



**COMMUNITY, CULTURE &  
CONDUCT**

Student Group Training

# CONTENT WARNINGS:

- Examples used include sensitive and upsetting topics.
- Open door policy.
- TW Sexual Harassment / Assault, Death, Suicide, Bullying.



# OBJECTIVES OF THE SESSION:

- To understand what the responsibilities of the committee are in relation to community, culture and conduct.
- To understand how the SU can support student groups with conflict and other potential issues.
- To understand what processes and policies are in place to support student groups.
- To understand what is expected of student group committees and their members in relation to community, culture and conduct.



# MEET THE TEAM



**David Gallardo, outgoing VP  
Soc Sports 25/26**



**Nathan Linde, incoming VP  
Soc Sports 26/27**



**Julia Saunders, Student  
Opportunities Manger**

# MEET THE TEAM CONTINUED



**Issy Trapnell**  
**Hoyle, Societies Coordinator**



**Liam Moore, Sports Club**  
**Coordinator**

# COMMUNITY, CULTURE AND CONDUCT:

- **Community:** creating an inclusive space for you and your members.
- **Culture:** combating negative values and behaviour to help build an inclusive community.
- **Conduct:** your behaviour and how you treat one another.



# WHY ARE WE HERE:

- Increasing student conduct issues.
- Responsibilities to challenge negative behaviour.
- Combat historic traditions that foster toxic environments and viewpoints.
- Create a positive and safe environment.



# PROCESSES AND POLICIES



# CODE OF CONDUCT

- Sets out clear guidelines of what is expected of your members and you as a committee.
- Outlines how you can be held accountable.
- Lives on your Google Drive.
- Must be signed by your committee and shown to all members (should think about how you get them to actively agree)



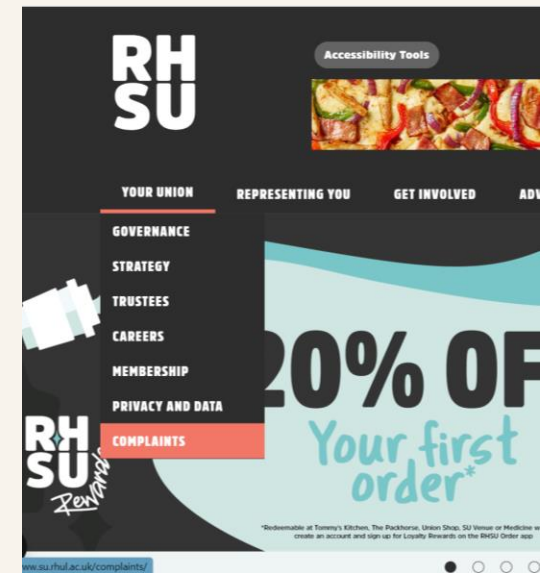
# WELLBEING AND CONDUCT ESCALATION

- Understanding how the student opportunities team can support you.
- Knowing when and how to escalate any wellbeing and conduct issues.
- Process for when there is a risk to safety if an individual(s) attends a group event or activity.



# BYELAW L

- Members' Disciplinary Procedure.
- Allegations of misconduct to be submitted on the complaints form on the SU website.
- Investigation may be launched – can lead to a Disciplinary Panel.
- Sanctions: recommendations issued, warnings or suspension of membership entitlements banned from NGB and BUCS.



# DISAGREEMENTS



# COHEISVIE COMMUNITY

- We expect students to engage with one another respectfully and lawfully. Freedom of speech includes the right to express unpopular or controversial ideas. Inclusion looks to ensure all members of the community can take part without harassment, intimidation, discrimination, or exclusionary conduct.
- We all have different views and opinions and are free to express them as long as they are lawful. We ask that you respect each other's views and run events and activities in a way that ensures this can happen.
- When people's actions do not follow this sentiment, it should be reported, to either the Union or the University.
- Please ensure all committee members read the joint Freedom of Speech Code of Practice.



# COMMITTEE DISAGREEMENTS

- Speak to them
- Speak to us
- Formal options



# MEMBER DISAGREEMENTS

- Wellbeing and conduct escalation
- Code of conduct
- Try to deal with informally first depending on the severity of situation.



# VOTE OF NO CONFIDENCE

- Votes of no confidence are a last resort and must only be conducted in extreme circumstances.
- In order to conduct a Vote of No Confidence, you must contact the Student Opportunities Team.
- When a Vote of No Confidence takes place, it is made very public to the entire student population. Committee and Members are reminded to consider this when making their decision as it will have a wider impact on the Student Group.



# COMMITTEE RESPONSIBILITIES



# COMMITTEE RESPONSIBILITIES

- Lead by example.
- Create an inclusive environment.
- Do not foster bad culture.
- Reporting vs intervening.



# YOUR FIRST SOCIAL

- Activities should not be forced, exclusive or alcohol dependant.
- Focus will not be placed on ritual humiliation, drunkenness or peer pressure.
- Participation is not a prerequisite for selection and inclusions within a group.
- Members should be able to opt out of any activity without fear or pressure, reprisal or any form of discrimination.
- BUCS: Report an initiation. On the BUCS website, you can report an initiation via the 'make a report' form. This information will help BUCS follow up with students ensure safe spaces for all students in University sport. You can make your report anonymously.



# CONSENT CULTURE

- Are they in a position to be giving their full consent?
- Consent can be impacted by:
  - Intoxication
  - Peer pressure
  - Bullying
  - Threat of removal from group



# WHAT DOES IT MEAN TO BE AN ACTIVE BYSTANDER

**ACTIVE BYSTANDER** – Being aware of when someone's behaviour is inappropriate and choosing to challenge it.



# KEY CONTACTS

SU: [VPSocSport@su.rhul.ac.uk](mailto:VPSocSport@su.rhul.ac.uk)

Wellbeing: [Wellbeing@rhul.ac.uk](mailto:Wellbeing@rhul.ac.uk)

Advice: [Advice@su.rhul.ac.uk](mailto:Advice@su.rhul.ac.uk)

Police: 999 (for emergencies) or 101 (for non-emergencies)

Security: 01784 443888



# NEXT STEPS

- Code of Conduct template
- Planning with committee
- Read all relevant processes and policies



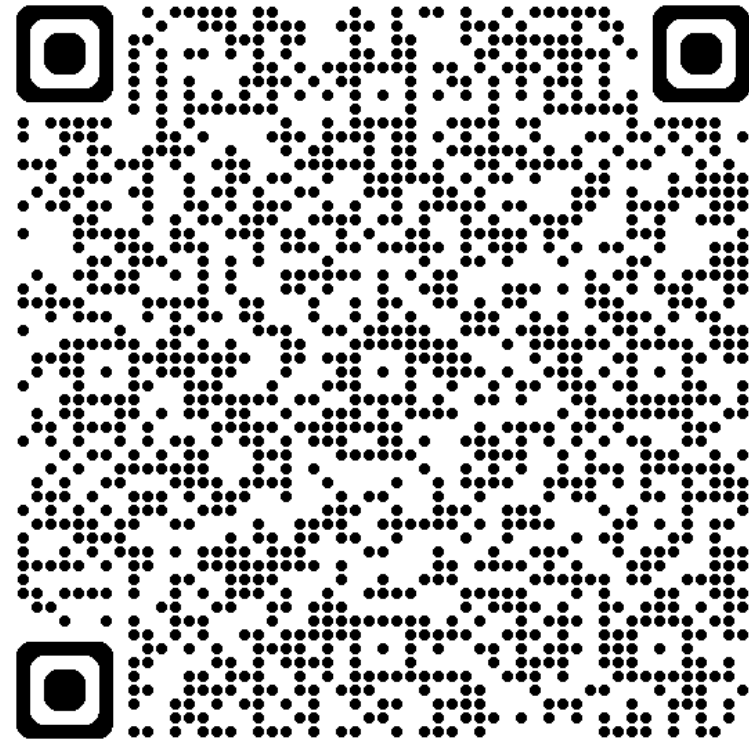
# STUDENT OPPORTUNITIES TEAMS

- Freshdesk
  - <https://rhsu.freshdesk.com/support/home>
  - Submit a ticket on Freshdesk
- Drop-Ins
  - Mondays 14:30-16:00
  - Thursday 10-11.30



# EDI AND FEEDBACK FORM

Equality and Diversity Monitoring  
Form 2025/26



# THANK YOU

