



LANCASTER UNIVERSITY
STUDENTS' UNION

All In Criteria – General

If you have any questions about any of the criteria, then please email a.appleyard-keeling@lancaster.ac.uk

Criteria	Extra Information
Have at least two Exec members attend the “All In” launch meeting annually, and post our graphic to your social media channels. Mandatory	This should include at least two of: President, Treasurer, Captain, Socials Our graphic is available online and should be posted along with a message about why you’re getting involved in this project.
Review current behaviours and activities (including club traditions), and create an action plan for tackling issues these may raise Mandatory	To complete this criterion, we need to see evidence that what you have outlined in the club review is being implemented into your work. This evidence could come in a number of ways such as a document outlining some of the changes, updates to the group’s code of conduct, social media posts.
Have your executive undertake bystander intervention training, equality, diversity and inclusion training and sexual respect training. Demonstrate a change made (or will be made) as a result of this, or how your club already does well for equality, diversity and inclusion.	President, Captains, and Social Secretaries at a minimum. More club members can do this training, the members listed are the minimum we would expect. To complete this training, please email a.appleyard-keeling@lancaster.ac.uk for more information.
Have a clear disciplinary procedure for any discriminatory behaviour, and ensure club code of conduct is reviewed annually with a formal disciplinary and complaints procedure included.	Breaking the Students’ Union Code of Conduct will be investigated by the Students’ Union even if you undertake action as a club.
Induct new members to your club and provide relevant information	We’re looking for you to introduce your new members to your club. This can happen in a number of ways, but should cover at least: <ul style="list-style-type: none">• Code of Conduct• Social media best practice and policy• Rules for your socials• Welfare provision in your club



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All In Criteria – LGBTQ+

Criteria	Extra Information
Have a “Trans Inclusion Statement” that is published to prospective members Mandatory	This should be based on the regulations of your National Governing Body, and should outline the ways in which trans athletes can be involved in your club
Proactively promote an inclusive atmosphere in your club	You have free reign to interpret this in your own way and how you believe you can make your club’s atmosphere more LGBTQ+ inclusive. Some suggestions for this include: <ul style="list-style-type: none"> • Use social media to celebrate LGBTQ+ athletes • Run a Rainbow Laces campaign and discuss the importance of LGBT acceptance in sport with members, via social media and with your members.
Using celebration periods, create positive culture change within your club	For clubs, this may be running a rainbow laces campaign and holding open discussions within your club and think about the significance of this campaign and why it is run.
Work with external LGBTQ+ organisations or teams and encourage collaboration	This could be through creating a partnership with a local charity and running a fundraising event, having a friendly fixture against a local LGBTQ+ inclusive club, or collaborating with national charities during their campaigns and being an active part of it
Review club culture, socials, costumes and clothing, and the impact that could have on your members, and create an action plan on how any negative implications can be tackled	Think about whether negative, potentially offensive language is used, even if unintentionally, whether it would be challenged, and if themes or costumes during a social event are potentially offensive.



All In Criteria – Mental Health

Criteria	Extra Information
Have a clear signposting system which outlines who to speak to if a player is struggling with their wellbeing	This could be a poster that is pinned on a Facebook group for your members, or something that is discussed at the end of training. Remember that any member with welfare related responsibilities is not there to counsel people, but signpost them.
Have suitable welfare provision for your club which promotes positive mental wellbeing of your members	<p>We're looking for evidence that your club is thinking about the welfare of its members and has a system in place to support members. This could take the form of a specific welfare officer, or a welfare committee, or ensuring welfare responsibilities are a part of one of the exec roles.</p> <p>Note: any officer having responsibility for welfare are there in a signposting capacity, running events and campaigns and are not trained councillors.</p> <p>For example, hold weekly sessions with open discussions on various topics, do mindfulness and breathing exercises, and have designated members of the club who are available for peer to peer support.</p>
Undertake some wider work with the student population to encourage participation in general activity	<p>There is a strong link between physical activity and mental wellbeing, but we know for some people organised sport isn't how they want to be active.</p> <p>This is asking you to think of ways you can engage the wider student community in physical activity, whether that is through an event in Alex Square, or a campus run which is open invite.</p>
Have at least your Club's Executive attend Look After Your Mate training	<p>This training session is by Student Minds, a student mental health charity, and is very useful in learning about signposting, looking after your own wellbeing and how best to support friends.</p> <p>To register interest in this, please email a.appleyard-keeling@lancaster.ac.uk.</p>
Using relevant periods, create positive culture change within your club.	<p>You may interpret this in a number of different ways. We are looking for you to use relevant occasions to specifically start conversations about mental health within your club.</p> <ul style="list-style-type: none"> - University Mental Health Day - Mental Health Awareness Week



All In Criteria – Race and Nationality

Criteria	Extra Information
Use Black History Month, and other relevant celebration periods in this category, to create positive culture change within your club	This may be running a campaign focusing on your sport, or it could be hosting an event specifically targeting students who don't usually participate.
Proactively promote an inclusive atmosphere within your club	For example, this may look like: <ul style="list-style-type: none"> • Encouraging visible role models from your club • Celebrating a diverse set of athletes on your social media
Work with external companies/charities who work in areas such as tackling racism, international engagement and encourage collaboration	Working with external expertise helps to think about the difference you can make on a club level which feeds into the national culture.
Collaborate with an international student society to run an event, or host an event specifically targeting international students	You may wish to complete this objective alongside the previous criteria. This criteria has been left purposely open as it will depend on a club-by-club basis how this would work for you.
Look at ways to recruit international students and ensure they feel welcome at your club.	This process will ask for you to consider how you will specifically try to improve the way you could increase the international student numbers in your club, but also how you will ensure the club is integrated so you don't have divisions based on nationality.



All In Criteria – Widening Participation

Criteria	Extra Information
<p>Review social events and consider the cost over a term, and create an action plan to identify if this could be improved.</p> <p>Consider the impact of social themes and alcohol consumption across the club.</p> <p>All contracts must be approved by the Marketing Manager of the Students' Union</p> <p>Mandatory</p>	<p>Each element of this criteria must be met.</p> <p>To complete this, you should complete the qualtrics forms and provide evidence for how this has been put in to practice moving forward. This could be in a document where you explain changes to socials you will make as a result, sharing with your members some upcoming events so they can plan finances, and more.</p> <p>See Socials Review Guidelines and Socials Cost Review. Also see: Socials Cost Review template online</p>
<p>Create a guide around cost of involvement</p>	<p>This will detail the cost of the club, any gym memberships, Sport Lancaster memberships, kit required and any other associated costs with the group.</p> <p>This should be published to prospective members in a format of your choosing (e.g. poster, Union Cloud description)</p>
<p>Create a "Value for Membership" guide for members</p>	<p>This will detail what members are receiving for their money. Think about hours of coaching, gym and studio sessions, the community the club creates and more.</p> <p>Also, highlight the bursaries available to members to help members afford to participate</p> <p>The way this is presented to your members is up to you! It could be combined with the cost of involvement guide.</p> <p>Also see: Cost of Involvement & Value for Membership template online</p>
<p>Introduce a development squad with a pathway to full membership</p>	<p>Hold free/low-cost open sessions, encouraging beginners or less competitive students to be a part of your sport. Promote the benefits to prospective members of these sessions as an entry level to competition, or as a way of still being involved in the club if they are not at competitive ability.</p>
<p>Provide open training sessions instead of (or alongside) trials, and have more than one open session throughout the year</p>	<p>It is important that open training sessions are not just held in the first few weeks of first term as this does not create a welcoming culture within your club.</p>

