

Club Safety Policy: Oxford University Amateur Boxing Club

Introduction

- 1) Oxford University <Club Name> Club (henceforth known as 'the club') is totally committed to the safety of its members. For the current academic year, and all future academic years, the clubs' activities operate in accordance with this document, the clubs risk assessment(s), the [University Regulations for the Activities and Conduct of Student Members](#) and the guidelines of any National Governing Body that the club is affiliated to.
- 2) This policy relates to the physical safety of club activities and club members within those club activities. Any issues relating to the behavior of specific club members should be addressed through the club's code of conduct.
- 3) The club affiliates to the National Governing Body (NGB) for any / all sporting activity in which the club operates activity, as per the clubs constitution.
 - a) The club acknowledges that it is the club's responsibility to ensure that its current activities adhere to the regulations and guidelines of the NGB(s) that the club affiliates to. Support and guidance are also available via the Sports Safety Officer.
 - b) The club is currently affiliated to England Boxing and will continue to be affiliated for the full academic year.
- 4) This policy is updated at least once a year, for the beginning of the academic year. An updated version of this document is submitted to the Sports Federation at least once per academic year, through the club handover process, and is subsequently updated immediately, and re-submitted (via safety@sport.ox.ac.uk) should any changes be required. This is a live policy relating to all club activities and is updated frequently.
- 5) The updated version of this document, and all other club documentation, is made available to the club's members via the club's website. This is also updated immediately, when changes are required.

Overview of Activities

Weekly Activities **[during term-time only / all year round]**

Day	Time	Location	Sessions Name and/or Description
Sun	8:30-10:10	Main Hall	Open training
Tues	17:30-19:30	Main Hall	Open training
Thurs	15:30 – 17:30	Main Hall	Open training
Fri	18:30-20:30	Main Hall	Invite-only training
Sat	9:00-12:00	GLD	Invite-only training

Annual Events

Approximate Date (e.g. Week of Term)	Approximate Time	Location	Event Name and/or Description
Early MM23	7pm-11pm	Acer Nethercott Hall	Women's Show
Early HT 24	7pm-11pm	Oxford Union	Town vs Gown
Late HT 24	7pm-11pm	Cambridge	Varsity Boxing 2024

Annual Trips / Tours

Approximate Dates (e.g. Week of Term)	Location	Trip / Tour Name and/or Description
Week before start of HT24	Tenerife	Tenerife Training Camp

Risk Assessments

- 6) All club activities are appropriately risk assessed by the club. The club maintains up to date and accurate records of its risk assessments, so they can be immediately referred to should an accident, incident or near-miss occur. The clubs also maintain records of any changes made to those risk assessments (including the dates any changes were made) to be referred to as and when required. Support with conducting risk assessments can be requested through the Sports Safety Officer, who will also review all clubs' risk assessments periodically and provide feedback.
- a) Risk assessments for regular club activities are included as appendices to this policy, which will be updated when changes are required. Such risk assessments are reviewed at least once every 12 months (e.g. during the handover process or before the start of a new academic year).
 - b) Risk assessments for events are submitted via the event registration process to be approved by the Sports Safety Officer. All details are submitted at least 21 days prior to the event, as per regulation 1.12(2) of the [University Regulations for the Activities and Conduct of Student Members](#), which is reiterated in the club's constitution.
 - c) Risk assessments for trips and tours (UK or abroad) are submitted via the trip and tour registration process to be approved by the Sports Safety Officer. All details are submitted at least one calendar month prior to departure, as per regulation 4.2 of the [University Regulations for the Activities and Conduct of Student Members](#), which is reiterated in the club's constitution.
- 7) For risk assessment purposes, club activities include any activity organised by the club or its committee member for the benefit of the club's members, or any activities using the club's resources or name. Activities or events organised between members of the club are not included, providing the club and/or committee is not involved in organising the activities and the club does not provide its resources or name in the organising of the activities.

First Aid

- 10) All club activities are appropriately covered by qualified first aiders, unless the risk assessment for the activity explicitly states that first aid cover is not required.
- a) This cover comes in a variety of forms (such as qualified staff at host venues, qualified coaches leading activity, qualified club members within activity, emergency services or externally appointed first aiders) and will be specified in the risk assessment for each activity.
 - b) Should the agreed first aid provision not be available, the risks are reassessed using guidance from the National Governing Body and the Sports Safety Officer. If following re-assessment, the activity cannot go ahead safely, then the club will cancel that planned activity.

Accidents, Emergencies and Near Misses

- 11) All accidents, emergencies and near misses that take place during club activities are logged by the club and reported to the University via [the Health & Safety Incident Reporting Form](#), which is required by health and safety law, to ensure that the club is maintaining a duty of care to its members. All reported accidents, incidents and near-misses will be reviewed by the Sports Safety Officer.
- a) An 'accident' is defined as an unfortunate incident that happened unexpectedly and unintentionally resulting in injury to a person or persons and/or damage to property.
 - c) An 'incident' is used to encompass accidents, dangerous occurrences, specified occupational exposure, ill-health. All accidents, emergencies and near misses that take place during club activities are logged by the club and reported to the University via [in the Health & Safety Incident Reporting Form](#), which is required by health and safety law, to ensure that the club is maintaining a duty of care to its members.
 - d) A 'near-miss' relates to incidents that did not result in injury, illness, or damage, but that had the potential to do so. Recognising and reporting these incidents can provide opportunities to learn lessons that prevent future injury or damage. Club members and committees are actively encouraged to report near misses without fear of blame, to ensure safety is improved for any future or repeat issues.

Insurance

- 12) All club activities are appropriately insured to ensure that the members, and the club itself, have an appropriate level of cover should an accident or incident occur.
- a) The club has public liability insurance, which is provided by Bluefin Sport through England Boxing and a copy of this insurance can be provided to members or third parties when needed.
 - b) The club has personal accident insurance, which is provided by Bluefin Sport through England Boxing and a copy of this insurance can be provided to members when needed. All registered club members (registered through the Sports Federation membership process) are also covered by the Sports Federation personal accident insurance. This policy should be treated as a backup for club specific cover, but details of this policy will be communicated directly to members once they are registered by the club.

- c) The club ensures that all coaches and session leaders have appropriate professional liability cover in place and always maintains up to date records of those insurance details.

Coaching

- d) Any sports coaching that takes place within club activities is led by individuals with appropriate qualifications and insurance in place. Coaching is defined as the process of motivating, guiding, and providing technical advice or training to individual(s) or teams, relating to the sport or activity in question.
 - e) Coaching can come in a variety of forms. This requirement includes external contracted instructors or coaches (whether permanent or visiting), club members, student leaders and volunteers, who all must have the correct qualifications and insurance in place.
 - f) Volunteer instructors or coaches can, in some circumstances, have insurance cover through the sports NGB without having a qualification, but any insurance in place must still be clarified and evidenced and the club will maintain up to date records of those insurance details.
- 14) All individuals that are 'coaching' within club activities are registered with the Sports Federation through the Club Coach Registration Form, as per regulation 1.12(1)(k) of the [University Regulations for the Activities and Conduct of Student Members](#).
- a) The club acknowledges that failure to register coaches through the Club Coach Registration Form, or failure to include any coach's qualifications or insurance, may expose club officers, the club and the University to damages arising out of negligent action by the coach, and as such will ensure all coaches are registered appropriately.

Events

- 15) All events organised by the club are planned, organised and risk assessed in a thorough manner.
- a) 'Club events' are defined as any activities that take place on a specific date(s) or at a specific time(s) that are outside of the club's regular risk assessed activity, which can include sporting and non-sporting activities. Further details can be found via the [Events](#) page of the Sports Federation Hub.
 - b) All club events are submitted via the Event Registration Process, to be approved by the Sports Safety Officer. All details are submitted at least 21 days before the event is due to take place, as per regulation 1.12(2) of the [University Regulations for the Activities and Conduct of Student Members](#).
 - c) The club acknowledges that failure to register any event within the above deadline may mean that said event cannot be approved and therefore cannot take place.
- 16) Club social events and activities are also appropriately planned, organised and risk assessed, but in most cases will not be registered via the Event Registration Process, unless they are associated with or linked directly to a sporting event (e.g. an after-event dinner).
- e) Club social activities are defined as any non-sporting activity organised by the club or its committee members for the benefit of the club's members, or any activities using the club's resources or name. Social activities or events organised between members of the club are not included, providing the club and/or committee are not involved in organising the activities and the club does not provide its resources or name in the organising of the activities.

Trips and Tours

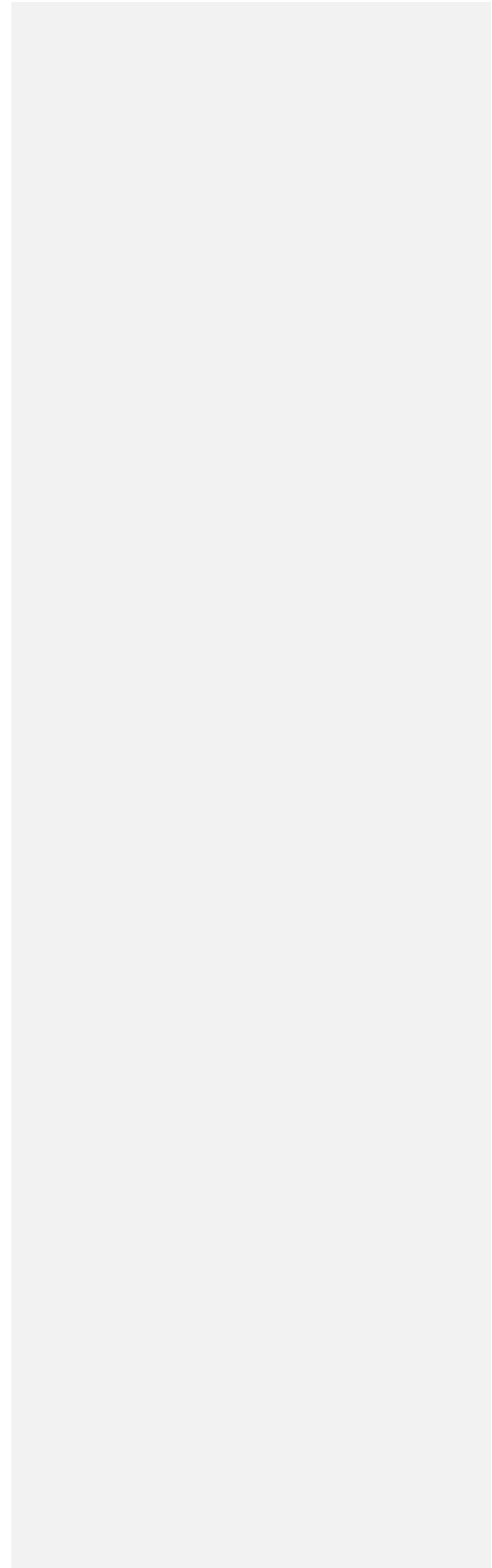
- 17) All trips and tours organised by the club are planned, organised and risk assessed in a thorough manner.
- a) 'Trips and Tours' are defined as any club activity that requires an overnight stay or any activity outside of Oxford for those sports deemed as 'higher risk'. Further details can be found via the [Trips and Tours](#) page on the Sports Federation Hub.
 - b) All club trips and tours are submitted via the Trips and Tours Registration Process to be approved by the Sports Safety Officer. All details are submitted before the club makes any firm commitments, and at least one month before the trip or tour is due to take place, as per regulation 4.2 of the [University Regulations for the Activities and Conduct of Student Members](#).
 - c) All club overseas trips will also follow all of Part 4 of the [University Regulations for the Activities and Conduct of Student Members](#), which includes individual permission requirements for each student (through the Sports Safety Officer and the Proctors) should the trip take place during Full Term or the Thursday and Friday preceding Full Term. The club is aware that permission for students to travel within these timescales is not guaranteed and the club will make alternative arrangements if permission is not granted (e.g. change of dates) otherwise the trip or tour will be unable to take place.
 - d) The club, the individuals and any club property travelling should not be uninsured during any part of a trip, as comprehensive travel insurance is a requirement for all participants travelling on a club's overseas trip.
 - e) The club acknowledges that failure to register any trip or tour within the above deadline may mean that said trip or tour cannot be approved or take place, either at all or at least in the name of the University.

Safeguarding Children and Vulnerable Adults

- 18) Club activities that bring (or may bring) members into contact with children under 18, or anyone defined as a vulnerable adult, are separately risk assessed and approved by the Sports Safeguarding Officer.
- a) Any concerns regarding safeguarding are to be addressed to the club committees and the club ensures that every club member knows how to escalate concerns to the committee.
 - b) Any concerns brought to the committee are shared with the Sports Safeguarding Officer (SSO), as early as possible, who may refer to the University Designated Leads for a decision and action if required. Concerns should not be reported to the club's NGB until the University Designated Leads has provided feedback to the Sports Safeguarding Officer.
 - c) Any risk assessments or concerns shared with the Sports Safeguarding Officer should be sent only via safety@sport.ox.ac.uk for confidentiality purposes.

Club Safety Policy: Oxford University Amateur Boxing Club – Appendices

General / Overall / Regular Risk Assessment(s)



UNIVERSITY of OXFORD SPORTS DEPARTMENT

OXFORD UNIVERSITY AMATEUR BOXING CLUB

Risk Assessment for Training at Iffley Sports Complex

	Who might be harmed	HAZARD	Risk	Control Measure in place
	Participants	Strikes to head during sparring:	Injuries: Concussion; Broken or bleeding nose.	- Sparring gloves and gum shields are always worn and are mandatory. - Boxers of roughly equal abilities should be sparring. Mismatches heighten the chance of injuries. - A qualified first aid trained person is present at all training sessions. - Boxers are encouraged to spar with restraint. The aim of sparring is not to injure your opponent but to improve technique. - An experienced coach supervises each sparring contest and boxers are not allowed to spar on their own. - Sparring is carried out in accordance with regulations set down by England Boxing. - All injuries are to be reported to the Sports Manager on duty. - First Aid will be provided and/or the Emergency Services called. An accident report form is to be completed for all accidents.
	Participants	Major injuries during Competition.	Knockouts resulting in Concussion, Unconsciousness, and cuts.	- For all England Boxing events, it is mandatory that paramedics are in attendance along with a Doctor. For all England Boxing events, it is mandatory that paramedics are in attendance along with a Doctor. The injured person is removed to hospital. - England Boxing officials and Judges are organised for each England Boxing event by officials of the University Club. All England Boxing events follow the set

				guidelines available at http://www.abae.co.uk/aba - If members are 'knocked-out' in a bout they must be checked by the doctor present and shall not compete again until passed fit to do so by a Medical Officer nominated by his Association/Division (usually a period of 30 days) according to section 2 of the AIBA technical rules. The coaches at the club oversee this. All injuries in England Boxing bouts are covered by the club's insurance.
	Participants	Strikes to Body	Major / minor Injuries	- Body Protectors may be purchased for use in any heavy sparring; this is optional. Groin cups can be purchased – they are optional in sparring but mandatory in competition. - Boxers undergo a full warm-up and down before any training session. - Running on the track in icy conditions should not take place. - Spotters are used to ensure safety whilst weightlifting. - See procedure for reporting accidents. - Strikes below the belt are illegal and uncommon in sparring.
	Participants	Non-qualified / insured instructors / coaches	Unsafe practice	- Club Committee to ensure that the coach / instructor is qualified and insured and where applicable a DBS check is completed.
	Participants	Equipment failure	Minor / major injuries	- Club Committee to ensure necessary equipment checks and servicing has been completed and documented. - Committee to ensure that all equipment is used in the correct manner.
	Participants	Slips, trips, falls in the Hall, GLD and Eton Fives Court	Minor injury	- Club Committee to ensure that the facility and is clean and fit for purpose.
	Participants	Blood-Bourne Diseases	Cuts	- Any boxer who suffers blood loss must immediately stop sparring, to stem the blood flow.

				- Gloves are to be worn when dealing with all blood related injuries. Blood is to be cleaned up from the sparring ring. - The ring is cleaned again at the end of the session. All blood related towels & tissues are to be disposed of in the correct manner, using the yellow blood bag. - For each sparring session the club should provide 2 buckets, one with clean water and one to be used for dirty 'bloodied' water. - Disposable gloves and disposable blood bags are to be available. Full blood bags are to be given to the main reception desk and these will be disposed of by the Sports Department. The Sports Department will provide disposable gloves and blood bags at the beginning of the year.
	Participants	Inexperienced Boxers		- Inexperienced boxers are thoroughly instructed in the basics before being allowed to practice on the bags. - They are not allowed to spar until they demonstrate a reasonable level of proficiency and control. - New members are asked about any medical conditions when joining. New members who require it will be asked to bring medication with them. A membership form must be completed to list all personal details. - All registered boxers must undergo a medical by a registered GP before being given a boxing card. This is organised by the club President who will contact the GP to arrange the medical.
	Participants	Weight Training	Muscle strains or tears, impact injuries and faulty equipment.	- Correct technique is to be taught and monitored at all times to minimise injury. Any machine not deemed safe will be avoided. - All free weights are to be left correctly stored at the end of each weights session and used in line with gym guidelines.
	Participants	Assembly of Sparring ring and Punching bags,	Minor / Major Injury	- Assembling Punching bags should be a 2 person task and the sparring ring should only be assembled by members of the club who are clear about the correct assembly.

		Manual Handling in the Hall, Eton Fives Court and GLD		- All kit is to be returned to a safe place in the storeroom.
	Participants	Faulty Specialist Equipment (Gloves and Headguards)	Minor injury	- All equipment is to be checked before the start of each practice session by the Safety Officer. Any defective equipment is replaced. - All sparring gloves are either 14oz, 16oz or 18oz gloves purchased within the past 3 years and are in excellent condition. Sparring gloves can be either 16/18oz, but using 18oz reduces the risk of injury in sparring. Closer to competition time, 16oz gloves may be used. - An equipment inventory is completed each year and sent to the Sports Department.

Appendices To Be Included: -

1) Activity Specific Risk Assessment(s) – Events, Trips, Fixtures etc.

(Individual to event and venue) – please contact is template of event risk assessment is needed.

2) Concussion Guidance / Policy – If appropriate to sport (e.g. from NGB)

Discussing injuries and concussion at OUABC

We've put together some information to help you in the event of an injury during your time at OUABC. All sports have risks, but the risks that we discuss below are those that might be a bit more frequent in boxing.

Before all this, there's plenty of good practices you can bear in mind to PREVENT injuries:

- If you have an existing injury or a concern, talk to your coach or committee in advance of training
- Make sure you have eaten before training (ideally not immediately before) and have had enough sleep the night before
- Stay hydrated before, during and after training
- Avoid alcohol before sparring (including the evening before morning training) - do **not** spar if you are hungover or severely dehydrated
- Do **not** spar if you suspect you have suffered a head injury (however minor) prior to sparring, e.g. during another sports match or on a night out

- In the lead up to competitions, make sure you are protecting your overall health - avoid alcohol, get plenty of sleep and eat nutritionally rich food
- Work on preventative strength training - neck strengthening exercises will reduce your susceptibility to concussion. Strengthening areas of weakness, e.g. wrists and hip flexors, can prevent injuries in the long term. Speak to the Blues Gym coaches for advice on exercises.

IF in doubt, sit it out

IF you are injured, there's a protocol all set-out and well trained people so that you don't have to handle this by yourself.

Injury and/or concussion protocol at Iffley Sport Centre

1. Identifying that you are injured
 - a. The coach might notice a particular blow/knock/movement that raises concern. Someone watching could also notice this, during sparring and other parts of training
 - b. You feel that you have been injured (anything from muscular pain to headache)
2. Reporting to an OUABC member
 - a. Report this to one of the coaches, whichever you are most comfortable with
 - b. Report this to one of the Captains
 - c. Report this to a Welfare Officer, or ask anyone on the team your comfortable with to mention your injury to a coach/captain
3. Signifying Iffley reception staff
 - a. There is ALWAYS someone at the reception with 1st aid training, who can help assessing the injury (This is an important step as Iffley staff will keep track of injuries). Go to the reception desk, someone from OUABC will accompany you to reception, and the Iffley reception will reach out to the Iffley medical team.
 - b. Iffley staff have a partnership with a local taxi company, and they will call a taxi FREE OF CHARGE to take you to A&E (Accident and Emergency) at the JR Hospital. Someone from OUABC will accompany you.
4. Signifying other important points of contact
 - a. In case of any injury, OUABC will let your college know, and ensure that someone can bring you anything you need
 - b. We then refer back to Iffley Sport Centre and to OUABC Welfare officers to notify that you will need follow-up and formalize a risk assessment

What happens if you're injured during an external event?

During external events (BUCS, Varsity, Town v Gown), OUABC uses other venues (Chaplaincy, Union, Town Hall). There will ALWAYS be medics onsite, who will conduct their professional risk assessment. Here also, anyone you're comfortable with from OUABC will stay with you. During these events, the OUABC doctor will also be present.

If you have to be taken to A&E, we will ensure that your college is made aware of this, and that anyone you need will be contacted.

Even if you're not injured, your safety and security is our first concern. As such, know that our medics present during bouts fill in a [T10 form](#) on Medical Care of a Boxer After a Contest.

Focus on identifying a suspected concussion

Concussion can happen in very mild forms, and no one wants that to impact your mental health, your studies, or anything else. So be aware of the following symptoms, as you may feel unwell and NEED some rest to prevent serious concussion.

- Headache - Irritability - Dizziness - Anxiety - Nausea - Feeling depressed or tearful - Unsteadiness - Difficulty concentrating - Restlessness - Poor attention - Slowed reactions - Sleep disturbance - Memory problems - Low energy - "Feeling in a fog" - Sensitivity to light or noise

And remember, if in doubt, sit it out

Returning to sports after concussion

Below are some guidelines for returning to boxing after a concussion. It's a great idea to have these in mind in the beginning of the season, as general guidance, when these symptoms appear, or when you've been officially medicalled for mild/severe concussion, you should follow these recommendations.

Dos and Don'ts

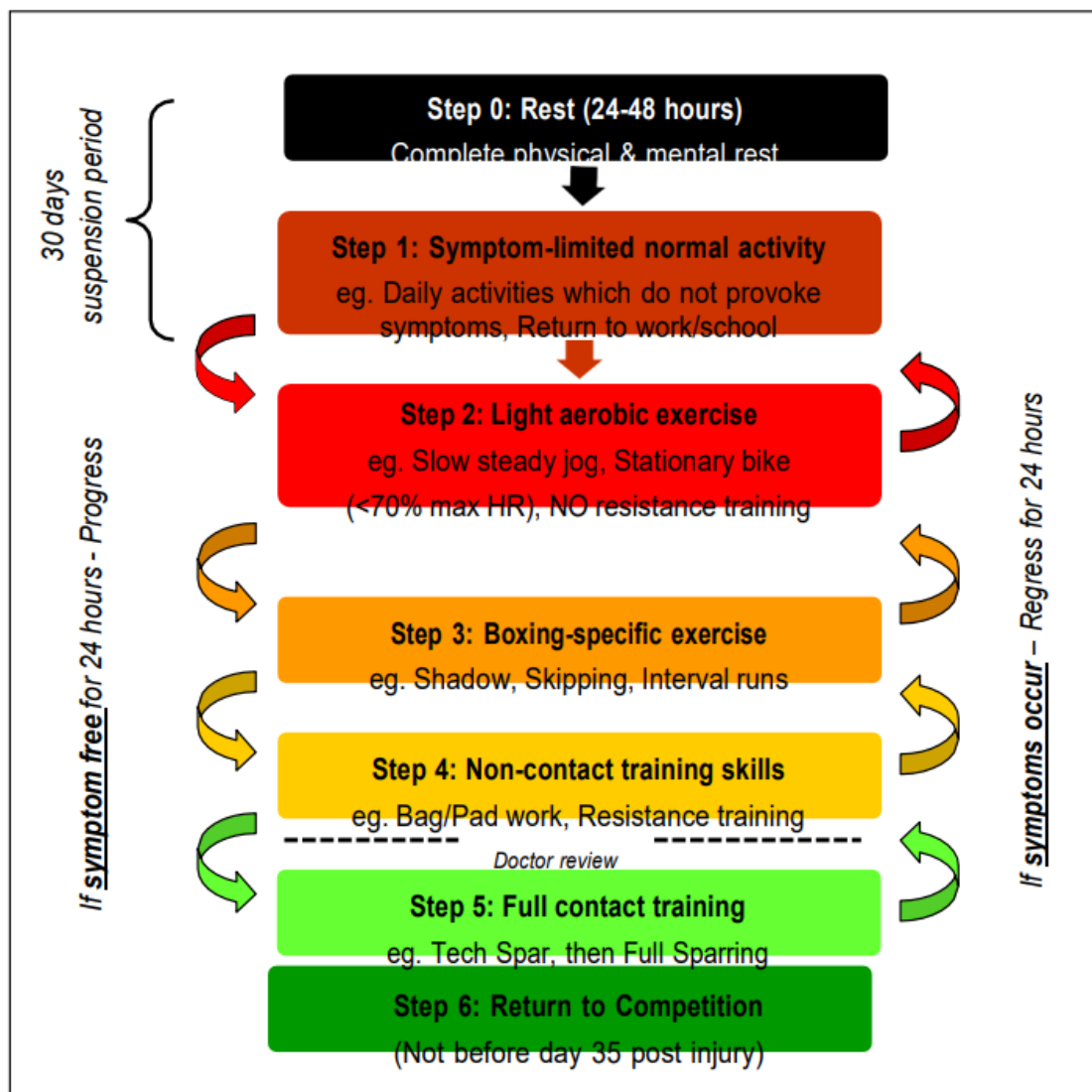
- ✓ **DO** have plenty of rest and avoid stressful situations
- ✓ **DO** take painkillers such as paracetamol for headaches
- ✓ **DO** inform a friend or family member about your injury so they can keep an eye on you

- × **DON'T** stay at home alone for the first 24 hours after injury
- × **DON'T** drink alcohol
- × **DON'T** drive until you have recovered
- × **DON'T** take aspirin, ibuprofen or sleeping tablets

Next, there's an easy protocol to follow if you have mild/severe concussion. All OUABC committee know this protocol, so in the event of an injury, we will help keep track of what stage you're at and make sure to check in regularly. Following these steps, even if you are not sure you have a concussion, will not hurt, and may prevent serious injury.

There's no point rushing return to sports, most important is to take it easy, and keep the committee informed (you can find this protocol in the England Boxing Handbook referenced in the next section).

DO NOT RUSH THIS Taking this protocol seriously early on may feel frustrating, but not doing so could stop you from returning to sports for much longer or result in debilitating post-concussion syndrome.



How can you report an injury?

In any event of any injury, you **MUST** fill in this [form](#), or have someone from OUABC fill out the form for you. It's super important that this is done so that we can follow-up on anything you may need. This file goes to the Sports safety officer, who will be in charge with updating the club on your injury.

How can you report a complaint?

There may be a case where you wish to raise a complaint, be this following an injury or not. At any rate, talk to your COMMITTEE if in doubt, that's what they're there for. It's important you know that all complaints are dealt with anonymously and confidentially with the minimal necessary people on the committee being informed about details of your complaint. Any action taken by the club will be on the advice of the Sports Federation and with your consent.

As a first step, you should email the Sports Fed (sportsfed@sport.ox.ac.uk) with details of your complaint.

As a second step, you may wish to reach out to the [Student Resolution Services](#) (mediation@admin.ox.ac.uk) who will act as mediators in the issue you raise.

Eating disorders in boxing

As a sport with weight categories, boxing can be particularly challenging for people who struggle with disordered eating. In order to prevent experiences that may be triggering (for example, being asked your weight, participating in a weigh in or discussing diet), it is important you are able to speak to someone you trust in the club, who will relay to the head coach in confidence that weight is not something you wish to discuss, or speak to a coach directly. Doing so will allow the coaches to help you have a more supportive experience of boxing.

If you find the process of weight management ahead of competitions is badly affecting your relationship with food or your body image, do reach out to a member of the club or committee that you trust.

Resources for boxers

Eating disorder charities:

- BEAT: <https://www.beateatingdisorders.org.uk/>
- National Centre for Eating Disorders: <https://eating-disorders.org.uk/>

Eating disorder screening questionnaire: <https://screening.mhanational.org/screening-tools/eating-disorder/>

Advice on weight loss for athletes:

- Weight Management for Athletes and Active Individuals: A Brief Review (Manore, 2015)
<https://www.ncbi.nlm.nih.gov/pmc/articles/PMC4672016/>
- Healthline Article on Science-Based Ways for Athletes to Lose Weight:
https://www.healthline.com/nutrition/9-weight-loss-tips-for-athletes#TOC_TITLE_HDR_11
- Gatorade Sports Science Institute Article on Weight Management for Athletes and Active Individuals:
<https://www.gssiweb.org/sports-science-exchange/article/weight-management-for-athletes-and-active-individuals/>
- Weight Loss Advice from GB Boxing: <https://www.gbboxing.org.uk/resources-for-boxers/eating-to-your-weight-goal/>

Other resources

1. Points of contact in OUABC

- Look at the committee webpage

2. Information on identifying concussion and injuries

- [Head case](#), England Rugby Federation
- [England Boxing Rulebook](#), England Boxing Federation

3. Other points of contact (you can find these on the [Welfare section of Oxford University Sports](#))

- Sports Fed (sportsfed@sport.ox.ac.uk)
- University Counselling Services (01865 270300, counselling@admin.ox.ac.uk, 3 Worcester Street, OX1 2BX)
- College Staff: Nurses, Welfare officers, Junior Deans (this is college specific so check your college website)
- Nightline: (01865 270270)
- Disability Advisory Service: (01865 280459, disability@admin.ox.ac.uk, 3 Worcester Street, OX1 2BX)
- Student Union VP Welfare and Equal Opportunities: (vpweo@oxfordsu.ox.ac.uk)
- [Oxford University Sexual Harassment and Violence Support Service](#)
- [Sexual Assault Referral Centres \(SARCS\)](#)
- [Harassment Advisory Network](#) (01865 270760, harassment.line@admin.ox.ac.uk)
- Rainbow Peers (rainbowpeers@admin.ox.ac.uk)
- Peers of Colour (peersofcolour@admin.ox.ac.uk)
- Oxford Sexual Abuse and Rape Crisis Centre (0800 783 6294)
- [Beat](#) (0808 801 0677)
- [Talking Space Plus](#)

3)

4) Weight Management Policy – If appropriate to sport (e.g from Sports Federation Template)

1) Purpose

a) The purpose of this document is to clearly outline the club's policy on body weight management for its members. This policy is required as maintaining a specific body weight is a requirement for one or more of the competition(s) that the club decides to compete in.

2) Application

a) This policy will apply to all club members who are on a pathway to competing in a competition with a weight category.

3) General Principles

a) The following general principles will be followed during all club activities: -

- i) The overarching ethos of this policy, and the club's activities, will be to have a positive impact on club members' wellbeing and student experience whilst studying at the University.
- ii) To avoid any doubt, no club activities should have a negative impact on a member's wellbeing, no matter what the potential positive impact on student experience or competitive advantage, either to an individual(s) or team(s).
- iii) The club will have a positive and proactive culture towards weight management, and will actively discourage negative comments in relation to food choices, intake of food and drink and the potential impact on any member's body weight.
- iv) It will be the club member's responsibility to ensure they are an appropriate body weight to compete. The club will put in place safeguards, such as this policy, to ensure members wellbeing is the priority during any competition period, but the club may not expect unreasonable personal information to be frequently shared with them by any member.
- v) Information on the support offered by the club, and signposting to further support, both within the club and the wider University, will be provided to all club members, and will be reiterated when appropriate e.g. when individual support is requested or during weight management discussions.
- vi) The club will regularly check in with its member to ensure that they are appropriately supported during any competition period. This support should be offered / provided by the student committee (through at least one specified club Welfare Officer) and will be offered by a committee member who is appropriately distanced from any team selection policies, with an understand that the committee member is not an expert and it may be more appropriate to signpost the member to professional and/or qualified services.
- vii) The club will not discriminate against any member who does not feel comfortable in discussing their body weight or the management of their body weight, although members will be expected at least disclose their

current body weight, in the interest of individual safety and wellbeing, at the appropriate intervals (outlined in (3) below), within any competition period.

- viii) All club competition selection policies will be suitably separate from any weight management discussions, member support, and wellbeing safeguards put in place by the club as part of this policy or general club activities.
- ix) The club will include trigger warnings, regarding food / drink and eating disorders, and an opportunity for alternative individual provisions for any member, in any weight management discussions delivered to a group of members.
- x) This policy will align with National Governing Body (NGB) guidance for the specific sport, and if at any time the information conflicts, the information provided by the NGB will supersede this policy, and this policy will be updated immediately to reflect that, subject to approval by the Sports Federation.

4) Interactions with Club Members

a) The club will have the following specific interactions with its members during any competition period that involves specific weight categories: -

- i) The club will confirm with its members, as early as is possible, the competition dates for any competitions with weight categories, to allow for as much preparation and support as possible to be available to each student member.

(1) If a competition date cannot be confirmed, the club will estimate the competition date and time, based on the earliest potential date, to ensure this policy can be implemented appropriately. ii) The club will circulate in writing, by email, this policy and the support offered to members, to all affected members, at the start of any competition period.

- iii) The club will arrange at least one meeting, in person or online, with all affected members, to outline this policy, the support on offer to members and the clubs' arrangements regarding weight management, for the upcoming competition period.
- iv) The club will re-iterate in writing (by email) this policy, the support offered to members and any discussion topics from the meeting outlined above, to all affected members, following the meeting.
- v) The club will request the disclosure of current body weight (and any other associated measures) of any member who wishes to compete in a specific competition that requires a weight category. It will be mandatory for any athlete wishing to compete in a competition with a weight category to provide this information. This information will be initially requested at least two months before the competition and may also be requested at the following times in the training period leading up to the competition: -

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vi) The club will ensure that any information gathered from members is gathered in a

private and confidential manner and once collected, is treated with the upmost confidentiality. Any information shared by individuals should not be shared with any other club member, committee members or coaches, beyond the requirements of this policy.

- (1) Should information need to be shared for selection purposes, it will be shared in a binary (e.g. yes/no/on track/not on track) format, rather than disclosing individual members' personal body weight or other measurements to those involved in the selection process.
- (2) Should actual / current body weight data need to be shared for selection purposes; it should be justified to the OUS Sports Services Manager as to why this is needed, before any data is shared. If the OUS Sports Services Manager deems that the data requirements are justified, a data transfer method will be agreed and only then may the individual's data be shared with those involved in selection, as per the agreed format.

vii) The collection of body weight information will only include a 'weigh-in' if this is deemed a requirement by the rules of the competition or if conducting a weigh-in would be useful preparation for the competition format. If possible, any in person 'weigh-ins' should be avoided, or minimised in frequency, and members should be trusted to disclose their own weight. If a

weigh in is required, the logistics of this process must be handled extremely sensitively, using the following requirements: -

- (1) No group weigh-ins will be arranged. All members will be given the opportunity to weigh in privately, with as few people present as possible.
- (2) Only two specified people should attend and/or be present at any member weigh-ins, alongside the individual member. These people should include the welfare officer, where possible, and another member of committee who is appropriately removed from the selection criteria. Under no circumstances will a committee member or coach that is responsible for team / athlete selections be attending an in-person weigh in.

- (3) Every effort will be made to make the weigh-in environment a positive, inclusive, and welcoming one, to reduce member concerns and ease any anxiety that individual members may feel about the process. Measures to make the environment positive, inclusive, and welcoming will be communicated to members (e.g. 4(a) vii(1),(2),(3)).

- (4) The club will make every

effort to provide an alternative format, should any member provide a legitimate reason that they would not be comfortable with an in-person weigh-in. viii) Following the collection or disclosure of any body weight information, and any subsequent collection or disclosure of body weight information, the club will follow the process outlined in “5) Individual Weight Management Process”, which will be adaptable dependant on the amount of time before the competition is due to take place.

5) Individual Weight Management Process

- a) Following each collection of any member’s data, the overall principles, calculations and outcomes outlined below will be followed for each club member following this policy.
- b) The information required for each member at the start of this process will be: current body weight, current height, current BMI and number of full weeks until competition and/or weigh in for competition.

c) Overall Principles

- i) If weight change is required to meet the rules of a competition, and appropriate for the individual member, the change should be implemented with the guidance of a medical professional, to ensure that the members wellbeing remains the priority.
- ii) If weight change is required to meet the rules of a competition and appropriate for the individual member, each member should plan to change their weight over as long a period as possible, to ensure that change is gradual, affects can be monitored, and contingency plans can put in place if appropriate weight change is not possible for any shorter periods.

(1) Any plan to change weight should include periods where the individuals' weight does not change. Some examples where this might be appropriate would be: vacation weeks, family or religious celebrations or heavy training weeks (e.g. for appropriate fuelling), where weight maintenance might be more appropriate for a period and should be considering in longer-term planning.

d) Allowed Weight Change Zones

- i) The following weight change zones will apply all club members who are on a pathway to competing in a competition with a weight category: -

(1) Allowed Weight Change Zone – Less than 8 weeks before the competition

- (a) BMI below 18.5 = Must be currently within the weight category to remain eligible for competition or may gain up to 0.7% of

current body weight, per full week until the required date, not including the day of the competition, or reach 24.9 BMI, whichever is the smaller amount of total weight change

- (b) BMI 18.5 to 24.9 = May gain or lose up to 0.7% of current body weight per full week until the required date, not including the day of the competition, or reach 18.5 BMI (if losing weight) or 24.9 BMI (if gaining weight), whichever is the smaller amount of total weight change
- (c) BMI above 24.9 = May lose up to 0.7% of current body weight per full week until the required date, not including the day of the competition, or reach 18.5 BMI, whichever is the smaller amount of total weight change

(2) Allowed Weight Change Zone – 8 weeks or more before the competition

- (a) BMI below 18.5 = Must be currently within the weight category to remain eligible for competition or may gain up to 0.5% of current body weight, per full week until the required date, not including the day of the competition, or reach 24.9 BMI, whichever is the smaller amount of total weight change
- (b) BMI 18.5 to 24.9 = May gain or lose up to 0.5% of current body weight per full week until the required date, not including the day of the competition, or reach 18.5 BMI (if losing weight) or 24.9 BMI (if gaining weight), whichever is the smaller amount of total weight change
- (c) BMI above 24.9 = May lose up to 0.5% of current body weight per full week until the required date, not including the day of the competition, or reach 18.5 BMI, whichever is the smaller amount of total weight change

e) Calculations of Individual Weight Management Feasibility

- i) Using the overall principles, the information required and the allowed weight change zones above, a calculation will be made for each member, in order to assess the outcome of their weight management feasibility at that time, as per the possible outcomes below.

6) Outcomes of Weight Disclosures and Individual Weight Management Feasibility

- a) If the members current weight is within the specified weight category, then training can continue, and the athlete will be eligible for selection for competitions
- b) If the member is within the “allowed weight change zone” for the relevant timeframe from their competition or competition weigh-in, then training can continue, with support provided from the club if required and appropriate planning from the individual to ensure that any weight change is feasible and appropriate
- c) If the member is outside of 6(a) or 6(b), then they are unfortunately ineligible for competition immediately. They should be offered the opportunity to continue to train, if possible, but will not be eligible for selection for that competition period, within that specific weight category, even if they subsequently meet the criteria in 6(a) or 6(b)
 - i) The club will not monitor members feasibility and/or eligibility from one academic year to the next, but will encourage individual members to follow this policy throughout their time involved with club activities

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