

CHRIST CHURCH
STUDENTS'
UNION



'to better student life and enrich student experiences'

WELCOME EVENTS POLICY

Officer Champions	President (Sports & Engagement) President (Development)
Staff Champions	Opportunities Manager Head of Engagement
Approval bodies and date passed	Board of Trustees, 28th October 2016
To be reviewed by	October 2019

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1. Introduction

- a. Welcome events and social events are activities in which members (often new members) of a club or society are expected to perform a task or tasks as a means of gaining credibility, status or entry within that club or society.

2. Policy Statement

- a. Christ Church Students' Unions ('CCSU' or the 'Union') Mission is to better student life and enrich student experiences. The Union's Vision is to empower, encourage and embrace every Canterbury Christ Church University student. As such, the Union recognises the importance of ensuring students are made to feel welcomed, included and supported in their time at Christ Church, especially in their first few weeks.
- b. This Policy has the aim and objective of providing guidance and support to clubs and societies, and elected committees in particular, when admitting and welcoming new members in a way that is safe and in line with the Union's values.

3. Guidelines

- a. All welcome events will have to abide to the following:
 - i. Any planned event must be brought to the attention of the Opportunities Administrator 10 days prior to the event;
 - ii. A risk assessment (created by a trained individual) must be completed by each student group involved to ascertain the safety of the planned initiation; this will then be approved or declined by the Opportunities Manager, the President (Sports & Engagement) and President (Development);
 - iii. All activities are noted with the exact times and event, also stating the venue the welcome event will be taking place. This must be returned 7 days before the set date;
 - iv. At all times a responsible person or persons (from within the club or society) will oversee the event. This person will be sober at all times, be responsible for any person participating, ensure all members participating return home safely and ensure that these regulations are adhered to at all times;
 - v. All individuals should be made aware that the welcome event is not compulsory and that they have the right not to participate;
 - vi. Any non-participation should be treated respectfully. No peer pressure or bullying should be applied. There is a zero tolerance policy towards behaviour of this type or behaviour which would jeopardise safety;

- vii. If alcohol is involved as part of the welcome event then a non-alcoholic alternative should also be made available; and
- viii. Welcome events must not have any bearing on team / squad membership or membership of the club or society in any way. All groups should be fully inclusive to all members at all times.

4. Breach of Policy

- a. All members have a shared responsibility to uphold this Policy, in letter and spirit, but particular onus is placed upon social secretaries and committees. Non-adherence of this Policy must be brought to the attention of the President (Sports & Engagement), President (Development), or the Opportunities Manager.
- b. Allegations of non-compliance of this Policy against individuals, as well as those against whole clubs or societies, will be dealt with through the Members Code of Conduct contained in the Bye-Laws of Christ Church Students' Union.