



# CAMBRIDGE UNIVERSITY

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## ROWING

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## Welfare Policy

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## Overview

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This policy identifies effective care pathways for CUR student athletes in order to recognise and address welfare issues at the earliest possible time.

It is reasonable to assume that some squad members might be vulnerable to welfare issues at some point during their time with the Club. Vigilance is key to the identification of welfare issues. Our coaching team is well placed to exercise close oversight of the students in the course of training activity, and all staff will have the opportunity to undertake additional training in this area. The Club Welfare Officers attend training on managing welfare and mental health issues organised through the University Sports Service.

Whilst coaches might be best placed to identify a concern, it might be others outside of the club who are better placed to provide direct support to the student, and we recognize the value of quick referral along a care pathway.

If any student has concerns over his/her physical health, mental health or emotional wellbeing, it may be detrimental to both academic and rowing performance if such issues are neglected. As with physical wellbeing, mental wellbeing also needs attention.

## Introduction

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The holistic welfare of our students is an important consideration for everyone involved with the Club. Our Club is a diverse community of undergraduate and graduate students who combine intensive academic study alongside an elite sporting pursuit. We recognise arrival at university is a major transition for any young person. Student athletes from both the UK and overseas will experience the impact of the transition in different ways.

Cambridge University Rowing has developed a programme to set out a fair but strong performance culture, helping those new to this environment understand what's expected of them, ensuring everyone is challenged and stretched within a supportive framework. The students themselves describe this intense process as 'fun', 'challenging', 'tough' and 'the experience of their lives'. The programme is designed to fit around the teams' demanding academic schedule, with individualised training where required to maximize development benefits. Individual athlete meetings form the backbone of our athlete development - providing opportunities for understanding individual motivations, concerns and uniqueness. Our athletes know they are valued as people first.

## Welfare Resources

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### Club

We are fortunate to have supportive and understanding Senior Members who will do their best to respond to student queries quickly. The Senior Members are able to provide additional support and advice to students on a variety of matters.

Dr. Joan Lasenby <b>CUWBC Senior Member</b> E: <a href="mailto:jl221@cam.ac.uk">jl221@cam.ac.uk</a>	Dr. Francesca Moore <b>CULRC Senior Member</b> E: <a href="mailto:fplm2@cam.ac.uk">fplm2@cam.ac.uk</a>
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There are four Welfare Officers within the club who are available to speak to students:

Siobhan Cassidy <b>CUWBC Senior Welfare Officer</b> E: <a href="mailto:siobhan@cassidy.uk.com">siobhan@cassidy.uk.com</a>	Michael Lea <b>CULRC Senior Welfare Officer</b> E: <a href="mailto:mikeylea@culrc.org">mikeylea@culrc.org</a>
Emma Andrews <b>CUWBC Student Welfare Officer</b> E: <a href="mailto:emmalhandrews@hotmail.com">emmalhandrews@hotmail.com</a>	Tom Roe <b>CULRC Student Welfare Officer</b> E: <a href="mailto:tomroe@btinternet.com">tomroe@btinternet.com</a>

### College

Each college will have a support system for the students in its care. For most students, the first person to connect with if there are any issues is their Tutor.

The College Tutors have experience and access to support systems to assist with many concerns facing students. The role of the Tutor is to provide welfare advice, guidance on academic related matters and he or she may refer a student to other resources within the college or beyond.

Most colleges will have access to a nurse, sometimes shared with another college. The College Nurse will be able to deliver limited medical care, advice and onward referral to NHS resources.

A student should expect to be able to see a Tutor or College Nurse within 24 hours of a request.

### University

#### **University Counseling Service (UCS) - [www.counselling.cam.ac.uk](http://www.counselling.cam.ac.uk)**

The UCS is available to all students for support with problems at any level of severity. The Service is staffed by a team of trained and accredited counsellors and therapists. The counsellors are all experienced in helping people from many different backgrounds and cultures, and with a wide range of personal and work issues. The UCS has two dedicated Mental Health Advisors who provide a range of support to students experiencing moderate to severe mental health difficulties.

**Cambridge University Student Union (CUSU) - [www.cusu.co.uk](http://www.cusu.co.uk)**

CUSU is a federal organisation that in conjunction with the Graduate Students Union represents the interests of all the students to the University. CUSU also provides the Students Union Advice Service (SUAS) which offers independent advice and support on academic and welfare issues: [www.studentadvice.cam.ac.uk](http://www.studentadvice.cam.ac.uk)

**Disability Resources Centre (DRC) - [www.disability.admin.cam.ac.uk](http://www.disability.admin.cam.ac.uk)**

The DRC provides advice and guidance for prospective and current disabled students to enable them to access a wide range of services. Support is available for students with SPLD, sensory impairments (including hearing loss, visual impairment); mental health conditions (including depression, schizophrenia and anxiety disorder) Asperger syndrome, autism, epilepsy.

## Secondary

**GP – Newnham Walk Surgery - [www.newnhamwalksurgery.nhs.uk](http://www.newnhamwalksurgery.nhs.uk)**

We recommend all our students register with the Newnham Walk Surgery where the medical team understand the routine of members of our squad. **Tel: 01223 366811**

A student may book an appointment with a GP in this practice by contacting the surgery directly or via the College Nurse. The relationship we have with this specific surgery means appointments will be the same day.

The GP will do their very best to link in with our coaches and Senior Members to provide responsive support for our students.

**Addenbrooke’s Hospital - [www.cuh.nhs.uk](http://www.cuh.nhs.uk) Tel: 01223 245151**

Addenbrooke’s is an internationally renowned teaching hospital and research centre in Cambridge, England with strong affiliations to the University of Cambridge. Addenbrooke’s Hospital is based on the Cambridge biomedical Campus. The hospital is run by Cambridge University Hospitals NHS Foundation Trust and is a designated academic health science centre. It is also the East of England’s Major Trauma Centre.

**National Health Services - [www.england.nhs.uk](http://www.england.nhs.uk)**

The NHS coordinates healthcare provision in England. Care is delivered locally by GPs, pharmacists, dentists and local health services

International students may not be able to obtain all medications through the NHS and may have to pay for some medicines.

## In Case of an Emergency

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In case of a **life threatening** emergency: dial 999 and call an ambulance immediately. Calls are also accepted on the European Union emergency number, 112

- If an athlete poses immediate danger to himself/herself or to others dial 999.
- Remain with the athlete until help arrives.
- Remove any dangers if possible. Inform the student's College via the Porter's Lodge
- Inform the Senior Member

### Urgent Cases

If an athlete's mental health or wellbeing is a cause for urgent concern but there is no emergency, dial 111 and ask for help from the NHS advisor.

- Suggest the student contact his/her GP.
- Inform the Senior Member

### Student at Risk

If a student appears to be at risk for any reason, consider speaking with his/her GP with permission from the student or refer the student to the USC Mental Health Advisor 01223 768566.

- Inform the Senior Member

## Financial Welfare Pathway

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All students must pay the University composition fee by the specified due dates to avoid any penalties. If, for any reason, an athlete falls short of money for this purpose, or any other purpose, the athlete should take the following action:

- Arrange to see his/her College Tutor and explain
- Send Tutor written reasons for shortfall in advance of meeting
- Prepare a simple balance sheet – income – expenditure = shortfall

### Likely Outcome:

- Tutor may facilitate a relief through disbursement of a grant or loan
- Fee deadlines may be extended

## Physical and Mental Welfare Pathway

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If a student has a concern over his/her physical, mental or emotional wellbeing the student should arrange to see his/her College Nurse to explain the problem

### Likely Outcome:

- The College Nurse may book the athlete an appointment with the GP
- The GP may treat the student and refer back to the College Nurse
- The GP may refer the student to a specific medical practitioner

At any stage the College Nurse may also refer the student to his or her College Tutor and the Tutor may refer on to the Senior Tutor. It is open to the student to request a meeting with the Senior Tutor at any time after the first contact with the Tutor.

## Academic Welfare Pathway

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With the academic year being short and intense the club is aware there are times when academic work is highly demanding, potentially causing students to worry. Our coaching team want to understand when an individual student has academic 'pinch points' – times where academic demands will require more time. Training sessions can be scheduled to reduce conflict and to ensure that, when academic focus is required, there is space for it. It is important all students speak to a coach if there are academic deadlines or exams approaching.

If a student develops concerns about his/her general academic performance, there are people who can help with advice. In this instance a student should arrange a conversation with one of the coaches and our Senior Member.

Alternatively, a Supervisor or the Director of Studies or the student's Tutor may express concerns regarding under-performance by formal or informal means. If this occurs, the student should arrange to see his/her College Tutor to explain the problem and seek advice and support

### Likely Outcome

- Tutor will explore possible reasons for underperformance and may engage academic specialists to help advise.
- Tutor may refer student to Senior Tutor if needed
- Tutor may refer student to Disability Resource Centre (DRC) if a specific learning profile is suspected.
- The DRC will screen the student and may refer onwards to the Dyslexia Assessment Centre (DAC) for full assessment.

Welfare issues concerning students may be shared with explicit consent of the individual concerned or on a strictly need to know basis in accordance with the perception of risk. In exceptional circumstances, and the assessment of risk has been made, it may be necessary to pass information without the student's consent.

If a student refuses to consent to disclosure, when his or her personal safety is at risk or others are at risk or disclosure is required by law, disclosure should be made.

Requests for information about a student's health received from family or friends, from the press or from any other sources will be refused. CUWBC and CULRC have no authority to provide information regarding the health of any student.

## Data Protection

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Written information held about a student is governed by the provisions of the Data Protection Act 2018. Information on a student's health amounts to 'sensitive personal data' under the Act and must be processed accordingly. A student must give explicit consent to data processing or CUWBC/CULRC will need to justify retention to protect the vital interests of the students and others.

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