

## 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 create a world class system for physical activity and student sport.

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

		At the heart of a <i>WORLD CLASS SYSTEM</i> for physical activity and student sport			
CORE VALUES AND BEHAVIOURS	AMBITIOUS	Hit targets ahead of schedule	Infect others with enthusiasm	Encourage criticism of what we do	<i>"It always seems impossible until it is done."</i> Nelson Mandela
		Challenge yourself to do it better and quicker than last time	Learn from the best and apply lessons at work	Identify the good things we can't do yet	
	SUSTAINABLE	Only buy and use the things you need	Make deliberate and sensible travel choices	Talk often, meet rarely	<i>"Be stronger than your excuses."</i> unknown
		Consider where our stuff come from	Promote sustainable behaviour in others		
	INCLUSIVE	Celebrate diversity where we find it, encourage it where we don't	Respect individuality and difference		<i>"We are all waves on the same ocean. Nothing separates us but ignorance."</i> Buddha
		Ask people's opinions and be ready to adapt to their answers	Be actively welcoming in all we do		
INNOVATIVE	Find technology that can add value to our work	Make time for thinking and exploring new ideas		<i>"What good is an idea if it remains an idea? Try. Experiment. Iterate. Fail. Try again. Change the world."</i> Simon Sinek	
	Constantly seek better ways of working	Read and listen to information from other sources	Be prepared to try, fail, and learn		
RESPONSIVE	Communicate in ways that suit the receiver	Implement good suggestions as quickly as possible		<i>"People will forget what you said, people will forget what you did, but people will never forget how you made them feel."</i> Maya Angelou	
	Practise being a good listener every day	Flex when you can, explain when you can't			
COLLABORATIVE	Recognise that everyone believes they are right	Actively seek feedback to make things even better next time		<i>"Surround yourself with radiators, not drains."</i> unknown	
	Help others to achieve success - every win is OURS	Aim to add value to everything we touch			
		Be ready and prepared to cover colleagues	Find easy ways for members and partners to mix		
		Invest time in sharing thoughts with others	Find something great and share it		
		Invite and influence others to to work with us	Ask a lot of questions		
		<i>Student Sport is a place where we work together and grow together.</i>			
Creating a system that is <i>ROBUST</i> , <i>INTEGRATED</i> , and <i>VALUED</i> .					

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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](mailto:stew@scottishstudentsport.com) or via 0131 650 9654 at any time.**