

# TeamUCL Against Hate

*Training Workshop*



TEAMUCL  
Leagues



TEAMUCL  
Leagues



TEAMUCL



# Introduction

What is TeamUCL Against Hate?

Inclusion plans and programme highlights

Rewarding success and accreditation

Deadlines and next steps

Questions

# Meet the team



Tommy Garwood (he/him)  
Sports Development Coordinator  
(Equity and Inclusion)  
[t.garwood@ucl.ac.uk](mailto:t.garwood@ucl.ac.uk)

Amala Poulier (she/her)  
Sports Development Coordinator

# What is TeamUCL Against Hate?

TeamUCL Against Hate is our programme to leverage the **power of sports clubs**.

Created in 2021/22, it brought together three existing TeamUCL Against Hate campaigns; **Pride, Diversity** and **Zero Tolerance of Sexual Harassment**.

It's our framework to support you to write and deliver an action plan covering all three areas, to have impact within **your club, TeamUCL** and the **wider community**.

# What is TeamUCL Against Hate?

## Why do we run it?

### For students...

1. More students see sports clubs as something fun and welcoming, and as communities they want to join.
2. More students feel they can join, talk about and love TeamUCL sports clubs.
3. More students feel like UCL is somewhere they can belong.

### For clubs...

1. Greater visibility across Union channels through a detailed comms plan.
2. Increased number and diversity of members.
3. Increased impact of club offer.
4. Gain development points to push for either Bronze, Silver, or Gold Development Awards.

# What is TeamUCL Against Hate?

1

The Pledge

2

The Inclusion Plan

3

Reward and Recognition

# The Pledge

By signing the TeamUCL Against Hate Pledge, you and your club agree to:

- Follow the principles of the campaign (outlined within the pledge).
- Take active steps to prevent all forms of bullying, harassment and discrimination, based on any protected characteristics.
- Appoint a representative to oversee each area of the pledge.
- **Create a TeamUCL Against Hate Inclusion Plan**

# Representatives





# The Inclusion Plan

This is where you set up your **actionable aims** for the programme, covering **Pride, Diversity** and **Zero Tolerance of Sexual Harassment**.

You'll need to reference your representatives in this plan.

## Where do I start with my aims?

- Where do you want to have impact?
- Have you noticed key issues at UCL or in your sport that you could help address?
- What is important to your members?
- Is your club or sport really good at something, that you want to highlight?

# The Inclusion Plan

## Pride

### **LGBTQ+ Inclusion**

- Trans inclusion
- Tackling homophobia and abusive language
- Active allyship through sport

## Diversity

### **Diversity in your sport**

- Ethnicity
- Gender
- Class
- Cultural background
- Disability
- Type of study

## Zero Tolerance

### **Zero Tolerance of Sexual Harassment**

- Consent
- Body positivity
- Tackling misogyny and promoting positive masculinity

# The Inclusion Plan

What's important to your members? Where is your sport falling behind, and what can you do at a local level? What is my sport doing well?

## Education

My club would benefit from learning about a topic relevant to this area

Panel Event or collaborative social media campaign

## Visibility

This community might benefit from seeing more athletes they can relate to within our sport

Diversify our Social Media Content

## Accessibility

This community might need more opportunities/ encouragement/ adjustments to try out our sport

Community-Specific Taster sessions

# The Inclusion Plan

Area	Aim	Theme
Pride	Aim 1: Host an open to all panel event during LGBT+ History Month.	<i>Education</i>
	Aim 2: Sell rainbow laces to fundraise for charity.	<i>Visibility</i>
Diversity	Aim 1: Run a clothing drive for refugees and asylum seekers.	<i>Accessibility</i>
	Aim 2: Organise a volunteering opportunity with a local charity to support access to sport.	<i>Accessibility</i>
Zero Tolerance	Aim 1: Run an event on body positivity with other TeamUCL clubs	<i>Education</i>
	Aim 2: Organise an Active Bystander workshop for club members (with 80% attendance).	<i>Education</i>

# Some examples...

- Hockey Club (Women's) ran a talk with Susannah Townsend MB OLY about her experiences as an LGBT+ athlete.
- Pole Fitness worked with Sign Language Soc and instructors to support a deaf student to join the club and take part in regular training sessions.
- Lots of clubs fundraised for charities, hitting aims across all three areas.
- Boat Club run an Active Bystander training session for their members.
- Clubs engaged with the Black History Month Sports Pass programme, offering free sessions to Black students during BHM.
- Clubs ran celebration events around holidays that were important to members from outside the UK.

# The Inclusion Plan – Target Groups

When you have your aims, you need to think about who they'll target.

## 1. Your Club

An initiative that primarily benefits your club

## 2. TeamUCL

An initiative that benefits several sports clubs within the Union

## 3. The Wider Community

An initiative that benefits organisations or groups external to TeamUCL

# The Inclusion Plan – Target Groups

Area	Aim	Target group
Pride	Aim 1: Run a panel event with another club during LGBT+ History Month.	Club, TeamUCL
	Aim 2: Sell rainbow laces to fundraise for charity.	Wider Community
Diversity	Aim 1: Run a clothing drive for refugees and asylum seekers.	Wider Community
	Aim 2: Organise a volunteering opportunity with a local charity to support access to sport.	Club, Wider Community
Zero Tolerance	Aim 1: Run an event on body positivity with societies and other TeamUCL clubs.	Club, TeamUCL, Wider Community
	Aim 2: Organise an Active Bystander workshop for club members (with 80% attendance).	Club

# The Inclusion Plan – Actionable steps

Next, create a delivery plan to break each aim into smaller steps.

**Pride in TeamUCL, Aim 1:** Run a panel event with another club during LGBT+ History Month.

Actions required	Who is responsible?	Deadline	Date achieved	What does success look like?
Organise a date, time and location	LGBT+ representative and President	14/01/23		<ul style="list-style-type: none"><li>○ The panel consists of members from multiple TeamUCL clubs.</li><li>○ 75% of our club membership attend.</li><li>○ Members from other TeamUCL clubs attend.</li><li>○ Students who aren't members of sports clubs attend.<ul style="list-style-type: none"><li>○ Feedback is positive.</li></ul></li><li>○ Take away 3 actions to make our club an amazing space for LGBTQ+ students.</li></ul>
Book a room	President	14/01/23		
Contact and confirm panellists	LGBT+ representative	14/01/23		
Advertising	LGBT+ representative and marketing sec	19/01/23		
Put out a webform for questions	LGBT+ representative	19/01/23		
Write an agenda and circulate to panellists	LGBT+ representative	24/01/23		



# The Inclusion Plan – Actionable steps

Follow the same structure to complete your plan.

## Diversity in TeamUCL, Aim 1:

Actions required	Who is responsible?	Deadline	Date achieved	What does success look like?

## Zero Tolerance in TeamUCL, Aim 1:

Actions required	Who is responsible?	Deadline	Date achieved	What does success look like?

# What else is happening at TeamUCL?

## Campaigns

- Black History Month
- Disability History Month
- LGBT+ History Month

## Project Active

- Give it a go sessions
- Girls Night In
- This Girl Can
- 'Learn to' programme

## All Jokes Aside

- Supporting mental health to tackle negative behaviours.
- Position men as agents of change, in positions to tackle misogynistic attitudes and actions.

# The Inclusion Plan – Breakout

Spend 5-10 minutes in small groups talking about some potential club aims and who they might target.

Area	Aim	Target group
Pride		
Diversity		
Zero Tolerance		

Has your club previously delivered an inclusion plan or taken part in a campaign?  
**Include and talk about it!**

# Inclusion Plan Best Practice

1. Minute your meetings
2. Recap actions
3. Assign deadlines to actions
4. Assign actions to people
5. Set up semi-regular review points for actions

# Reward and recognition

## Promotion

- Social media posts about TeamUCL Against Hate
- Spotlights on your work
- Support with promotion of events

## Target Groups

Gain a development point for each target group reached across Pride, Diversity and Zero Tolerance aims.

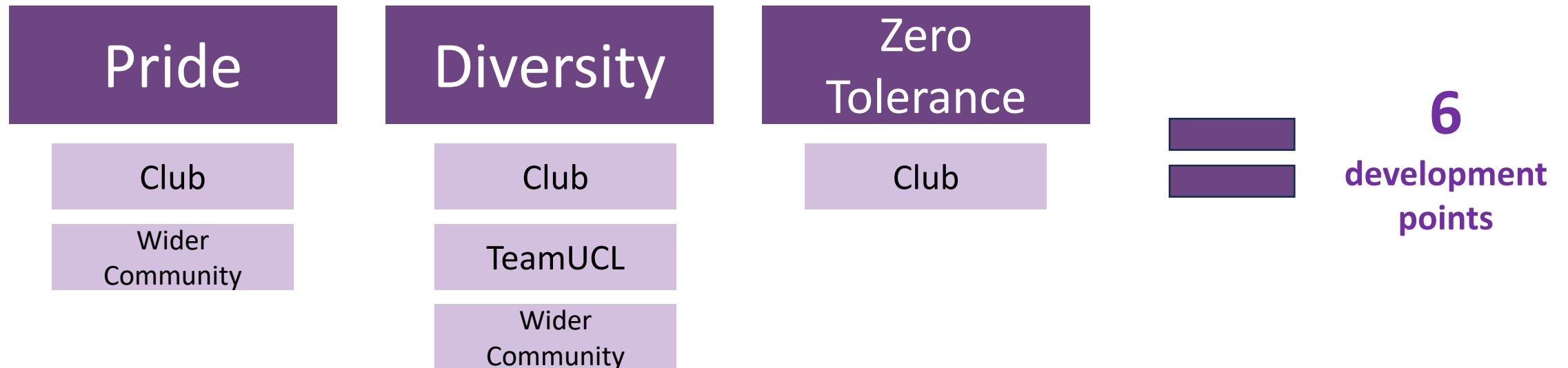
## Accreditation



# Target Groups

Target groups are the primary way to gain development points, which contributes to the Club Development Awards.

You gain one development point for each target group reached through an aim.



# Target Groups

Area	Aim	Target group	Dev points
Pride	Aim 1: Run a panel event with another club during LGBT+ History Month.	Club, TeamUCL	3
	Aim 2: Sell rainbow laces to fundraise for charity.	Wider Community	
Diversity	Aim 1: Run a clothing drive for refugees and asylum seekers.	Wider Community	2
	Aim 2: Organise a volunteering opportunity with a local charity to support access to your sport.	Club, Wider Community	
Zero Tolerance	Aim 1: Run an event on body positivity with societies and other TeamUCL clubs.	Club, TeamUCL, Wider Community	3
	Aim 2: Organise an Active Bystander workshop for club members (with 80% attendance).	Club	

# Accreditation

Accreditations summarise your club's overall EDI provision each year and are awarded based on a club's level of impact with target groups.



**One target group** across each  
Pride, Diversity and Zero  
Tolerance.

Worth 1 development point.



**Two target groups** across each  
Pride, Diversity and Zero  
Tolerance.

Worth 2 development points.



**Three target groups** across each  
Pride, Diversity and Zero  
Tolerance.

Worth 3 development points.



# Accreditation



Each accreditation lasts for one year, with results announced on social media and at the Sports Awards/  
Clubs that receive an accreditation can display these:

- On Union webpages
- On social media
- On playing and training kit

# Development Points Overview

Sign the pledge	Submit a plan	Pride	Diversity	Zero Tolerance	Accreditation	Total
1 point	1 point	Up to 3	Up to 3	Up to 3	1 for Bronze 2 for Silver 3 for Gold	<b>Up to 14</b>

# Pledge and Inclusion Plan Timelines

Item	Date	Time	Venue
All clubs have the pledge and plan	Tuesday 8 <sup>th</sup> October	-	Email
Inclusion Plan Drop In Session	w/c 14 <sup>th</sup> October	tbc	tbc
Pledge and <b>draft</b> plan deadline	Sunday 20 <sup>th</sup> October	23:59	Webform

# Club support

Aim – to create consistent spaces for clubs to collaborate, plan and get support for equity and inclusion projects.

<b>TeamUCL Against Hate Workshops</b> <ul style="list-style-type: none"><li>• Term 1 – end of November</li><li>• Term 2 – end of February</li></ul>	<b>Campaign workshops</b> <ul style="list-style-type: none"><li>• Held roughly two weeks before each campaign.</li></ul>	<b>Regular updates</b> <ul style="list-style-type: none"><li>• Email and newsletter content with other projects and how to get involved.</li></ul>	<b>Staff support</b> <ul style="list-style-type: none"><li>• Email</li><li>• Drop in meetings</li></ul>
---	--	--	---

# Recap

1

The Pledge

2

The Inclusion Plan

3

Reward and Recognition

# Recap

- Gain up to 14 development points, which impacts the Club Development Awards.
- Greater visibility across Union channels.
- A more fulfilling, inclusive experience for your members.
- More members, more students playing sport, better attendance at sessions and socials.

# Questions?

Thanks for taking part in TeamUCL Against Hate!

Contact [teamucl@ucl.ac.uk](mailto:teamucl@ucl.ac.uk) for support (Tommy on leave from 27<sup>th</sup> August to 23<sup>rd</sup> September).

