

Theme	Question
At our institution...	

Policy and practice There is a written policy which can be applied to address racial discrimination in sport

Policy and practice The policy is reviewed and updated regularly

Policy and practice The policy clearly defines racial discrimination in on- and off-field sporting contexts

Policy and practice There are clear procedures for recognising and responding to incidents of racial discrimination that can be applied to sport

Policy and practice Procedures are reviewed regularly to ensure effectiveness in sport

"Leaders" / "Leadership" in this context is relative to the circumstances/structure of sport within the institution and refers to student leaders, staff leaders, sport leadership / management
At our institution...

Policy and practice

There is a staff lead responsible for implementing race equality policies in sport

Policy and practice

Sport leaders / managers are accountable for upholding race equity in sport

Leadership responsibilities for race equity in sport are clearly defined

Policy and practice

Leadership actively engage with, implement, and monitor race equality policies to ensure their effectiveness in sport

"Sports staff" in this context refers to university or college staff who are responsible for student activities related to sport
At our institution...

Policy and practice Sports staff receive training on racial discrimination policies and how these apply to sport

Policy and practice Training covers reporting and incident response both on- and off- field

Policy and practice Sports staff feel confident in applying the racial discrimination policy in practice

Policy and practice Guidance and/or named support is available to sports staff when incidents arise
At our institution...

Policy and practice

There are clear and visible ways to report racism in sport (e.g. online reporting tools, designated officers, visual communications)

Policy and practice

The racial discrimination reporting process is easy to use

Policy and practice

There are multiple ways to report racial discrimination (e.g. online, in person, anonymous, third party reporting such as through a Student Union)

Policy and practice

There are formal investigation procedures for reported incidents of racial discrimination

Policy and practice

Racial discrimination investigations follow clear timescales in line with our confidentiality standards (e.g. 90 day completion goal, and need to know restrictions)

Policy and practice

The racial discrimination reporting process is effective in practice for sports staff and students

Policy and practice

People who report racial discrimination are able to anonymously monitor and stay informed about the progress of their case

Policy and practice

People who report racial discrimination have access to appropriate safeguarding and support throughout the process

"Recording" in this context is the process of formally documenting and storing reports of racism / racial discrimination

At our institution...

Policy and practice

All reported incidents of racial discrimination in sport are formally recorded

Over the past sporting season, more people have interacted with our racial discrimination reporting process than the last sporting season

Policy and practice

Over the past sporting season, how many incidents of racial discrimination in sport have been reported? Please provide the exact number in the space below.

Policy and practice

Recorded data about racial discrimination in sport is stored securely and consistently

Policy and practice

Racial discrimination in sport incident outcomes are tracked and reviewed regularly as part of the recording process

Policy and practice

Racial discrimination in sport incident data is analysed to identify trends or patterns

Policy and practice

Racial discrimination in sport incident data analysis is used to improve policy, training or practice in sport

Policy and practice

High level analysis findings and outcomes are shared transparently with key stakeholders, such as sports leadership and the staff / students who reported racial discrimination incident(s)

At our institution...

Education and Training - Students

Students have access to an effective education programme on racial and cultural inclusion and competence in sport

Education and Training - Students

We provide effective training for student leaders on managing cases of racial and cultural bullying and harassment in sport

Education and Training - Students Students feel comfortable, confident and are clear on how to give feedback on how useful and/or empowering training received around racism is

Education and Training - Students Students receive effective training on the policies detailing the terminology that can / cannot be used regarding race and inclusion, as well as definitions of harassment and bullying

Education and Training - Students Students feel that an appropriate investigative and/or disciplinary action would be taken if they reported racism in sport
At our institution...

Education and Training - Staff Sports staff have access to an effective education programme on racial and cultural inclusion and competence in sport

Education and Training - Staff We provide effective training for sport staff on managing cases of racial and cultural bullying and harassment in sport

Education and Training - Staff Sports staff feel comfortable, confident and are clear on how to give feedback on how useful and/or empowering training received around racism is

Education and Training - Staff

Sports staff receive effective training on the policies detailing the terminology that can / cannot be used regarding race and inclusion, as well as definitions of harassment and bullying

Education and Training - Staff
At our institution...

Sports staff feel that an appropriate investigative and/or disciplinary action would be taken if they reported racism in sport

Community Voice

We have created and embedded safe spaces to hear the lived experience of students from racialised communities

Community Voice

We regularly proactively seek feedback and input from racialised student communities

Community Voice

Diverse and representative student voices influence racial discrimination policy change and the strategic direction of antiracism in sport

Community Voice

Please provide robust examples of how feedback from diverse and representative student voices has informed sporting and fitness opportunities, decision-making, or the strategic direction of anti-racism in sport. Please ensure all examples are anonymised and do not include any personally identifiable information.

Community Voice

We have strong evidence of how gathering and acting on feedback from racialised student communities has positively impacted their experience in sport

Community Voice

Please provide robust examples demonstrating how gathering and acting on feedback from racialised student communities has positively impacted their experience in sport. Please ensure all examples are anonymised and do not include personally identifiable information.

Community Voice

Voices from racialised staff communities regularly influence planning, review and implementation of sporting & fitness opportunities

A “Competition Day” is any day on which students represent their institution in an official BUCS sporting competition or competitive event, including matches, tournaments, leagues, races, meets, and championships
"Sports staff" in this context refers to university or college staff who are responsible for student activities related to sport
At our institution...

Competition Day Management

It is clear which members(s) of sports staff are responsible for student and staff wellbeing when they are actively taking part in any sport or physical activity, including when they are faced with racial discrimination on competition day

Competition Day Management We have a clear protocol for supporting staff and/or students who have reported their experiences of racism or discrimination on competition day

Competition Day Management We have a mechanism that responds effectively to reports of unacknowledged or unmanaged racism and discrimination experienced whilst competing on competition day

Competition Day Management

Our competition day reporting mechanism includes recording what occurred: context (what was said, how it was said, who heard it), date, and time it occurred, names of witnesses, and name of official to whom the incident was escalated

Competition Day Management

You responded neutrally / unfavourably to the previous question. Please detail why you responded this way and what your competition day reporting mechanism includes

Competition Day Management We have protocol for the management of discrimination and racism that originates from spectators during a sports event

Competition Day Management We have a protocol that establishes non-toleration of racial discrimination that is communicated to all officials, coaches and players

Competition Day Management We have a protocol that establishes non-toleration of racial discrimination that is communicated to spectators(e.g. stadium posters)

Competition Day Management

For BUCS fixtures, our organisation can effectively support the enactment of Regulation 5, if coaches and competitors face unacknowledged or unmanaged racism and discrimination whilst competing

Competition Day Management

For BUCS fixtures we run effective training on REG 5 which empowers sport leaders about their responsibilities to respond if they believe unacknowledged or unmanaged racism and discrimination occurs whilst competing

Overall

Is there anything else you would like to tell us about (anti)racism / racial discrimination in university and college sport either within your institution or generally?