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## INTRODUCTION

Inclusive sport is a matter of significant concern across the sports landscape, and of particular concern to students and deliverers in higher education. Students began this conversation with BUCS in 2014 when anti-social behaviour around sport began to be more widely reported on social media and the issues around excessive alcohol consumption and initiations hit the headlines. University sport seemed to be painting itself, inadvertently, as an unpleasant and dangerous place to be and the sector recognised this as a key issue that should be tackled.

The Take a Stand campaign was developed to challenge this cultural issue and was officially launched at BUCS' 2015 AGM, at the same time as BUCS' work to enhance access to disability sport opportunities and programmes to support students' mental health continued to develop.

With these recognised as significant issues within the sector, we want to challenge ourselves and broader stakeholders to improve and even eliminate these concerns over time. The Inclusion Board was formed in 2017 to help BUCS begin to address these issues with our membership and to deliver solutions to enduring issues which mean many students do not feel sport is for them.

A number of BUCS member institutions have developed their own policies and strategies for Inclusion highlighting the increasing prominence of this area within Higher Education and to increase access of sport and physical activity for all students. BUCS as a membership organisation has embraced the concept of inclusive sport into its new strategy, with Inclusion being represented as a common thread across all other areas of work. This is a most welcome development,

The Board has supported this intent by publishing a Diversity Action Plan (July 2018) which outlines how the leadership intends to act to embed diversity into its working practices.

This document outlines the Inclusion Boards key strategic objectives, based on our consultations with members, and the outcomes we wish to facilitate between 2018 and 2021. All actions would be subject to regular and ongoing review according to need.

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## 1. STRATEGIC OBJECTIVES

We believe the four key areas of concern which members are looking for the Inclusion Board to lead are:

- 1) Ensuring inclusion is embedded in all BUCS strategies, policies and delivery.
- 2) Collating data to evidence the impact of effective interventions and inclusion in sport.
- 3) Providing universities with guidance around facilitating inclusive sport and physical activity.
- 4) Promoting the role of inclusive sport at all levels in higher education

## 2. THE INTENT OF THE BUCS INCLUSION BOARD

- Lead advocacy for BUCS members regarding inclusion across HE sport & physical activity.
- Establish a series of member networks to discuss key issues within inclusion in university sport. This will include, but is not limited to, disability sport, mental health, anti-social behaviour, discrimination and diversity.
- Collate a robust evidence base on the impact of inclusive & accessible sport & physical activity opportunities for sector demographics, making this easily available for use by member institutions.
- Identify, collate and share examples of best practice with members to enhance cross-sector learning.
- Work with BUCS' inclusion partners to develop relevant training programmes as required.

- Develop an Inclusion Portal, signposting staff and students to resources, research & insight and broader guidance documents from inclusion partners and stakeholders across the sporting landscape.
- Work with BUCS staff to support and maintain oversight of campaign activation including, but not limited to Take A Stand and This BUCS Girl Can, developing additional engagement campaigns where demand presents itself.
- Champion the development of long-term cultural change around inclusion across the HE sport sector.
- To develop a BUCS Inclusion Week, promoting all aspects of inclusive sport and physical activity within the HE environment
- Work to ensure sport in Higher Education is the gold standard for inclusive sport.

The Inclusion Board originally developed 4 separate sub networks. They were:

- Mental Health
- Anti-Social behaviour
- Disability
- Discrimination

It became clear that this could be consolidated to three groups, and they are now:

- Diversity (which includes anti-social behaviour, often a behaviour associated with discrimination)
- Mental Health
- Disability

### **3. SUB-NETWORK OBJECTIVES**

As part of our vision to “Make Inclusion Everyday”, the 3 strands of activity intend to support the 4 key strategic objectives with the following plans:

#### **DIVERSITY**

1. Develop a good practice guide on language to use across diversity strands.
  - Terminology guide inclusive of various liberation areas on BUCS website by March 2019
  - Guide reviewed yearly to ensure all terms are up to date and appropriate
  - Expert partner groups + NUS consulted in drafting and updating terms
2. Gather expert evidence and signpost institutions to campaign activities and best practice.
3. Case studies of best practice including anti-social behaviour, discrimination, club committee support and training on website by June 2019
4. Implement the CHANGES programme across higher education institutions.
  - Support the implementation of the BUCS and CHANGES MOU (signed in 2018)
  - Use BUCS communication networks to promote the CHANGES programme and its relevance to all members

#### **MENTAL HEALTH**

1. Develop and publish an agreed BUCS university sport Mental Health ‘duty of care’ position statement
2. Present a mental health sub network response including an Inclusive Mental Health action plan for consideration by Inclusion Board with respect to the British Active Students Survey 2017/2018 Report - by 2020
3. Develop partnerships with key Mental Health stakeholders, to provide additional resources, guidance and training opportunities for members
4. Develop resources for universities to support athletes mental health at all levels of performance by 2021
5. Identify best practice in mental health research related to sport and make it available to members by 2019

## **DISABILITY**

1. Undertake a scoping exercise to fully understand the disability sport landscape within the sector.
  - Develop criteria for information that we want to collate;
  - Develop an online survey to be sent out to all HEIs through BUCS;
  - Write a report summarising survey findings and circulate report to key stakeholders;
2. Develop a programme of training to encourage more students to be involved with sport and physical activity.
  - Liaise with key providers to establish training offer by July 2019;
  - Collate training opportunities and develop package to promote to HEIs by September 2019;
  - Include developmental workshop/s within BUCS conference /development days;
3. Provide an online platform to signpost members to guidance and promote good practice across the sector.
4. Develop a campaign to promote the development of Disability sport and physical activity opportunities;
  - Review findings of scoping exercise to devise content of campaign;
  - Engage with key stakeholders who can support delivery;
  - Linked with BUCS Inclusion Week
5. Establish and actively promote dedicated competitive opportunities for disabled students.
  - Influencing NGBs and SAGS to engage in this work via the Sport Reviews new process.