixture to prevent the problem occurring again
- Releasement of a statement clearly stating that the university does not condone anti-social behaviour as a spectator
- Increase security presence and decrease ways in which spectators can purchase alcohol at fixtures





TRAINING TIP

- Explain the influence that they have as sports teams on crowds, often behaviour on the pitch dictates behaviour off the pitch





Theme 6: Disability Prejudice (Inc. Mental Health)

PREVENTION

- Retweet/favourite/share good practice on social media e.g. Paralympics
- Educate students at club/committee training on the importance of inclusion
- Implement a point in your code of conduct
- Implement a disciplinary process to deter the behaviour
- Collaborate with your SU to run disability focused events/projects/workshops to educate
- Run a social media campaign prior to any large events such as Varsity or BUCS Finals
- Work alongside BUCS to introduce a mental health in sport programme
- Get clubs to commit to a campaign aimed at increasing support to disabled athletes and reducing barriers into playing sport

SCENARIO

Individuals have come forward from various sports clubs and halls on campus explaining that they feel excluded from joining in curtailed (named) clubs because of committee members attitudes to disability at fresher's fair. Some feel anxious to even go along and try the sport; others have experienced issues at training with comments relating to disability and mental health being made.

SPECIFIC SOLUTION:

- Get the club/team or individual to take part in a voluntary project or activity with the disability network or alike group within your union





TRAINING TIP

- Refer to resources on the BUCS website regarding mental health in sport
<http://www.bucs.org.uk/athlete.asp?section=18430§ionTitle=Mental+Heath+and+HE+Sport>
- Refer to resources on the BUCS website regarding disability sport
<http://www.bucs.org.uk/athlete.asp?section=18387§ionTitle=Disability+Sport+Information+Hub>
- Contact Student Minds/BUCS to get involved in our mental health first aid training





Theme 7: Initiations

PREVENTION

- Retweet/favourite/share good practice on social media
- Educate students at club/committee training on the importance of inclusion
- Implement a point in your code of conduct
- Implement a disciplinary process to deter the behaviour
- Collaborate with your SU to run focused events/projects/workshops to educate
- Run a social media campaign prior to any large events such as Varsity or BUCS Finals
- Get clubs to commit to a campaign aimed reducing initiation style behaviour

SCENARIO

A video has gone viral on 'The Tab' showing a university sports team partaking in initiation style activities. Individuals can be identified in the video mostly, however figures are ambiguous. The club is identified as a whole and an individual who was involved in the initiation activity has been filmed drunk explaining what he was made to do.

SPECIFIC SOLUTION

- Get the club/team or individual to take part in a voluntary project to educate other clubs on the importance of inclusive activities
- Get the committee to re-attend training with an emphasis on inclusive activity

TRAINING TIP

- Educate on the effects initiations can have on individuals
- Educate on the importance of inclusion and inclusive activities
- Run a session of different team building exercises for teams to take part in





Theme 8: Faith and Cultural Appreciation

PREVENTION

- Retweet/favourite/share good practice on social media
- Educate students at club/committee training on the importance of inclusion
- Implement a point in your code of conduct
- Implement a disciplinary process to deter the behaviour
- Collaborate with your SU to run focused events/projects/workshops to educate
- Run a social media campaign prior to any large events such as Varsity or BUCS Finals
- Get clubs to commit to a campaign aimed at promoting integration of multi-faith and multi-cultural student bodies.

SCENARIO

A club has organised a social for Halloween that is 'Day of the Dead' themed. A complaint has come through about the event saying that "Dia de los Muertos is a religious and cultural festival in Mexico where my people remember and celebrate their loved ones that have passed away." The club themselves don't understand the issue but do not go ahead with the event.

SPECIFIC SOLUTION

- Get the club/team to collaborate with a society or cultural group to take part in an educational workshop

TRAINING TIP

Build in opportunities for sports to celebrate cultural festivities throughout the year, circulate a calendar of events





Your University, Your Club, Your Actions

It is important that you are being **proactive** in tackling all the behaviours described in this document. When playing sport or socialising with your sports team you're representing not only your university and your club but your individual reputation and actions.

A call to action:

Ask yourselves the following, both as an individual and club...

- *How important is the reputation of your club?*
- *How does your university perceive you?*
- *Is the environment you are playing sport in an inclusive one?*
- *How would an individual perceive you?*
- *Are the social aspects of your sport inclusive and accessible to all?*
- *Is your behaviour discriminatory?*

It's important that these questions are asked frequently, they are a useful tool to ensure you are on track, maintaining inclusivity and reinforcing an anti-discriminatory environment. Involvement in sport at university can make your experience an outstanding one. It not only enhances the network of people you know and socialise with but it is proven to make you more employable and successful as a graduate. Every student should feel like they can be involved in university sport if they wish regardless of faith, culture, background, political views, gender, sexuality, race etc. It's up to us to #TakeAStand and make certain this is the case.





#TakeAStand Charter

This charter signifies our belief that BUCS sport should be inclusive of all abilities, backgrounds and identities, and applies to all our BUCS athletes, participants, officials, volunteers and spectators.

By signing this charter you agree to the following:

1. Every student who wishes to take part in sport at any level and in any capacity should be able to do so without fear of discrimination on any grounds and feel safe in any environment.
2. We will use clear disciplinary processes to ensure allegations of homophobia, transphobia, misogyny, xenophobia, racism, sexism, gender bias and all other forms of discrimination are dealt with fairly and transparently, to ensure that such negative behaviours are removed from the sporting environment (on and off the pitch) entirely
3. We pledge to maintain this standards across our sporting offer – from the lowest levels of grass-roots participation to the highest levels of elite competition – to ensure that non-inclusive behaviour is combatted wherever it is found and all those participating in University sport and physical activity are able to do so without fear of inclusion or derision
4. Every student should feel included and part of a team if they so wish. We will ensure that no sports club activity involves forced alcohol consumption, 'initiation style' behaviour or any derogatory activity
5. We agree to #TakeAStand against anti-social behaviour and discrimination in sport

Signed: _____ Name: _____

Date: _____ Position/Club: _____

Institution: _____





In partnership with...

