# Cardiff University Students’ Union Widening Access Policy Explanation

**[1] INTRODUCTION**

As groups that are run by students, for students, Clubs should strive to be accessible to as many students as possible. Student groups are important in integrating students into university, supporting them throughout and providing key experiences. Often, students face barriers to participating in Clubs at university. Therefore, Club Committees should work to break down barriers to participation in their activities.

This Policy should act as a working document to help Club Committee Members identify the barriers faced by different students and create action points to break down these barriers. Some initiatives may be aimed at breaking down barriers for specific groups of students, such as Erasmus students, student parents and students who do not drink alcohol. Other initiatives may focus on helping individual members with specific needs. Each initiative that you create should be specific to the activities of your Club. It is unreasonable to expect this Policy to remove every barrier from every event; instead, it should help all members get value from their membership, in one way or another.

 **[2] REPORTING BARRIERS TO PARTICIPATION**

Individual members are often in the best position to identify barriers that they and others face and make suggestions as to how to break these barriers down. Committee Members should encourage members to make suggestions, this could be done through email communications, social media and talking to members at events. Any suggestions from members should then be used to shape the contents of this Policy. That being said, Committee Members should also be proactive in identifying barriers and finding solutions.

Some common barriers to participation –

* LGBT+ inclusivity
	+ If you consider your club as LGBT+ inclusive?
		- If yes, do you do anything to promote / talk about its LGBT+ inclusivity?
		- If no, why is this? What can be done to change this?
* ‘Elite’ perception of sport
	+ Do you do enough to insure that Participative, competitive and performance sport are held in equal regard?
	+ If not, could you work on policy to involve more beginners or novices?
* Diversity inclusion
	+ Is there more that can be done to diversify your membership? Are there processes that discriminate against certain nationalities / cultures that can be changed?
* Disability inclusivity
	+ Does your club do all it can to insure those with visible and invisible disabilities are included and can participate in your club?

 **[3]CONTENT TO INCLUDE FOR EACH INITIATIVE**

Use the following structure to form each Initiative as in the draft policy.

[3.1]Identify the accessibility issue.

[3.2]Explain why this is an issue. Include any evidence for this.

[3.3]Describe what will be introduced or changed to improve accessibility.

[3.4]Identify who will be responsible for implementing this initiative. Use Committee Positions or roles in the Club rather than individuals’ names.

[3.5]The Club will review this initiative to evaluate its success.

[3.5.1]Describe how the initiative will be reviewed. Include any information you will need to help with this review.

[3.5.2]Identify who will be responsible for reviewing this initiative. Use Committee Positions or roles in the Society rather than individuals’ names.

[3.5.3]The review will be discussed by the Committee and, where necessary, improvements will be suggested.

[3.5.3.1]Make a list of improvements.

[3.6]Make note of the current status of the initiative. Is it being implemented, under review, under improvement, etc.?