

# CAMBRIDGE UNIVERSITY POLO CLUB

## CODE OF CONDUCT

2021-22

### INTRODUCTION

Cambridge University Polo Club (CUPC) is fully committed to safeguarding and promoting the well-being of all its members to ensure a positive and enjoyable experience.

All those involved in CUPC activities, whether they are involved as participants, coaches, officials or spectators, are therefore required to adhere to the standards of behaviour – set out within this Code of Conduct - and to support the aims and objectives of CUPC. This Code of Conduct has been developed to ensure the highest possible standards of competition and sportsmanship as well as promoting fairness, honesty and positive behaviour in relation to the conduct of all those representing CUPC.

### OUR COMMITMENT

CUPC respects the rights, dignity and worth of every person involved in its activities. CUPC is committed to team members enjoying polo in an environment free from discrimination, intimidation, harassment and abuse. CUPC believes that it is the responsibility of all of its members to challenge discriminatory behaviour and promote equality of opportunity.

### AFFILIATIONS

CUPC is governed by the constitution of the Cambridge University Polo Club (“the Constitution”), which is registered with the University of Cambridge Sports Service. This Code of Conduct is in addition, and by no means replaces, the standards set by Cambridge University Polo Club in the Constitution, the student’s individual college and the overarching Proctor regulations.

CUPC is also affiliated to the Schools and Universities Polo Association (SUPA) and the Hurlingham Polo Association (HPA) and abides by their regulations regarding their respective competitions.

### STANDARDS OF BEHAVIOUR

Members of CUPC are solely responsible for their conduct when representing CUPC. Members **must** therefore:

- Respect the rights, dignity and values of others
- Operate within the rules of the sport
- Treat facilities, staff and students at the University of Cambridge and other institutions with respect and abide by any rules that may apply
- Be aware of how their actions may be perceived by others
- Maintain high standards of personal behaviour at all times
- Conduct themselves in a reasonable manner relating to offensive language and temperament
- Refrain from any form of bullying or harassment of others. Harassment is any offensive conduct based on a person’s race, sex, gender identity, national origin,

colour, disability, age, sexual orientation, marital status, religion or any other status protected by law

- Respect the decisions of officials, making all appeals through the appropriate formal process and respecting the final decision
- Not condone, or allow to go unchallenged, any form of bullying, harassment or discrimination if witnessed
- Refrain from the use of and involvement with illegal substances at all times
- Not act in an unlawful manner
- Not encourage or pressure others into acting against the code
- Understand the repercussions of any breaches of this Code of Conduct

## **HEALTH AND SAFETY**

CUPC is strongly committed to encouraging members to take part, but the health, well-being and safety of each individual is always our paramount concern. The Club will therefore take all reasonable steps to ensure that all its activities are safe in line with the Club Safety Policy.

To support the Club, all members are expected to:-

- Take reasonable care for their own health and safety and that of others who may be affected by what they do or not do.
- Co-operate with the club on health and safety issues.
- Correctly use all equipment provided by the club.
- Not interfere with or misuse anything provided for your health, safety or welfare.
- Ensure that they update the club and coaches with any medical information or changes to emergency contact details.

## **INSURANCE**

As a registered Club through the University Sports Service, CUPC is covered by the University of Cambridge's Public Liability Insurance. This insurance covers members partaking in CUPC official activities only.

CUPC official activities are those offered via our official website ([www.cupoloclub.com](http://www.cupoloclub.com)), and/or as confirmed by the CUPC Executive Committee as official activities.

It is important to note that should a member, or group of members, partake in any other activities that are not CUPC official activities, that member/those members are doing this as an individual/individuals and not in association with CUPC. Please remember that polo is a sport involving risk and it is important for individuals to have arranged appropriate insurance.

CUPC's home facility offers CUPC members the opportunity to independently partake in club chukkas, however, these do not constitute a CUPC official activity. Members wishing to partake in club chukkas should liaise with CUPC's home facility to clarify independent risk and insurance.

## **OFFICAL HOME FACILITY**

Cambridge Polo Club (Haggis Farm) provides CUPC's official home ground, pony hire and coaches. In principal, all CUPC lessons, stick and ball, team selection processes and home matches/tournaments will be held at the official home ground and pony hire will be used for all internal CUPC activities, unless otherwise specified agreed by the Executive Committee.

## **PONY WELFARE**

CUPC places great importance on pony welfare. CUPC members are expected to always put pony welfare first and should all read the HPA Polo pony welfare booklet. All members playing Novice level and above must have a solid understanding of the rules, and may be required to pass the HPA Grass Rules test to participate in certain matches. All members are required to follow the CUPC Pony Welfare Guidelines. We expect our service providers to uphold the highest standard of pony welfare and all CUPC members must adhere to the same standards.

## **ANTI-DOPING**

Members of the Club must adhere to the requirements of the World Anti-Doping Agency (WADA) code. Please note that Team Members could potentially be subject to random testing during competitions, particularly those at competing at National Level and above. Club Members caught with banned substances in their system will be subject to disciplinary proceedings

Please be aware that if you are playing as an individual externally to official CUPC activities you are not covered by the Club's insurance and it is your responsibility to arrange private insurance cover (e.g. via HPA).

## **PUBLICATIONS, INTERNET AND SOCIAL MEDIA**

CUPC wishes to promote the club positively both within the University and externally. It recognises that its publications, online, print and social media are important tools in recruiting new members and engaging with alumni and potential sponsors. It is the responsibility of all CUPC members to manage their personal social media presence responsibly. As such, all members are responsible for ensuring that they:-

- Refrain from publishing negative comments about other clubs, players or umpires and any controversial or potentially inflammatory subjects.
- Avoid hostile or harassing communications in any posts or other online communications.
- Identify all copyrighted or borrowed material with citations and links. When publishing direct paraphrased quotes, thoughts, ideas, photos or videos, give credit to the original publisher or author.
- Review responses to online posts and resolve any concerns before they are posted.

## **BRANDING**

The official polo equipment and clothing supplier to CUPC is La Martina. As such, CUPC team members will be required to wear official La Martina team clothing when representing the Club and the University. CUPC members are not permitted to wear any University of Cambridge branded clothing when playing for other teams/clubs, unless otherwise agreed with the Executive Committee. Teams must be entered through official channels via the Executive Committee to be eligible to wear official La Martina or University of Cambridge branded clothing at tournaments. Members must be conscious of their behaviour when wearing official CUPC La Martina clothing as they are representing both the Club and the University.

## **SELECTION POLICY AND FEEDBACK**

Selection for all official CUPC teams for home and away matches and tournaments will take place at CUPC's official home ground, unless otherwise specified by the Executive

Committee. CUPC's selection policy has been determined by the Club's Head Coach in collaboration with the Club Captain and can be found on our official website. All team selection decisions will be made by the CUPC Head Coach and not the Club Captain or any other members of the Executive Committee.

All CUPC members who put themselves forward for team selection will be eligible to request feedback from CUPC coaches regarding their performance and the reasoning behind the Coach's selection.

## **SOCIAL EVENTS**

Social functions form an important part of a club's activities. CUPC is committed to ensuring that all students are able and encouraged to participate in student activities in an atmosphere free from discrimination or fear. As such, CUPC will aim to organise a range of social events that are as inclusive as possible. Members should be aware that:

- Participation in any form of social activity is completely optional.
- They must not force others to participate in initiations and/or other social and sporting events run by CUPC.
- Members must be made aware that they can opt-out of social activities without fear of undue pressure, reprisal or any other form of discrimination at any point.

## **BREACHES OF THE CODE OF CONDUCT**

CUPC's Constitution (Clause 10.1) states that "*the Executive Committee, in consultation with the Senior Treasurer, shall have the authority to expel or to suspend a Member or Members whose actions (including but not limited to breaches of the Code of Conduct) are felt to be such as to bring CUPC into disrepute, or gravely harm the interests of its Members.*" This action may be applied when a member of the Club brings CUPC into disrepute, breaches the Code of Conduct or engages in any activity that adversely affects the smooth running of the Club in a major way.

Should a breach of the Code of Conduct be identified, the Club Captain, in consultation with the Executive Committee, may suspend a member from CUPC and Club activities pending further investigation.

In the event of an expulsion, the excluded member is required to return all equipment, documents and finances belonging to the Club within 7 days. He/she will not be entitled to any full or partial refund of annual subscriptions and will be required to pay any outstanding amount owed to CUPC within 14 days.

If the excluded or suspended member wishes to appeal the decision, that appeal should be made to the Sports Club Registration Committee within 14 days, which will assess the appeal in consultation with the Senior Treasurer, and whose decision will be final. An appeal as to the process of exclusion, but not a further investigation into the facts, may be lodged with the Junior Proctor within 14 days from receipt of appeal outcome.

## **WELFARE**

CUPC takes the welfare of its members seriously. Any member of the Club that has any concerns regarding their welfare or that of others involved in Team or Club activities can discuss these, in confidence, with the Club Welfare Officer.

Sophie Bergmann welfare@cupoloclub.com

*Signed:*

Chloe Pitts

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CUPC Presidents

Date: 9/12/21