



UNIVERSITY OF THE WEST OF ENGLAND DANCE CLUB

CODE OF PRACTICE

1.0 INTRODUCTION

All extra-curricular activities at UWE are facilitated by UWE Students' Union [UWESU] & student led. Each activity has operating procedures. This document outlines the expectations of UWESU along with its aims to satisfy sport & society members & provide guidelines to cater for their wellbeing, safety & behaviour whilst remaining a member of UWESU Sport & Activities. This document shall be the basis for the safe operation of the University of the West of England Dance Club.

COMMITTEE

President	Sean na	Hainsworth	Seanna2.Hainsworth@live.uwe.ac.uk
Vice President	Aami ra	Cali	aamira243@gmail.com
Treasurer	Molly	Jones	mollyvjones2@icloud.com
Equipment & Safety Officer	Lotti e	Alford-Warren	charlotte.alfordwarren@gmail.com
Participation & Equality Officer	Lily	North	Lily2.north@live.uwe.ac.uk
Events Officer	Isabelle	Dickson Liggett	isabelle2.dicksonliggett@live.uwe.ac.uk
Events & Fundraising Officer	Jess	Newton	newtonjessica481@gmail.com
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Secretary	Mari e- Ange	Siegfried	masieg2005@gmail.com
Sustainability Officer	Izzy	Roach	izzy.roach@icloud.com

Mental Health Officer	Ellis	Stott	ellisstott@icloud.com
Show Coordinator	Layla	Richard s	richardslayla9@gmail.com

2.0 GENERAL INFORMATION

2.1 MEMBERSHIP TO UWESU SPORT & ACTIVITIES

Membership is open to UWESU students, UWE & UWESU staff & UWESU life members in accordance with UWESU's constitution providing that they:

- i. Register their membership to the sport & or society through the online UWESU membership system & pay requisite membership in full
- ii. Read & agree to comply with the UWESU Code of Practice

Members are also required to comply with the Centre for Sport "Conditions of Use" when using University hired or owned facilities.

The list of members entitled to participate in sports & or activities will be kept on the UWESU Membership system & accessed by the committee as well as the UWESU Sports & Activities team.

Membership refunds can only be claimed within 20 working days of joining a sport or society, providing that the individual making the claim has not been selected to represent the University in any team, squad for competition.

2.2 DANCE CLUB PURPOSE

To provide equal, equitable & safe opportunities for members of the University to participate in their chosen sport|activity. Activities shall include:

- Like minded individuals with a common interest
- The introduction of beginners | novices
- Provision for experienced performers
- Participation in appropriate competition
- Instruction on safe practice & technical aspects of the sport
- Support to progress as appropriate within performance & coaching parameters
- **Opportunities to perform, compete and show case our routines and dances**

UWE Dance club shall make provision for the encouragement of the development of the sport of Dance as the Club committee see fit.

2.2 AFFILIATION

All clubs within UWESU Sport & Activities where applicable are to be affiliated to the appropriate National Governing Body [NGB].

2.3 INSTRUCTION

Training sessions for sports & activities within UWESU will be conducted by instructors who have appropriate qualifications & experience within the dance field. Instruction will cover: communication, footwear, clothing, equipment, & safety precaution. The instructors are assigned to the club by the UWE Dance Committee & approved by UWESU Sports Executive annually.

2.3.1 Beginner | Novice Procedure

THIS WRITTEN PROCEDURE IS INTENDED TO GIVE AN INSIGHT INTO 'DANCE' FOR BEGINNERS. THIS PROCEDURE DOESN'T NECESSARILY SHOW ANY RISKS, BUT PROVIDES GUIDANCE TO THE SPECIFIC CODES THAT ARE PRACTISED.

VENUE INDUCTION:

EACH NEW MEMBER WILL BE SHOW AROUND THE TRAINING & MATCH FACILITIES & WILL BE MADE AWARE OF THE FACILITIES RULES IE: ACCESSIBILTY, WHAT TO DO IN THE EVENT OF AN ACCIDENT | INJURY, ACCESS TO DRINKING WATER, TOILETS, CHANGING ROOMS ETC & ANY QUESTIONS ABOUT THESE CAN BE ANSWERED BY CLUB COMMITTEE OR SESSION LEADERS.

SUPERVISION:

INSTRUCTORS ROLE: THERE WILL ALWAYS BE AN INSTRUCTOR | COACH PRESENT AT ALL CLASSES & SQUAD TRAINING SESSIONS. SQUAD TRAINING IS BY INVITATION ONLY AFTER AN OPEN AUDITION AT THE BEGINNING OF THE ACADEMIC YEAR, THE COACHES BROUGHT INTO THESE ROLES ARE USUALLY SELECTED FROM OUTSIDE OF THE CLUB. TEACHERS IN CLASSES ARE ACTIVE MEMBERS OF UWE DANCE THAT VOLUNTEER FOR THE ROLE. ALL TEACHERS ARE LIABLE WITHIN THEIR RESPECTIVE SESSIONS. IT IS THE COACH'S ROLE TO INSTRUCT ALL BEGINNERS ALL THE SAFETY FEATURES OF DANCE & HOW TO PARTICIPATE SAFELY.

IT IS THE COACHES ROLE TO INFORM BEGINNERS OF ALL THE SAFETY FEATURES OF DANCE & HOW TO PERFORM, STYLES IN THE APPROPRIATE MANNER & COMMUNICATE THE IMPORTANCE OF WARMING UP & DOWN ETC. TO WRITE TRAINING PLANS FOR SQUADS & CLASSES, SUPERVISE CORRECT TECHNIQUE, ENSURE SAFETY & TO PROVIDE SUPPORT

DURING TRAINING & COMPETITION IN UWE SQUADS & CLASSES.

COACHES SHALL BEHAVE IN SUCH A MANNER AS NOT TO PLACE MEMBERS AT ANY GREATER RISK AS THAT ASSOCIATED WITH NORMAL PARTICIPATION. THEY SHALL BE RESPONSIBLE FOR ASCERTAINING THE SAFETY CONDITIONS WITH MIND TO ENSURING GOOD TECHNIQUE & PRACTICE:

- COURT | VENUE CONDITITON
- ABILITY & EXPERIENCE OF SQUAD MEMBERS

BEGINNERS WILL BE EQUIPPED WITH THE BASIC STEPS & TECHNIQUE IN ORDER TO FEEL COMFORTABLE IN A ROUTINE. ROUTINES ARE TAUGHT IN THE "WATCH IT...DO IT" FORM.

- THE TEACHER WILL DEMONSTRATE; CRITIQUE & AID DURING CLASSES & ROUTINE LEARNING IN ORDER TO GUARANTEE GROWTH IN THE CERTAIN STYLE.

EQUIPMENT: ALL CLUB EQUIPMENT USED IS OWNED BY UWESU & MAINTAINED BY THE CLUB COMMITTEE & SIGNED IN & OUT AT THE UWESU RECEPTION DESK BY A COMMITTEE MEMBER. EQUIPMENT SUCH AS BALLS, FIRST AID KIT, BANNERS ETC. ANY DAMAGES OF EQUIPMENT SUPERVISION SHOULD BE REPORTED TO A COACH|COMMITTEE MEMBER.

- MUSIC DOCKING STATION

2.4 TRIALS | SELECTION POLICY AND CLASSES:

Trials for representative squads will be held in the first couple of weeks of the autumn term for the purpose of assessing the ability of all members. UWESU operates a policy that all individuals must trial each year irrespective of ability. Training sessions are held on Wednesday, Thursday & Friday afternoons & evenings. Selection for each team will be via an audition process in the autumn term, where the ability of all members can be assessed by Committee & coaching staff to aid squad selection. Any individual who does not experience this should in the first instance speak to the coaching staff & club committee & if the situation has still not

been resolved; UWESU Sports & Activities Department. Members joining after this period should in the first instance speak to the club committee & Instructors.

Classes take place every week Monday & Tuesday evenings during term time; they are open to all abilities. **Student** instructors will tailor the class to the level of the majority &|or the individual. In order to attend you must hold a current UWE Dance club membership and insurance via the UWESU.

2.5 TRAINING AND DEVELOPMENT

2.5.1 Coaching & Instruction Qualification

The sport shall seek to support persons actively involved in coaching | instructing | leading activities in attaining NGB Coaching, Official, Instructor or Group Leader Qualifications as appropriate. The club actively encourages members to complete coaching qualifications. We support the involvement of all members wishing to complete these courses. Student members where possible can receive support from the Volunteer Coaching Programme or up to 50% financial contribution [non-final year students only] at the discretion of the club committee & the Sports & Activities Manager collectively. This can only be attained if the club have budgeted accordingly.

2.5.2 Vehicle Qualification & Assessment

In order to drive UWESU hired vehicles all drivers must be tested & insured. UWESU Sport & Activities provides a nationally accredited Minibus Driver Awareness Scheme [MiDAS] practical & theory test, people carrier familiarisation & trailer towing training assessments. Any individual using their own transport is required to register their vehicles with UWESU & provide prove of driving license, tax, MOT & insurance. Failure to register own vehicles will result in no expense claim & may result in disciplinary action.

2.5.3 First Aid Qualification

UWESU Sport & Activities provides 1 day nationally accredited 1st aid courses for all members at a cost of £10.00. All Health & Safety Executive [HSE] approved 1st aid qualifications are recognised; contact sports.activities@uwe.ac.uk with name & proof of qualification for membership systems to be updated. The club actively encourages members to attend these courses.

3.0 HEALTH & SAFETY GUIDELINES

3.1 CLOTHING & EQUIPMENT

Sports must ensure that the appropriate clothing is worn & equipment used for the appropriate activity.

UWE Dance advises members to wear appropriate clothing to training classes ie:

- Comfortable clothing [easy to move in]
- Avoid items of clothing that can cause a trip hazard
- Appropriate shoes for the class|routine taught ie:
 - o ballet shoes
 - o jazz shoes
 - o trainers

- o or bare foot
- **We also encourage students to be sensible when considering what jewellery or piercings they wear when they are dancing. Minimal jewellery/piercings is best.**

Squads will be required to own an item of UWE representative kit & recreational t-shirts for members will be available to purchase from the club's web page.

3.2 RULES & REGULATIONS

All sports & activities where applicable should be conducted according to the rules & regulations of the activity issued under the authority of England Dance.

UWESU recommends that all members have an up-to-date tetanus inoculation.

All activities irrespective of whether 'active' or 'social' organised by the sport or activity shall be run in accordance with these guidelines. Activities shall include:

- Dance training & competition
- Fitness & strength & conditioning
- All trips | outings
- Social trips | tours as appropriate

3.2.1 Coach | Instructor | Group Leader Role

It is the Coaches | Instructors | Group Leaders role to inform beginner | novices of all the safety features of the sport | activity. Also to write any training plans, supervise correct technique, ensure safety in any training facility & to provide support during any training, competition or trip of UWE groups. Instructors & group leaders shall behave in such a manner as not to place members at any greater risk as that associated with normal participation.

3.2.2 Trips | Fixtures | Friendlies

Prior to visiting away locations & or using UWESU hired transport the sport or activity will complete the necessary "Trip Form" - which highlights details such as destination, date & time of departure & arrival, first aiders, a list of all those travelling, UWE ID & emergency contact names & telephone numbers.

ANY changes to the above details MUST be notified to UWESU Sports & Activities & the Gatehouse prior to departure. All travelling members MUST carry with them their UWE ID for identification purposes.

Where the sport | activity is participating in a competition, squad members will be informed via the team captain &|or sports committee of the travel arrangements, event arrangements & general requirements. Trip notification will be provided by one of the above to UWESU Sports & Activities.

NB: Regular Activities – not requiring specific trip notification to UWESU Sports & Activities are:

Organised training sessions based at Frenchay Campus

3.2.3 Squad competition members:

All members must have paid the appropriate UWE Sport | Society subscription, squad fees & purchased representative kit.

3.2.3.1 Undergraduates:

Only current UWE students undertaking a minimum of 60 credits of an undergraduate course are eligible to compete for UWE in competition.

3.2.3.2 Postgraduates:

Only current postgraduate students undertaking a postgraduate qualification are eligible to compete for UWE in competition

3.3 FIRST AID

First aid supplies should be signed out for all training, fixtures & trips & are available from UWESU Sports & Activities. **All student coaches | instructors | group leaders | captains should be qualified first aiders.**

Members are requested to advise their coach | instructor | group leader | team mates of any medication or medical condition which may affect their health | performance [this information must also be recorded on the online membership system] eg: Asthmatic - & where the inhaler is carried, diabetic, epileptic etc.

Students with inhalers, epi pens, medication etc. should carry them on their person at all times and let someone person know they have it/a medical condition.

All accidents & injuries other than 'routine blisters | scrapes' must be recorded on an Accident Form & passed to the Sports & Activities Manager as soon as possible.

Within the sport | society there should be at least 2 qualified 1st aiders per squad | group at any one time. Where possible a first aid kit shall be taken on every trip, training session & fixture.

NB: NURSING, STAR & PHYSIO STUDENTS DO NOT QUALIFY AS SUBSTITUTE 1ST AIDERS; UNLESS THEY HAVE AN UP-TO-DATE HSE APPROVED 1ST AID QUALIFICATION.

3.4 EQUIPMENT

No person shall use any equipment not specifically allocated to him or her without reference to the sport | society committee. Members remain responsible for monitoring the equipment they are using before & after every training session or match & reporting defects accordingly to UWESU Sports & Activities Department.

NB:

- 1 All incidents | accidents with equipment must be reported to UWESU Sports & Activities using an incident form within 24hrs of the incident occurring.**
- 2 No clothing or equipment can be ordered or purchased without the express permission & authorisation of UWESU Sports & Activities. Failure to do so will result in disciplinary action.**

3.4.1 Repairs|Damage

Members have a responsibility to report all equipment damage | repairs & remedial work required. Failure to do so will lead to a suspension from the sport or activity for a period defined by the Club or UWESU disciplinary.

3.5 ACCIDENT PROCEDURES

All Members **MUST** be aware of the accident | emergency procedures. An accident form must be completed &

submitted to the UWESU Sport & Activities Department as soon as possible.

If required, assistance from a 1st aider should be sought.

Report to sport | society officials any injuries or incidents, an accident form must be completed & submitted to the UWESU Sports & Activities Department. All incidents | accidents are kept on file in the UWESU Sports & Activities Department & are used to support any review of safety procedures.

In the event of any serious accident or incident which involves the Emergency Services or which could involve media attention please follow this procedure:

Assess the situation.

Ensure the safety of yourself then the group. Call the Emergency Services if necessary & ensure before your call that you are able to explain exactly where you are. You will also be expected to give them your name, the number from which you are ringing & a brief summary of the incident including possible injuries & the number of injured. If you are calling from a mobile you may in some circumstances need to ask them to ring you back if your call is indistinct.

- 1. Where possible treat any casualties if it is safe to do so. Always be aware of potential spine injuries – never move someone in this situation unless there is a more serious potential situation such as fire.**
- 2. Contact UWE as soon as possible by ringing:**

All accidents | incidents that occur **MUST** be reported to the UWESU Sports & Activities Department:

Tel: 0117 32 82577 | 83288 | 82719 | 83291
Hours: 09.30hrs – 17.30hrs [Mon to Fri]

Alternatively the University Gatehouse [24hrs]

Tel: 0117 32 82552
Hours: 24hrs a day 7 days a week

All incidents resulting in injury occurring in a sports facility owned or hired by UWE **MUST** be recorded in the accident book, located in the UWESU Sports & Activities Department 4th Floor F-Block, Frenchay Campus.

Please be prepared to give the following information:

- Your name
- The telephone number from which you are calling
- A brief summary of the incident & any injuries
- The number & names of people involved
- The name of any hospitals where casualties may have been taken
- The details of any police officers involved with the incident

- 3. You may be rung back if there are any further steps that need to be taken.**

Do not make any statement to the media other than “no comment”. DO NOT discuss ANY aspect of the incident with anyone who is not connected with the emergency services.

3.6 INSURANCE

Fully paid members that have registered online on the Students’ Union at UWE membership system involved in activity based sports & societies have insurance cover under the SU at UWE Personal Injury Insurance Policy. This is not medical insurance, for which individuals remain individually responsible. Full details are available from UWESU Sports & Activities.

UWESU recommends that individuals take out appropriate individual insurance cover.

As UWESU property, all equipment is registered & insured with UWESU Sports & Activities upon completion of equipment inventory submission by the sport | society. The personal property of members is not covered unless specifically noted.

NB: Trips abroad: note that whilst this insurance applies individuals are responsible for ensuring they have:

- EHIC: European Health Insurance Card <http://www.ehic.org>
- Medical Insurance

These must be in place prior to attending any trip abroad

THE PERSONAL ACCIDENT INSURANCE PLAN FOR STUDENTS

SUMMARY OF COVER - ELITE

The purpose of this policy summary is to help you understand the insurance by setting out the significant features, benefits, limitations and exclusions. A full copy of the policy terms, conditions and exclusions is available on request from either:

Endsleigh Business or The Students’ Union at UWE Opportunities Department t: 0117 32 82577 | e: kelly.howard@uwe.ac.uk

Name of the insurance undertaking

The insurance is provided by CHUBB European Group Limited. Registered Address: 100 Leadenhall Street, London EC3A 3BP

Type of insurance & cover

This is a personal accident policy which pays out set financial benefits following an injury. Members of UWE Opportunities will be protected anywhere in the world whilst taking part in authorised organised sports events, or in training and practice sessions. What’s more, they’ll even be covered whilst travelling to & from any of these activities.

Significant features and benefits - Elite Cover

TYPE OF COVER	CASH BENEFIT
Accidental Death	£30,000
Permanent Disabling Injuries	up to £100,000
Temporary Total Disablement	£60 per week (excluding the first 7 days)
Loss of Earnings	£75 per week
Hospital Confinement	£40 per day (maximum 120 days)
Emergency Travel Expenses	Up to £500 (min claim £25)
Dental Expenses	Up to £1500 (£25 excess)
Supplementary Travel and Accommodation Expenses in the UK	Up to £1000
Course Deferment Expenses	Up to £3000
Coma	£140 per week
Broken Bones	Up to £1000
Primary Dislocation	£250
Physiotherapy following Broken Bones of Primary Dislocation	Up to £40 per session (subject to a maximum of 10 sessions)
Medical Certificate Expense	Up to £40

Significant and unusual exclusions or limitations

Your policy excludes some situations. Please refer to Section 5 of the policy wording for full details of exclusions and limitations.

- Any claim under £25 in respect of Travel Expenses cannot be considered.
- The first £25 of every dental injury claim is excluded.
- Benefits cannot be issued in the event of the insured person committing suicide or inflicting self-injury
- Insurers will not be liable for payment should the Insured person sustain injury whilst engaged in any of those activities strictly prohibited under the policy e.g. offshore racing, bungee jumping, fire walking etc.
- Bodily injury resulting from sickness & disease is not covered under the policy
- The cover does not extend to providing for the cost of seeking medical treatment. Such costs are typically met by a Medical Expenses policy.
- Insurers will not be liable for disabilities arising from repetitive strain injury or psychological disorders.

Duration of Policy

The policy will remain in force for 12 months from the date of commencement, or as otherwise shown on your policy schedule.

Claims Notification

You can make a claim by contacting:

- Endsleigh Business, Hadley House, Shurdington Road, Cheltenham, GL51 4UE
- t: 01242 866800 | f: 01242 866961 | e: ebis@endsleigh.co.uk

For forms, documentation & assistance please contact:

- The Students' Union at UWE Opportunities Department, Frenchay Campus, Coldharbour Lane, Bristol, BS16 1QY
- t: 0117 32 82577 | f: 0117 32 82986 | e: kelly.howard@uwe.ac.uk

Your right to complain

We, as your insurance broker, will always aim to provide you with a high quality service. However, if you are not satisfied with the service provided please do not hesitate to contact us at the above details. We will ensure that every measure is taken to speedily address any concerns you may have.

The Financial Services Compensation Scheme

We are covered by the Financial Services Compensation Scheme [FSCS]. You may be entitled to compensation from the scheme if we cannot meet our obligations to you under your contract of insurance. If you were entitled to compensation under the Scheme, the level and extent of the compensation would depend on the nature of this contract. Further information about the Scheme is available from the Financial Services Compensation Scheme, 7th Floor Lloyd's Chambers, Portoken Street, London, E1 8BN and on their website www.fscs.org.uk.

NB: Please ensure all accidents | incidents are reported to the Opportunities Department as a matter of urgency. If you have any questions in relation to insurance cover please contact the Opportunities Department

4.0 CONDUCT OF MEMBERS

Members should not act in any way that could foreseeably cause harm, **emotionally or physically**, to themselves or anyone else & be aware that they owe a "Duty of Care" to those who are closely affected by their acts & omissions.

Members are expected to abide by UWESU policy & procedures [copies available from the UWESU Sport & Activities Department & UWESU Campus Offices] & if relevant their particular Regional & National Governing Body Guidelines. UWE Sports & Activities will abide by the safety codes of practice at all training facilities, fixtures or venues they attend.

Members will pay their own fines for any cautions or suspensions received. Neither the Sports Club, Society nor UWESU will take any responsibility financial or otherwise.

Any member or official who is deemed by UWESU Sport & Activities to be acting in an irresponsible manner or ignoring

guidelines laid down in this Code of Practice may be subject to disciplinary measures by the respective club, UWESU Sport & Activities, University or the relevant National Governing Body. If it is not possible to identify the individual members not abiding by the Code of Practice, the Club Committee may be subject to disciplinary measures as deemed appropriate by the investigating team.

Where a sanction is being applied to a Club as a whole, it is not reasonable to expect a disciplinary panel to be held with the whole Club membership. As such, the investigatory team/disciplinary panel will use their discretion as to who attends at any Disciplinary hearings, and may limit this to the Club Committee only.

The benefits of membership to all sports & activities are conditional upon the proper conduct of members & such benefits may be to conditions or may be withdrawn in the event that it is shown that a member's conduct has breached UWESU's values or policies.

Speak Up

The Students' Union, and UWE Bristol want to create an inclusive campus where diversity is celebrated, antisocial attitudes and behaviours are challenged and any type of harassment, assault and discrimination aren't acceptable. We want you to #SpeakUp if you see or hear something that's not right, and be an active bystander.

Find out more [here](#), and find out how you can report anonymously [here](#).

4.1 ALCOHOL CONSUMPTION

No alcohol is to be consumed on board transport owned or organised by UWESU.

UWESU promotes responsible drinking.

Whilst engaging in social events please ensure that you remain with the group.

Each individual has responsibility for themselves to maintain safe alcohol consumption levels, to know your limits & keep well within them.

UWESU promotes responsible drinking. For more information: www.drinkaware.co.uk & www.knowyourlimits.gov.uk

4.2 INITIATIONS & ALCOHOL POLICY

Members of UWESU Sports & Activities will not apply peer pressure upon other individuals in social situations or otherwise.

Members of UWESU Sports & Activities will not carry out initiation* ceremonies unless it adheres in full to policy. Members of UWESU Sports & Activities will not consume alcohol on minibuses, coaches, cars etc.

***Definition:** An initiation ceremony is an event in which members [often new members] of the club are expected to perform any activity as a means of gaining credibility, status

or entry into that club. This peer pressure is normally [though not explicitly] exerted on first year students or members new to that particular club and may involve the consumption of alcohol, eating concoctions of various food stuffs, nudity and any behaviour that may be deemed humiliating.

All clubs that are proposing to hold any form of initiation must inform the UWESU Sports and Activities Centre of the date & venue of their proposed initiation. A detailed plan of the event must be submitted to the UWESU Sports & Activities Department *10 working days prior to the event*. A meeting will take place between the UWESU Sports & Activities Staff & the respective committee in order to be approved. The event shall not go ahead without the prior UWESU Sports & Activities staff approval.

Drinking | Initiations

- Drinking | Initiations are opt-in only & shall have no bearing on any team | squad selection
- A non-alcoholic alternative must be provided throughout
- Members of UWESU Sports Clubs & Activities will not apply what may be perceived as peer pressure upon individuals in any social situation
- Organising committees | individual will be asked to sign this agreement

Breaches of this policy may result in a disciplinary hearing, carried out by the UWESU Disciplinary Panel. The Disciplinary Panel will be made up of a total of staff & Officers from UWESU & the University where applicable.

Any breach of the procedure will result in one or more of the following:

- Removal of individuals from BUCS Competition
- Removal of teams from BUCS Competition
- Expulsion from UWESU Sports and Activities
- Removal of Clubs from BUCS Competition
- Expulsion from UWESU
- Disciplinary Proceedings by the University

If any incidents occur at the end of a season, the sanctions may be levied for the following year. As a member of UWESU Sports and Activities, you must understand that you have a responsibility to report to UWESU Sports & Activities staff any activities that break this code

4.3 FACILITIES

Members are expected to treat facilities, staff, & students at the University of the West of England & other institutions & establishments with the utmost respect.

Students are also expected to leave the rehearsal rooms as they found them.

4.4 EQUAL OPPORTUNITIES

“The University of the West of England Students’ Union is a campaigning organisation which represents a diverse membership.

UWESU recognises that inequality, oppression & discrimination exists in this society.

The Students’ Union will work towards a fairer society through ensuring greater equality of opportunity for its members & employees.

UWESU aims:

- To increase the quality of everyone’s participation in the workforce & the educational process.
- To address attitudinal & organisational barriers to achieving greater equality of opportunity.
- To take positive action to promote fair employment practices & to eliminate discrimination against, & oppression of, individuals or groups of people on the basis of any of the following:

Gender, disability, sexuality, class, ethnicity, nationality, ethnic or national origin, colour, creed, religion, age, HIV, status, caring responsibilities, marital status.

UWESU believes that the oppression of the above groups & other discriminatory behaviour or language is unacceptable to the Union & will result in disciplinary action.

NOTE:

IF THE SPORT OR SOCIETY INCOMING COMMITTEE FAILS TO ATTEND THE ANNUAL COMMITTEE TRAINING IN THE SPRING | SUMMER TERM, THAT ACTIVITY WILL AUTOMATICALLY BE SHUT DOWN & AS A RESULT WITHDRAWN FROM ALL RELEVANT LEAGUES & ACTIVITIES FOR THE FORTHCOMING ACADEMIC YEAR.