

## Initiations Guidance

### Background

Initiations and social events have been part and parcel of club and society membership at Universities for a long time. The vast majority of these events are well planned events aimed at creating a strong cohesion between members of the club or society.

However some societies engage in activities that could be dangerous and harmful to their members. Anglia Ruskin Students Union does not condone these activities and accordingly provides this set of guideline for clubs and societies to ensure that their social activities undertaken in the name of the University and the Union are conducted in a responsible and safe manner.

### The Purpose of this Guidance

- To recognise the purpose and objectives of Club and Society Socials and Initiations.
- To reaffirm our commitment to provide a safe and welcoming environment for all.
- To remind presidents and committee members of their duty of care over their club or society membership, to ensure their safety during organised activities
- To promote responsible behaviour and responsible drinking when undertaking activities in the name of the University and the Union.
- To provide guidance on how to organise a safe and responsible social event so that all members feel welcome.

To highlight the possible legal ramifications of social events that endanger students and potentially bring the union or the University into disrepute

## Guidance

- A detailed risk assessment must be completed and sent to [societies@angliastudent.com](mailto:societies@angliastudent.com) to ascertain the safety of the planned initiation at least 14 working days before the planned event. Failure to do this will result in your event being cancelled.
- It is recommended that at all times a responsible steward will oversee the initiations. The steward must, be sober at all times, be responsible for any persons participating in the initiations, ensure all members participating return home safely and ensure that the code of conduct is adhered to at all times.
- Games that involve repetitive drinking or drinking drinks 'in one' are actively discouraged by the Students' Union.
- Members should not be encouraged to drink any beverages which have hidden alcohol – so called 'dirty pints or cocktails'
- No activity should take place that causes risk of injury or damage to physical or psychological health to those taking part or those with whom they come into contact.
- Any non-participation is treated respectfully with no peer pressure or bullying applied.
- Participation in games and activities **MUST NOT** have any bearing on the team / squad or membership of the club in any way and all groups should be inclusive to all members at **ALL** times.
- It is the policy of the Students' Union that every student has the right to participate as a full member in all activities without attending any social events. Selection for competitive activities should be based purely on ability, skill, fitness criteria and attendance at training.
- Every sports club should hold their Fresher's trials for selection of squads before club socials take place, to reduce any pressure that first years may feel to take part in an 'initiation'.

It is recommended that all Sports Clubs and their members use this information as guidance when organising initiations. Your Club should be open to as many members as possible. Therefore we ask you not to discriminate against them and to take peoples individuality into account.

We want all students that participate and commit their time to groups to have an enjoyable time that they can look back on positively and which helps them to build the foundations of their future.

## Disciplinary Action

Although this document is written guidance resource if any club or society is found to be completely negligent to this resource and/or is found to have put on an event which has a negative impact on the wellbeing of their members; they will be brought in front of the Student Activities Disciplinary committee; where the club/society will be scrutinised against the current ARUSU clubs and societies code of conduct.