

SCONES Safety and Wellbeing (S&W) Policy and Procedure

Foreword: SCONES (The Scotland and Northeast University Bouldering Series) is designed to be an accessible and welcoming environment for all higher education students within our region. There is a zero-tolerance policy to any misconduct within our community. We strive to be a leading example of allyship and advocacy within the climbing setting and hold the right and duty to contact relevant governmental and non-governmental bodies in response to reported or observed matters. Additionally, SCONES has a liberty of enforcing relevant and just sanctions in line with our disciplinary policy.

About: In this document you will find the relevant contact details for queries and reporting of safety and wellbeing concerns at SCONES; what individuals and teams need to provide to participate in SCONES; the values and expectations that we have identified for all stakeholders of SCONES; How to report a concern and how this will be actioned

Note: The Safety and Wellbeing Lead shall operate independently to the Disciplinary Policy when considering welfare concerns. Where disciplinary action is judged as appropriate, matters will be referred to the Disciplinary Commission in accordance to our Policy

Key contacts:

- **Safety and Wellbeing Lead: Henry Thomas**
- **SCONES Email: info@sconeunibouldering.com**
- **Anonymous Reporting Link: Can be found on our website under contact us**
- **Overt Reporting: info@sconeunibouldering.com**

Definitions:

Term	Definition
Harassment	Harassment is any unwanted conduct that has the purpose or effect of either violating a person's dignity, or creating an intimidating, hostile, degrading, humiliating, or offensive environment for them. The behaviour may involve conduct of a sexual nature (sexual harassment), or it could relate to one or more protected characteristics under the Equality Act 2010.
Bullying	Bullying is unwanted behaviour that can be repeated, or a one-off incident causing harm, intimidation, or offence. It can affect anyone, including competitors, volunteers,

	and committee. It often involves a power imbalance, though not always.
Discrimination	Discrimination means treating a person unfairly because of who they are or because they possess certain characteristics. If you have been treated differently from other people only because of who you are or because you possess certain characteristics, you may have been discriminated against.
Protected Characteristic	One of 9 protected characteristics as outlined by the Equality Act 2010: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation
Hate Incidents	A hate incident is any incident which the victim, or anyone else, thinks is based on someone's prejudice towards them because of their protected characteristic
Sexual Misconduct	Sexual misconduct describes a range of behaviours including sexual assault, sexual harassment, stalking, voyeurism and any other conduct of a sexual nature that is non-consensual or has the purpose or effect of threatening, intimidating, undermining, humiliating or coercing a person.
Stalking	Stalking is when someone repeatedly targets you with unwanted behaviour. The behaviour is obsessive or fixated and it can mean you have to change your life or daily activities. Stalking may include: following someone going uninvited to their home, workplace, school or other locations hanging around somewhere they know the person often visits watching or spying on someone identity theft (signing-up to services, buying things in someone's name) writing or posting online about someone if it's unwanted or the person doesn't know
Welfare Concern	A concern relating to an individual's physical health, mental health, emotional wellbeing, personal circumstances, or ability to participate safely within the SCONES environment.

Safety and Wellbeing Pre-Competition Form (S&WPCF) (APPLICABLE TO COMMITTEE ONLY):

- The S&WPCF is a document that must be completed before competing at SCONES. It allows us to know who to contact in case of any S&W concerns
- By completing the S&WPCF you are recognising the contents of this document; the contents of The Rules and Disciplinary Policy; and the contents of the Conflict-of-Interest Policy and agreeing that these are acceptable parameters and policies for your club/team/society to operate in.
- The data stored within the S&WPCF will be stored securely with access only being granted to the Safety and Wellbeing lead and head organisers of SCONES.
- A new S&WPCF form will be needed per competition year and if any changes of roles occur to named individuals within the form
- You do not need to fill a S&WPCF if you lack an affiliation with any society or club competing at SCONES as we will contact the student service team of your affiliated university if any issues arise
- The S&WPCF should be completed by the relevant committee official however can be completed by any member if need be
- Members can check whether a S&WPCF form has been completed for their participation online through a checker document

VALUES AND EXPECTATIONS:

Values

The values of SCONES are as followed:

- To develop university climbing within Scotland and the Northeast of England
- To lower access barriers into competitive climbing
- To strive as an exemplar for allyship and advocacy within the climbing setting
- To promote the values of fair play and sportsmanship
- To forever put the community first in all of our actions
- To take proportionate action against misconduct within our environment
- To be proud and celebrate the community we have in our regions

Expectations

Teams:

- Actively promote the culture of SCONES
- Abide by the spirit and values of climbing as a sport

- Hold yourselves accountable for your actions and of those representing your team/club
- Call out instances of your own stakeholders' poor behaviour
- Actively and in good time, report instances of poor behaviour acted within the SCONES environment through the appropriate channels with honesty and transparency
- Not engage in disrespectful or inappropriate conduct
- Not engage in inflammatory, discriminatory or inappropriate acts

Team staff/committee/volunteers

- Be an exemplar of the principles of fair play and the values of climbing as a sport
- Show courtesy, consideration, kindness and respect to all stakeholders within the SCONES environment
- Be mindful and actively partake in the creation and maintenance of an inclusive environment
- Challenge all instances of negative behavior
- Treat all stakeholders with empathy and respect within the SCONES environment

Climbers:

- Show courtesy, consideration, kindness and respect for all SCONES stakeholders within the SCONES environment
- Treat everyone equally and respect individual's rights and protections
- Uphold the principles of fair play and the laws of competitive climbing unique to SCONES
- Be positive in every contribution you make
- Make sure that all stakeholders are involved in both SCONES and club-based activities
- Respect groups and individuals consent in all aspects
- Challenge negative language and behaviours such as but not limited to: Racism, ageism, ableism, transphobia, classism, xenophobia
- Intervene and report all concerns safely
- Accept the result of one's performance with dignity

Emergency Situations

- SCONES reporting procedures are not an emergency response service
- Where there is an immediate threat to life, serious injury, serious criminal activity, or a significant risk of harm, stakeholders should contact the appropriate emergency services and venue staff immediately before submitting a report through SCONES channels.
- Following emergency intervention, SCONES should be notified as soon as reasonably practical so that appropriate welfare and disciplinary procedures can be considered.

Reporting

The right to report

- Stakeholders with an involvement with SCONES has the right to be able to report any concern they have witnessed or experienced within the SCONES community
- 'Stakeholders' refers to people and/or groups who are affected and/or responsible for the sociocultural environment of SCONES
 - Examples of 'stakeholders' include competitors, venue staff and management, partner organisations, Club/Society Committee, team captains, photographers, members of SCONES team, universities and their respective student unions
 - The 'environment of SCONES' refers to any space where SCONES stakeholders interact, such as planned events, travel to and from events, and within university setups.
- Stakeholders must have access to accessible reporting channels with the ability to report anonymously if desired.
 - SCONES will ensure all official channels of communication are regularly monitored and will notify stakeholders when messages have been read and received by name
 - SCONES will maintain an anonymous reporting channel within the official website

Principles of Investigation

When investigating a concern, SCONES shall endeavor to:

- Remain impartial
- Consider all evidence available to SCONES
- Allow all affected parties an appropriate opportunity to give information
- Record decisions and rationales appropriately
- Ensure actions remain proportionate to the reported concern

The actioning of a report

- All reports will be handled according to the nature, severity, and circumstances of the concern raised.
- SCONES shall seek to:
 - Protect the safety and wellbeing of all stakeholders.
 - Act fairly, proportionately, and consistently.
 - Treat all parties with dignity and respect.
 - Maintain confidentiality where reasonably possible.
 - Comply with legal and safeguarding obligations.
- Reports may result in welfare support actions, safeguarding interventions, disciplinary proceedings, referral to external agencies, or a combination of these responses.

- Not all Safety and Wellbeing reports will result in disciplinary action

Data Protection:

- SCONES will maintain accurate records relating to all reports, investigations and outcomes
- Information will be stored in accordance with the UK General Data Protection Regulation
- All stakeholder involved within a report will be assigned anonymised identifiers where appropriate
- Information can be disclosed without consent where:
 - There is a significant risk of harm
 - Criminal activity is suspected
 - Legal obligations require disclosure
 - Emergency intervention is required

How to report: How to report:

1. Reports can be received through our email (info@sconeunibouldering.com) and anonymously through our contact us tool on our website
2. You will receive a read report once the safety and wellbeing lead has read and understood the report (non-anonymous reports only)
3. We will then investigate and action the concern as appropriate
4. You will then receive a conclusion report stating what action was taken and how the case will now be closed (non-anonymous reports only)
5. An appeal option will always be offered however if this is not taken within 7 days, we will close the case and store the data under GDPR guidance (non-anonymous reports only)

DOCUMENT HISTORY

Title: SCONES Rules & Disciplinary Policy

Version: 1.0

Approval Date: 20/09/2026

Review Date: 31/08/2027

Policy written by: H.Thomas

Signature:

A handwritten signature in black ink, consisting of a large, stylized 'H' followed by a long horizontal stroke.

Date: 03/08/2026

Approved by: Louise Flockhart

Signature:

L. Flockhart

Date: 20/09/2026