



Values and Behaviours Policy

The work of Scottish Student Sport focuses around three central priorities: Development; Advocacy; Competitions. The activities that follow from these central priorities are held firmly in place by a commitment to creating a strong organisation, characterised by a positive culture.

In order to uphold this culture the staff and membership of SSS will at all times aim to be;

- Ambitious
- Inclusive
- Innovative
- Responsive
- Collaborative
- Sustainable

These are our core values and aligning our behaviour to these values will ensure that we collectively create the kind of positive culture that we want to see – ultimately helping to fulfil our goal of placing sport and active health at the heart of the student experience.

Scottish Student Sport's (SSS) Values and Behaviours Policy sketches out the behaviour expected from all people connected with SSS. Whether it be those representing us in a professional manner, or those in attendance at SSS run events, all individuals have a responsibility to act according to the our shared values and in keeping with the highest standards.

Who does this apply to?

SSS Values and Behaviours apply to all individuals involved with SSS activities – but especially to staff, elected officers, volunteers and participants.

SSS will also be guided by these shared values and behaviours in terms of interactions with members, partners, other organisations, and with the general public.

Principles

The values and behaviours are directly shaped by and linked to the SSS Strategic Plan and the priorities of SSS as an organisation. These are characterised overleaf by some guiding statements and principles.

However all within SSS are also mindful of our responsibilities as part of the wider landscape of Sport. These responsibilities include, but are not limited to:

- A commitment to the [WADA code](#) (in general, and sport-specific regulations in particular)
- A commitment to the principles of safeguarding in Sport
- A commitment to the Equality Standard for Sport

SSS will make reasonable efforts to translate these commitments through its various activities, including through appropriate networking and information sharing, training of staff and volunteers, adoption of best practice in events and programmes, and by considering what information we gather and use across the organisation.

| SCOTTISH STUDENT SPORT <small>STARS, STRIPS AND ACHTANES</small> | | Sport and Active Health at the Heart of the Student Experience | | SCOTTISH STUDENT SPORT <small>STARS, STRIPS AND ACHTANES</small> |
|---|---------------|---|--|--|
| CORE VALUES AND BEHAVIOURS | AMBITIOUS | <p>Hit targets ahead of schedule</p> <p>Learn from the best and apply lessons at work</p> <p>Challenge yourself to do it better and quicker than last time</p> <p>Look for a reason to say yes</p> <p>Encourage criticism of what we do</p> <p>Identify the good things we can't do yet</p> <p>Demand high standards of ourselves</p> <p>Infect others with enthusiasm</p> <p><i>Student Sport is a place where we strive to be better than we were yesterday</i></p> | | <p>"It always seems impossible until it is done."</p> <p>Nelson Mandela</p> |
| | SUSTAINABLE | <p>Only buy and use the things you need</p> <p>Talk often, meet rarely</p> <p>Consider where our stuff come from</p> <p>Promote sustainable behaviour in others</p> <p>Make decisions that meet the long term interest</p> <p>Make deliberate and sensible travel choices</p> <p><i>Student Sport looks after its resources and its environments with care.</i></p> | | <p>"Be stronger than your excuses."</p> <p>unknown</p> |
| | INCLUSIVE | <p>Celebrate diversity where we find it, encourage it where we don't</p> <p>Respect individuality and difference</p> <p>Ask people's opinions and be ready to adapt to their answers</p> <p>Be actively welcoming in all we do</p> <p>Use appropriate language</p> <p>Challenge not just our intentions, but our results</p> <p>Engage new people, encourage new views</p> <p><i>Student Sport is a place where everyone is able and welcome to play</i></p> | | <p>"We are all waves on the same ocean. Nothing separates us but ignorance."</p> <p>Buddha</p> |
| | INNOVATIVE | <p>Constantly seek better ways of working</p> <p>Find technology that can add value to our work</p> <p>Read and listen to information from other sources</p> <p>Make time for thinking and exploring new ideas</p> <p>Make friends in new places</p> <p>Be prepared to try, fail, and learn</p> <p>Take the right risks</p> <p><i>Student Sport is a place where we explore and embrace new ideas</i></p> | | <p>"What good is an idea if it remains an idea? Try. Experiment. Iterate. Fail. Try again. Change the world."</p> <p>Simon Sinek</p> |
| | RESPONSIVE | <p>Communicate in ways that suit the receiver</p> <p>Implement good suggestions as quickly as possible</p> <p>Practice being a good listener every day</p> <p>Flex when you can, explain when you can't</p> <p>Recognise that everyone believes they are right</p> <p>Get back to people with speed and clarity</p> <p>Actively seek feedback to make things even better next time</p> <p><i>Student Sport is a place where we listen, learn and adapt</i></p> | | <p>"People will forget what you said, people will forget what you did, but people will never forget how you made them feel."</p> <p>Maya Angelou</p> |
| | COLLABORATIVE | <p>Help others to achieve success - every win is OURS</p> <p>Aim to add value to everything we touch</p> <p>Invest time in sharing thoughts with others</p> <p>Find easy ways for members and partners to mix</p> <p>Be ready and prepared to cover colleagues</p> <p>Find something great and share it</p> <p>Ask a lot of questions</p> <p>Invite and influence others to to work with us</p> <p><i>Student Sport is a place where we work together and grow together</i></p> | | <p>"Surround yourself with radiators, not drains."</p> <p>unknown</p> |
| Supporting positive physical, mental and social health | | | | |



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Implementation

The table on the previous page offers a view on how our values can be and are applied in daily life but every reader is asked to consider their own responses to these values.

These values will be used as guiding principles for the behaviour we hope to see, and for a reference point should it ever be necessary to deal with behaviour that falls short of the high standards expected.

What to do if Values and Behaviours are not upheld

The Values and Behaviours of SSS are a constant in all of our work and should guide and flavour the approach of staff, students, volunteers, members and partners in every aspect of physical activity and student sport.

It is important that people in each circumstance know what to do if they feel that the expected values and behaviours of SSS have not been upheld by others in the network.

Whilst it is difficult to be prescriptive for every eventuality, the following matrix is worth observing in directing any concerns:

| I have a concern about.... | I should raise it with... | Response may be guided by... |
|-----------------------------|-----------------------------|-----------------------------------|
| A participant or competitor | Event organiser | Institution/ SSS/ BUCS/ SGB rules |
| Event organiser | SSS office | Institution/ SSS/ BUCS/ SGB rules |
| SSS staff member | SSS Chief Operating Officer | SSS and/ or UofE policies |
| SSS Chief Operating Officer | Chair of SSS | SSS and/ or UofE policies |

Queries

As part of our commitment to our core values, we welcome any positive challenge to our work – both in terms of what we do, and how we do it.

Members and partners alike are encouraged to raise any such challenges directly with stew@scottishstudentsport.com or via 07903 891 497 at any time.