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Policy

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1 What You Need to Know

JSP 660 is intended as a statement of policy on the conduct of sport in the UK Armed Forces. It is designed to be used by all personnel responsible for the conduct of sport at unit level and above. This JSP provides a single source document on the policy, governance and status of Service sport and at Part 2 gives guidance on the processes involved and best practice to conduct the sporting activity.

Competitive sport plays a key role in the development of UK Armed Forces (UKAF) operational capability. One of the three pillars of Physical Development alongside Physical Training/Education and Adventurous Training, sport makes a significant contribution to operational effectiveness, fighting spirit and personal and collective development. It contributes to the 'Offer' for Service personnel, plays an important part in Service life including recruiting and retention and can provide excellent public visibility of the Services. Thus, it has a wide role, but specifically within the envelope of individual and collective development, it contributes to both mental and physical fitness, teamwork, leadership, self-discipline, determination, co-ordination, courage, competitive spirit, resilience, and consequently military ethos. Inextricably linked to operational efficiency, authorised sport is a Condition of Service with duty status and is a core activity that cannot be considered discretionary. Sport also provides a balance in the lives of Service personnel from the pressures of military commitments and during periods of high tempo operational activity, an invaluable opportunity for decompression. It is to engender all these qualities that public funding and time is made available for Service sport under the conditions outlined in this JSP and related single Service policies. This policy applies to regular and reserve Service personnel.

1.1 Principles of Sport Policy

The principles underlying sport policy are to:

- a. create an environment which encourages Service personnel, both regular and reserve, to participate in a full range of competitive sporting activity to put them in a place of challenge and stretch at all levels, to facilitate individual and collective development.
- b. provide all Service personnel with time for sport and access to a clearly defined standard of sports facilities and equipment, in order to achieve and maintain mental and physical fitness, overall health and promote wellbeing.
- c. encourage sporting success at individual, unit and representational level and provide a framework for Service, Inter Service and Armed Forces sports competitions and representational sporting opportunities.
- d. encourage participation from the Whole Force [and others], where practicable, to mutual benefit to the delivery of military capability.



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1.2 Sport Governance

1.2.1 UK Armed Forces Sports Board (UKAF SB). The terms of reference for the UKAF SB are at Section 2.1 of JSP 660. On behalf of ACDS (People Cap), the UKAF SB is:

- a. accountable for promoting, developing and providing policy direction on the conduct of representative sport within and between the single Services and at UK Armed Forces representative level.
- b. the authority for the activities of the UKAF sports associations.
- c. responsible for standardising where feasible and appropriate, sports' policy across the Services.
- d. responsible for maintaining a liaison with national sports' bodies.

1.2.2 Service Sports Boards. The Royal Navy, Army and Royal Air Force have each established structures within their Services responsible for the policy, governance, development, delivery and assurance of sport. Each has constituted sports boards chaired at 2-star level who own the output of their boards within Command Plans, or similar. The single Service directors of sport, Head Navy Sport, Chief Executive Officer (CEO) Army Sport, Head of Army Personnel Policy and Director RAF Sport respectively, are responsible within their Services for delivery and policy of representative sport. For the three Services, the delivery of unit sport is championed and supported by the sports boards, the chain of command and physical training staff. Each director represents their Service on the UKAF SB as a board member.

1.2.3 National Governing Bodies (NGBs). The majority of sports have well established NGBs which have comprehensive rules for the conduct of their sporting activities. NGBs are registered with the Sports Councils (UK/GB or England, Wales, Scotland and Northern Ireland). For a particular sport to exist within the UKAF, its NGB must be recognised by one of these Sports Councils; the register in Sport England is normally used for this purpose but to avoid confusion, the alignment of Service sports to NGBs is defined at Section 2.2 of JSP 660. There are a small number of exceptions to the requirement for an NGB, where compliance to a comparable standard is achieved by other means.

1.2.4 Service Sports Associations. Sports associations (the term includes sports unions and clubs) are constituted under the authority of the sports boards. Managed largely by serving personnel, sports associations are the enablers for sport delivery supported by public and non-public Service funds. As such they are MOD bodies acting on behalf of their Service sports boards and are accountable to the Chair of that Service sports board for the delivery of specific sports within their Service. The sports associations are to administer their sport in accordance with the directives of their sport's NGBs and Defence, Joint Service and single Service publications and instructions. As many sports associations also have charitable status, they are to abide by Charity Commission rules and regulations as



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applicable. UKAF sports associations are accountable to the UKAF SB and their structure, governance and assurance are defined at Section 2.3 of JSP 660.

1.2.5 Commanding Officers (COs) / Heads of Establishments (HoEs). COs'/HoEs' responsibilities for sport are detailed in King's Regulations, Training Directives and as directed by objectives in Command Management Plans, all of which encourage participation in sport, along with the provision of time, facilities and sports travel. COs may exercise this responsibility through unit sports' boards, other similar committees or through Physical Training staff. Whilst recognising the benefits that sport brings to operational effectiveness, physical fitness, team building and the well-being of Service personnel, COs should also be aware of the potential impact of sports-related injury on operational capability. MOD's policy is clear both to encourage sport and require COs to take sensible steps to reduce the risk of injury by following the appropriate NGB and MOD regulation, monitoring injury trends, evaluating risks and providing the appropriate supervision when necessary.

1.2.6 Adaptive Sports. Adaptive Sport (AS) plays an important role in the recovery of Personnel on Recovery Duty (PRD). The governance of AS activity falls outside this JSP; the policy for AS is held within CDP's department by Armed Forces People Support. As participation in representative AS is predominantly veteran, Armed Forces People Support work closely with the Office of Veteran Affairs over such events as the Invictus Games and Warrior Games.

1.3 Eligibility to Participate in Service Sport

1.3.1 Participation. The guidance and processes for participation in UK Armed Forces Sports is captured later in JSP 660.

1.3.2 Eligibility Status. All Service personnel on a regular Service, Full-time Reserve Service (FTRS) or Additional Duties Commitment (ADC) engagement are eligible to participate in authorised Service sport. Part-time Volunteer Reserve (PTVR) (this includes Royal Naval Reserve, Royal Marine Reserve, Army Reserve and Royal Auxiliary Air Force) Forces personnel are also eligible to participate in authorised Service sport. As the terms of service for personnel in the Reserve Forces differ, reservist participation in representative sport requires additional eligibility criteria to prevent enlistment purely for sport. The eligibility of Service personnel both regular and reserve to participate in representative sport is defined in the matrix at Section 2.4 of JSP 660. This matrix draws distinction between the levels of Service sport from unit level to UKAF representation. Exceptionally and for the clear benefit of the Service, sport or championship, dispensation to include an ineligible participant at the Inter Service or UKAF level can be granted by the UKAF SB. At single Service level and below, the dispensation can be granted by single Service Sports Boards. To be eligible, PTVR personnel:

- a. must have been attested, be actively participating in Phase 1 and 2 training or be suitably qualified and employed for the delivery of an operational output or essential support activity.



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- b. following training, be liable for mobilisation or employment/deployment on operations overseas or in UK.
- c. must meet annual training requirements or maintain the necessary skills to conduct their military function.
- d. participate with duty status, be compliant with MOD regulation and ideally part of reckonable reserve service.

1.4 Authorisation of Service Sport

Participation in Service sporting activities requires authorisation by the appropriate body acting on behalf of the Defence Council. The appropriate body depends on the level of sporting activity.

- a. **Unit Level.** Unit commanding officers (COs) authorise unit level sporting activities within their home theatre or theatre of operations. Such activity need not be confined to the sports categorised in Part 1 of this JSP provided the CO has the necessary resources to fund the activity, is aware of the risks they incur, is operating within chain of command direction or guidance and has ensured the activity has a direct contribution to the personal development of Service personnel in the unit and thereby to operational capability.
- b. **Formation/Regional Level.** Formation and Regional commanders authorise sporting activity and competitions within their respective commands.
- c. **Single Service Representational Level.** Single Service sports boards authorise all representative sporting activity within their respective Services.
- d. **UKAF Level.** The UKAF SB authorises the participation of teams representing the UKAF in sporting events.

1.5 Duty Status of Participants

1.5.1 **Regulation.** King's Regulations (KR) provides the definition for 'Duty Status' which for sport can be extracted as follows:

1.5.2 **Duty Status for Sport.** Sport organised by Service authority. Service personnel are on duty if either:

- a. the activity is compulsory (as part of training or organised fitness programme); or
- b. they are selected by Service authority to represent a Service unit and training for the sport (includes organised training for such teams); or
- c. they are taking part in sport authorised and supervised by Service authority.



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1.5.3 Participating in an Authorised Sport. When participating in an authorised sport, Service personnel are acting in the course of their duty and service. Administrative instructions covering authorised sport are to include those duty activities, including the sporting activity itself, associated training or other preparation, travel and essential administrative activities directly associated with the delivery of the sporting event (e.g. 'Move and Track', security). Some activities that do not form part of sporting activity such as informal social events or activities of personal choice will be classed as 'Off-Duty' but should be included in instructions for completeness. It is important to note though that using the terms 'On-Duty' and 'Off-Duty' in a liability/compensatory context is misleading because duty status is not determinative of liability in common law and any incident arising during a sporting activity will be judged on a case-by-case basis.

1.5.4 Duty Status for Reservists. For reservists, the conditions for duty status are covered in the [Reserve Forces Act 1996](#) (RFA96).

- a. Obligatory training - Section 22.
- b. Commitments to perform additional duties - Section 24 for FTRS and Section 25 for ADC.
- c. Voluntary Training and Other Duty - Section 27 (covering paid and unpaid duty).

1.5.5 PTVRs Duty Status. PTVRs should participate in representative sports as part of normal training under Category A (on duty, paid and eligible to claim travel costs for authorised events). Participation in representative sport could also be conducted in categories:

- a. **C1: RFA96 Section 27** - personnel are categorised as on duty, eligible for expenses but unpaid.
- b. **C2: RFA96 Section 27** – personnel are categorised as on duty, ineligible for expenses and unpaid.

Categories C1 and C2 for PTVR personnel should only be used in exceptional circumstances where public funding is either unavailable or extremely limited.

- c. **H: RFA96 Section 27** - personnel are categorised as on duty, eligible to travel at public expense and are paid.

1.5.6 Sports Association Duty Status. The majority of sports associations are led and managed by Service personnel acting in a voluntary capacity, undertaking duties that are additional to their main function. Those duties are directed and defined by an appropriate Service authority (appropriate Service authority can be an officer commanding a formation/station/base/unit or a director of a sports board). Any Service personnel engaged as part of their duties in Service activities, such as Chair, Secretary and Treasurer, in support of Service sports obligations, including those non-publicly funded, are acting in the course



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of their employment within the MoD or the UKAF. As such MOD is vicariously liable for an individual's actions in the pursuance of their duty.

1.6 Safety in Sport

1.6.1 Attitude to Risk. Sport along with Adventurous Training, provides excellent opportunities to develop mental and physical robustness within Service personnel, create risks of the unknown, set conditions to inspire a will to win and overcome fear and adversity. Sporting activity will involve risk, some greater than others. In setting the conditions for the safe conduct, sports associations are to adopt an approach that is risk aware, not risk averse, so the benefits of challenging sporting activity can be exploited to the maximum.

1.6.2 Duty of Care. When sporting activity is authorised by the appropriate body, participants (players, officials and organisers) are placed on duty and they and the MOD have a duty of care responsibility for that activity. Sport exists in the functional domain, as a not uniquely military activity, so is not Duty Holding. The principles in [JSP 375 Volume 1 Chapter 8](#) (Safety Risk Assessment and Safe Systems of Work) and [JSP 815 Volume 2 Element 4](#) (Risk Assessments and Safety Cases) apply to authorised Defence activity and it is therefore incumbent on unit COs and the sports associations to demonstrate that the appropriate risk management structures are in place and that safety risk has been reduced to 'as low as reasonably practicable (ALARP)'. Therefore, all sport activities covered by this JSP must be conducted using the Safe System of Work (SSW) as detailed in JSP 375. Risk Assessments must be conducted and formally recorded for all Sport activities covered by this JSP. The risk assessment process is also described in JSP 375. Particular attention must be paid to the requirement for dynamic risk assessments in circumstances where sport activities are subject to unexpected, sudden or rapid change. Sport differs from the majority of Defence activity because sports are regulated primarily by NGBs. The regulation of sporting activity by the NGBs is the primary source for the safe conduct of that particular sport. The responsibility for safety in a sporting activity is held by those who deliver the activity and for many sports, the safe conduct is controlled by a referee, umpire, technical delegate or equivalent. Where regulations in NGBs fail to mitigate risk to life adequately or to the standard required by MOD regulation, sports associations are to establish their own risk management and assurance systems. Non-MOD organisations do not 'control' the associations' events at UKAF or single Service level. The association retains control (to participate, continue or withdraw) and the risk within any non-MOD organisation's event or facility. With any robust physical activity there is an inherent risk of exceeding their existing/core physical and/or mental resilience and therefore appropriate measures are to be taken to monitor this risk and ameliorate its impact. To inform these measures, information on Exertional Collapse, Universal Training Precautions and Physical Activity Opt-Out Policy can be found in JSP 822 Volume 4 (Care and Welfare in Training) Chapter 5 (Defence Direction for Trainee Management) Section 5.1 (Trainee Management) paragraphs 5.1.7 to 5.1.10.

1.6.3 Accident Reporting. In the event of an accident or incident leading to injury of a participant in the activity or a member of the public as a consequence of a Service sports association's activity, the event organiser and the individual (or representative) is to ensure



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the event is recorded using the Defence Unified Reporting and Lessons System (DURALS), now called MySafety, or single Service equivalent, and is notified to:

- a. the Defence Accident Investigation Branch (DAIB) for serious injuries or fatality.
- b. the single Service points of contact (see below).
- c. the individual's parent unit (via the single Service points of contact).
- d. the appropriate single Service sports board.

1.6.4 Recording of Accidents. All accidents/incidents must be recorded by the sports association in an Accident and Near Miss Register. Associations should also provide appropriate post-injury care until the casualty can be managed by its parent unit or as otherwise directed. For a major accident that requires overnight hospitalisation and/or repatriation to the UK, the Joint Casualty & Compassionate Centre (JCCC) should be notified using the NOTICAS procedure in [JSP 751](#) as should the Aeromed Evacuation Control Cell (AECC) (Email: AIR38Gp-TMWAEECC@mod.gov.uk, Tel: +44 1993 895300 or +44 7770 648688). Where the injury is serious or there is a fatality, the DAIB is also to be notified immediately. Key contact numbers are as follows:

- a. **RN.** All reportable accident, injuries or near misses for RN personnel are to be reported by submitting a [Navy Safety Occurrence Report](#) (NSOR). Fatalities or serious occurrences are to be reported immediately to the Duty Fleet Controller (DFC) on Mil: 9360 56367 | Civ: 01923 956367 | SSS: 9298 360 56367 and subsequently to the host unit and parent unit CoC. Form 20U, from BRd3 Chapter 20 Annex U, is to be sent to the DFC at NAVYOPS-SurfDFCGROUP@mod.gov.uk following the initial reports. The speed of response is particularly critical when details of the incident are already within the public domain or are likely to be so imminently. If in doubt whether or not to report an incident, COs or their representative must seek immediate advice from the DFC.
- b. **Army.** All reportable accident, injuries and near misses are to be reported using the MySafety System on Defence Connect. For help with this process, please email the Army Reporting Cell at ASCen-ARC-Mailbox@mod.gov.uk.
- c. **RAF.** Fatalities or serious occurrences are to be notified immediately to the host unit or parent unit CoC and CDOC (Email: Air-Ops-CDOCGpMailbox@mod.gov.uk, Tel: +44 1494 493337) and Director RAF Sport (as Inspector Sport Safety (RAF)).
- d. **JCCC.** Tel: 01452 519951 (manned 24/7) or via JPA.
- e. **DAIB.** Tel: 01980 348622 (24/7).

1.6.5 Armed Forces Compensation Scheme. Authorised Service sport is covered by the Armed Forces Compensation Scheme policy contained in [JSP 765](#). Service personnel both regular and reserve participating in authorised sporting activity are covered by the scheme



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which provides compensation for illness, injury or death where caused (wholly or partly) by an individual's service in the UKAF. A payment is made from the scheme where the claimant shows that on the balance of probabilities, their injury is more likely than not to have been caused by service. Each case is decided on its individual merits taking account of all relevant evidence. Compensation is only paid for injuries which are sustained during sporting activity where the activity was authorised on behalf of the Defence Council and prior to it taking place by the UK AFSB, single Service Sports Boards or unit commanders. Activities include personnel participating in, officiating at or organising official sporting events. To minimise the risk of injury, Service personnel have a personal responsibility to ensure they are medically fit to undertake sporting activity.

1.6.6 Third-Party Liability Insurance. As compensation cases are open to interpretation and judgement by Veterans UK, all Service personnel are strongly encouraged by the chain of command and activity organisers to have their own personal and third-party liability insurance when participating in any Service sport to ensure they are covered in circumstances where MOD is not liable.

1.6.7 Safeguarding. MOD is committed to safeguarding Service personnel who are U18 or are adults at 'risk of harm'. Safeguarding is everyone's responsibility. All Service personnel, regardless of age, ability or disability, gender, race, religion, ethnic origin, sexual orientation, relationship or gender status have the right to be protected from abuse, neglect or poor practice, whilst playing, officiating or coaching sport. MOD safeguarding policy is contained in [JSP 834](#).

1.6.8 Safeguarding and National Governing Bodies (NGBs). In all authorised Service sporting activity, MOD standards and processes for safeguarding have primacy. In addition, most NGBs provide sport safeguarding policies which are to be followed by respective UKAF and single Service sports associations. Where NGBs do provide safeguarding policy and/or training and they meet the standards required by the MOD, sports associations are to comply with these, as appropriate for participation in their sport. If an NGB doesn't have a suitable policy or training provision, these may be met by other means using an appropriate provider, e.g. UK coaching.

1.6.9 Safeguarding and the Conduct within Sports Associations. Chairs of sports associations are to ensure their associations have adequate and effective safeguarding procedures in place to ensure Service personnel take part in sport in a safe, positive and enjoyable environment. Managers/officials/coaches are to fulfil their 'duty of care' responsibilities when U18s and adults at risk of harm are participating in association activity. This includes setting an environment in which behaviours are appropriate, not threatening, bullying, harassing nor coercive and encourage reporting both by the vulnerable and any witnesses of improper activity, including face to face, social media, phone or other electronic communications. Safeguarding is to be part of association safety management plans.

1.6.10 Safeguarding and Disclosure Checks. Policy on conducting criminal disclosure checks is contained in [JSP 893](#) (Safer Recruitment and Employment).



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1.6.11 **Single Service Safeguarding Policy.** Each single Service has developed its own policy for safeguarding in the sports environment:

- a. RN - [BRd 51](#) Part 4, Chapter 27.
- b. Army - [AGAI Vol 1 Chapter 5](#).
- c. RAF - [AP 3415](#) Leaflet 27.

1.7 Diversity and Inclusion

Defence policy for diversity and inclusivity is contained in [JSP 887](#) (The Public Sector Equality Duty in Defence). This policy is relevant to all aspects of Service life. The imperative is to sustain team cohesion; it is as important in sport as it is in operations and to deliver success, there needs to be teamwork, trust and respect with each team member, whether regular, reservist or civilian. Any form of bullying, harassment or unlawful discrimination undermines confidence, can affect mental and physical health, erodes morale and consequently weakens team cohesion and effectiveness. In any sporting environment, Service personnel are to treat each other with respect, dignity, honesty and fairness and abide by the Code of Social Conduct and their single Service values & standards.

1.8 Data Protection

1.8.1 **General Data Protection Act 2018.** The General Data Protection Act 2018 (DPA 2018) applies to any personal data that is processed and all UKAF and single Service sport associations need to be aware of the legal requirement to abide by these regulations, in accordance with MOD direction. The Act is not intended to prevent the processing of personal data, but to ensure that it is done fairly and without adversely affecting the rights of the data subject but requires a diligent approach to its compliance.

1.8.2 The principles defined in the Act are:

- a. processed fairly and lawfully.
- b. processed for limited purposes and in an appropriate way.
- c. adequate, relevant and not excessive for the purpose.
- d. accurate and up to date.
- e. not kept longer than necessary for the purpose.
- f. processed in line with data subject's right.
- g. processed and held securely.



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1.8.3 UKAF Sports Associations and the General Data Protection Act 2018. UKAF sports associations must ensure that:

- a. they have a lawful basis for collecting personal data. In most cases to enable Service sport, the lawful basis for processing personal data will be legitimate interests, such as keeping in touch with members/participants about team selections, fixtures and tournament dates. The legitimate purpose can be the proper conduct and management of sporting activity within the association.
- b. they have a commitment for keeping that data secure, accurate and kept no longer than is necessary for the purpose.

1.8.4 Sports Association Holding and Recording of Data. The majority of UKAF sports associations should hold their data on databases within the MOD IT infrastructure; most will be on MODNET. With information held on MOD systems, data can be kept secure and will be subject to MOD or single Service data protection policies. Although the principles are the same, each Service may have differences in the implementation of the Data Protection Act or GDPR regulations. Officials who process the data on behalf of their UKAF associations are to abide by the direction given in their parent single Service or Joint Command data protection policies. These include information assessments and asset registers held by appropriate branches who may wish to register the scope of the data/information assets held. Where data is not on MOD systems, the same standards are to be applied.

1.9 Categorisation of Sports

1.9.1 Basis for Categorisation of Sports. Sports are categorised by their eligibility for public funding, and to qualify for such funding a sport must:

- a. be affiliated to a NGB as approved by Sport England (or equivalent agreed by the UKAF SB). The Service sport association concerned must have a constitution approved by the relevant sport board and acceptable accounting procedures and committee structure.
- b. have known and established grass roots support. It is to be open (and, if it can be determined, with popular appeal) to all ranks.
- c. have guaranteed financial support from non-public funds.
- d. if a new sport, have low projected per-capita costs.
- e. if a new sport (or sub-discipline), be subject to a trial/monitoring/review period of up to 3 years before it can be considered for further recognition. At the end of this period, it is to be assessed by the UKAF SB against MOD's capacity both to fund and support it. Further 'recognition' after 3 years should not be assumed.
- f. encourage or develop the following:



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- (1) good mental and physical health, personal fitness and physical development.
- (2) beneficial physical activity, especially for personnel in 'sedentary occupations'.
- (3) physical fitness for performing operational tasks under stress.
- (4) self-discipline.
- (5) high morale and esprit de corps.
- (6) co-ordination, determination, confidence and motivation.
- (7) courage and character-building.
- (8) leadership qualities.
- (9) competitiveness (i.e. the sport should not be primarily a social or recreational activity).
- (10) recruiting and retention.

1.9.2 Category 1 (Cat 1). 'Cat 1 sports' are those which, by virtue of the large numbers of participants both in training units and in the Services at large, can have facilities provided at public expense. Facilities are provided, as a maximum, to a 'scale' as laid down in [JSP 850](#). Sports facilities at the specified scale may also be provided through PPP/PFI. Public funding may also be used, within laid down criteria, for equipment, travel, grants for coaching courses and Cash In Lieu Of Rations (CILOR). Cat 1 sports are common to all 3 Services and currently are: Athletics, Football, Rugby Union and League, Hockey, Cricket, Tennis, Squash and Netball. Participation in Cat 1 sports must be formally authorised (see Section 2.6). Authority ensures conformity with the provisions and guidance of JSP 765 (Armed Forces Compensation Scheme).

1.9.3 Category 2 (Cat 2). 'Cat 2 sports' are those sports which do not justify Cat 1 status but nevertheless fully meet the criteria for public funding and are recognised as doing so by the UK AFSB. Because of the differing operating environments of the three Services, Cat 2 sports need not necessarily be common to all. Nevertheless, differences are to be minimised to avoid inconsistency of funding and duty status of personnel doing the same activity. Public funding may be used, within laid down criteria, for equipment, travel, grants for coaching courses and CILOR. Although dedicated facilities are not provided, those built for other primary purposes may be used by 'Cat 2 sports', e.g. basketball in a gymnasium. In exceptional circumstances and where budgets allow, single Services may, with the agreement of their D Res, authorise the use of public funds to pay for the hire and/or temporary construction of a facility when the requirement is to meet the safe and legitimate running of a winter sports event. Participation in Cat 2 sports must be formally authorised.



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1.9.4 **Category 3 (Cat 3).** 'Cat 3 sports' are those which do not meet, or have not yet met, fully the criteria for public funding but which are considered by single Service sports boards with the endorsement of the UKAF SB, to merit support from non-public funds. Cat 3 sports are not eligible for any public funding. Authority for participation may only be granted for single Service and Inter Service Championships where the provisions of JSP 765 can be applied. Activity outside these championships is conducted in a service person's own time and at their own risk.

1.9.5 **Category 4 (Cat 4).** 'Cat 4 sports' are those which do not fall into any of the above categories. The activity is conducted in a service person's own time and at their own risk without any eligibility for the provisions of JSP 765. Cat 4 sports may, on occasions, merit support from non-public funds.

1.10 Status of Sports

1.10.1 **Current Status of Sports.** The current status of individual sports, including the sub disciplines of sports, can be found in Section 2.5. Certain sports have significant overlaps with Adventurous Training (AT) which is governed by [JSP 419](#). Section 2.6 provides clarity on what can be considered as Service sporting activity within each sport or sub discipline of sport.

1.10.2 **Change of Status.** To upgrade the status of a sport, the chair of the single Service sport/activity must apply to the appropriate Service's sports board whose Director/Chief Executive Officer will make recommendations to the UKAF SB. The chair of a UKAF sport/activity should apply directly to the UKAF SB. The UKAF SB is the sole authority for the recognition of sports. Ideally the status of sports should be the same across the three Services but exceptionally and where participation levels vary significantly, different status levels can be granted. Before downgrading the status of a sport, the UKAF SB will seek the views of the sports associations concerned. A flow chart to outline the change process can be obtained from the UKAF secretary or any of the single Service sport deputies.

1.11 Definition of Sport Representation

The following definitions are used to classify representation:

a. **Representative Sport.** The term 'representative sport' describes sporting activity conducted by individuals and teams representing single Services or UKAF; within the single Services, the following additional levels of representation are applicable:

- (1) **RN.** Region and Corps (for Royal Marines).
- (2) **Army.** Corps.
- (3) **RAF.** Region and Branch (administered by associations).



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- b. **Unit Sport.** The term 'unit sport' describes sporting activity conducted by individuals or teams at ship, base, unit and station level or independent sub units below that level.

1.12 Funding of Service Sports

1.12.1 **General Funding Principles.** Service sport receives funding support from both public and non-public sources. The level of public funding depends on the categorisation of the sport. Notwithstanding the provision of public money, playing of all sports within the Services depends very heavily on non-public funding.

1.12.2 **Public Funding for Sports.** Public funding is only available for Cat 1 and Cat 2 sports and then only within the specific criteria detailed in JSP 660 Part 2 (Procedure).

1.12.2.1 **Infrastructure and Equipment.** JSP 850 [Building Performance Standard \(BPS\) 4.2 - Physical Training and Sports Facilities](#) defines the provision of facilities at public expense for Physical Training and Sport for unit/base/stations establishments and Centres of Excellence, Super Garrisons and Homes for Sport.

1.12.2.2 **Public Travel.** The regulations for travel at public expense for sporting activity are detailed in [JSP 752, Chapter 6, Section 1](#).

- a. **Sports Fixtures.** The maximum numbers in teams and of sports association committee members authorised to travel at public expense are at Annex A. Cat 3 and Cat 4 sports are ineligible for any public funding for travel. Additionally, officials required for the physical conduct of the activity, such as referees and umpires, are eligible to claim travel at public expense but the number is to be kept to the minimum necessary in accordance with NGB rules.

- b. **Travel to Winter Sports Championships.** Service personnel may travel at public expense to single Service and Inter-Service Winter Sports Championships and the British Snow Sports Championships which are eligible for public funding, are taking place in Europe and have been specifically authorised by the appropriate single Service or UKAF SB. Except in exceptional circumstances previously agreed by the appropriate sports board Director, authorisation may only be given for competitors and those essential officials approved by the appropriate Services sports board, to claim a maximum per capita sum towards the cost of travel between their unit in the UK, or the unit of those based in Europe, and the stated venues for the single Service and Inter Service Championships. Personnel selected to represent their Service as competitors or officials in Inter-Services Winter Sports Championships, and not returning to the UK between their single Service Championships and the Inter-Services Championship, may claim for travel between the venues of the two Championship competitions up to the same maximum per capita cost, as if travelling from UK points of departure (or units of those based in Europe). Travel is subject to budget holders' approval and is to be undertaken at the most economical available means making best use of special offers where possible. Claims are to be supported by appropriate receipts. Travel using White Fleet vehicles is subject to the maximum per capita sums not being exceeded. For RN



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and Army personnel, the funding of travel at public expense is available through centralised representational travel budgets. The RN policy is detailed in [BRd 51](#) Part 4, Chapter 23 and the Army policy is in [2019DIN10-025](#). For RAF personnel, travel is chargeable to unit travel budgets.

c. For the single Service and Inter Service Winter Sports Championships, the maximum per capita sum for travel to each event is:

(1) for those based in the UK, return travel between the UK unit and the championship venue - £225.

(2) For those based in Europe, return travel from the unit to the championship venues - £125.

d. Sports Association Meetings. Each sports association at both single Service and UKAF level can be authorised by their respective sports boards to conduct one Annual General Meeting (AGM) and up to 3 Executive Committee Meetings (ECM) each year.

1.12.2.3 The Carriage of Personnel and Equipment for Sporting Activity. [JSP 800 Volume 5 Part 2](#) contains sections which cover the use of military mechanical transport (MT) for personnel and equipment involved in sporting events. Event organisers and Service personnel participating in sporting events are to note the following leaflets in JSP 800 Volume 5, Part 2, Group 2, Section 1:

a. Leaflet 10 (page 2-2-1-10-1) for:

(1) driving to and from sporting events.

(2) sports journeys for combined military and civilian clubs.

(3) heads of establishment and COs' attendance at sporting events.

(4) transport of spectators to sporting events.

(5) conveyance of sports equipment.

b. Leaflet 13 (page 2-2-1-13-4) for driving to and from investitures and awards ceremonies.

c. Leaflet 15 (page 2-2-1-15-1) for use of MT for sports board personnel.

1.12.2.4 Subsistence. As a general rule, Service personnel participating in sport are ineligible to claim subsistence at public expense. There are exceptions and these are noted in JSP 752, Chapter 5, Section 1, in particular para 05.0115h. Of note, the exceptions include:



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- a. Service personnel appointed to an established post in which they are required to organise official Service sport.
- b. members of sports committees summoned to attend a meeting of a single Service or UKAF sports association called or authorised by the appropriate sports board.
- c. Service representatives attending General Meetings of a sport's NGB.
- d. key safety officials in major canoeing and winter sports competitions specifically authorised in each case by the single Service or UKAF sports boards.

1.12.2.5 Coaching Courses. Coaches and officials are an essential requirement for the successful and safe conduct of sporting activity. Public funding for coaching and officials' courses can be authorised by single Service authorities either through the formal Statement of Trained Requirement (SOTR) or through courses conducted by NGBs approved by the single Service sports boards. The use of Standard Learning Credits is defined in JSP 822 Volume 9.

1.12.2.6 Cash In Lieu Of Rations (CILOR). CILOR may be authorised for feeding entitled competitors and officials during official championships authorised by Service sports boards that are held away from Service establishments. CILOR is available for single Service and Inter Service Winter Sports Championships and the UKAF teams in the British Snow Sports National Championships but is inadmissible for Overseas Visits and overseas training camps. See JSP 456, Part 2, Volume 2, Chapter 7.

1.12.2.7 Single Service Budgets. For RN and Army personnel, the funding of travel at public expense for representative sports is available through centralised representational travel budgets. The RN policy is detailed in [BRd 51](#) Part 4, Chapter 23 and the Army policy is in [2019DIN10-025](#). For RAF personnel, travel is chargeable to unit travel budgets.

1.12.3 Non-Public Funding for Sports. Non-public funding is available for all sports. Cat 3 and Cat 4 sports rely entirely on non-public funding. Non-public funds are to be administered in accordance with Service Fund regulations and where appropriate in accordance with Company and/or Charity Law (including HMRC liabilities, e.g. Corporation Tax and VAT). The primary sources of non-public funding are detailed in JSP 660 Part 2 (Procedure).

1.12.4 Sponsorship. JSP 462 provides policy for sponsorship for the MOD. Noting that sport is considered as non-core activity for sponsorship, single-Services are required to follow the same general principles and policy as for core activity but may adopt a lighter touch to its scrutiny and approval. The MOD defines sponsorship as the payment of a sum of money or the giving of a benefit in kind by an organisation for the rights to be associated with an activity, team or item. In a sponsorship arrangement, MOD regulation requires a contract between a business organisation and the relevant sport (or sports) wherein there is mutual benefit to all parties involved; crucially, it is a value-exchange process. There must be no privileged access or overt advantage in the arrangement. The benefits to sponsors can be summarised as:



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- a. raising profile and brand awareness to enhance public awareness of the sponsor, enhance relations with MOD and provide wider business benefits.
- b. without endorsement, or any commercial advantage, in association with a trusted, respected and highly valued institution with a strong ethos and values.
- c. supporting the UKAF and thus delivery of an element of the Armed Forces Covenant.
- d. the fostering of relationships to support and enable the Whole Force concept (for those in Defence Industry who form the majority of current sponsors).

1.12.4.1 **Principles of Sponsorship.** Conflicts of interest must be avoided (see JSP 462 para 14.47).

- a. Sponsorship may only be accepted from reputable organisations. Sports associations are to seek advice from their sports boards/directorates to ensure there are no wider commercial or conflict of interest factors to be considered. In general, providing the company is trustworthy and has a UK business footprint, a sponsorship agreement can be discussed. Where sponsorship is considered from organisations not of UK origin, consideration must be given to the wider national interest before it can be accepted. Sponsorship is strictly not permitted from companies associated with tobacco and alcohol; association with an unacceptable campaign such as the legalisation of illegal drugs; a poor financial record; violent or unsocial behaviour; known political connections; gambling or payday loan companies or a company/organisation that may potentially cause damage to the UK government or MOD's reputation or is in dispute with MOD.
- b. All sponsorship agreements must be reviewed annually by those sports officials who have been involved in either the instigation of the agreement or involved in its subsequent management by virtue of their official capacity in the sport. Cognisant of the regular changes in association chairmanship and commensurate differences in personal risk appetites, arrangements are to include appropriate break clauses in order to protect both parties.

1.12.4.2 **Forms of Sponsorship.** Sponsorship is a value-exchange process. The range of the benefits exchanged between all parties involved is to be outlined in a written sponsorship agreement. In simple terms, the sponsor provides a cash sum (or cash sum equivalent), and the sport(s) provides a medium for advertising, affiliation or accreditation and socialising with members of the sport and Service personnel who have an official appointment associated with the delivery/management of the sport. It is not an opportunity for free product endorsement by the Services, nor is it to gain privileged access to the military community in areas not relating to the sport. All sponsorship is classified as non-public and must be reported as such in association accounts. UKAF sports associations can use two sponsorship models: direct sponsorship between a sponsor and a sport and indirect sponsorship where a third party is involved in the negotiation and management.



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- a. **Direct Sponsorship.** Each sport organisation, at any level, can elect to find a sponsor and set up a direct sponsorship agreement and maintain that direct link with their sponsor. In this model, all sponsorship funds generated are distributed directly to the sport.
- b. **Indirect Sponsorship.** This is where a third party has the role to secure financial support from the sponsor and recommend grants to be paid to suitable sport associations. Adopting this model offers associations and unions the advantage of removing much of the work and some of the responsibility for sponsorship from their committees, although fostering the relationship with sponsors remains a key association task.
- c. **Benefit-in-kind.** Although organisations may provide a pure cash sum as the sponsorship agreement, some agreements may also offer a benefit-in-kind sponsorship for products or services. When accepting these benefits-in-kind arrangements consideration must be given to the Cash Sum Equivalent and the maintenance, possible replacement and associated costs of consumables in managing these benefits. Benefits-in-kind can include sponsored civilian vehicles, sports equipment and clothing. These benefits are part of the sponsorship agreement and must be included in the contract between the parties. It is also important to consider whether the acceptance of a benefits-in-kind understanding would compromise any other agreements in place either for sport or for the wider MOD. Any conflict of interests must be avoided.
- d. **Subsidy.** Similar to benefit-in-kind, the subsidising of a good or service by an organisation will be classed as sponsorship if there is a value-exchange from the Association in return. As such, it forms part of the sponsorship arrangement and must be included in the contract between the parties. It is also important to consider whether the acceptance of a subsidy would compromise any other agreements in place for sport or for the wider MOD. Any conflicts of interest are to be avoided.

1.12.4.3 **Endorsements.** Service sports associations, teams or individuals must not endorse, or be seen to endorse explicitly, the sponsoring organisation or its products. Names insignia and logos must not be used to imply that MOD particularly favours a sponsor's products or services or certifies their quality. A factual statement can be made that the sport is being sponsored by the company and that this sponsorship adds support to the sport, but no direct reference can be made to promote the products or equipment of the sponsor.

1.12.4.4 **Donations.** A donation is usually a sum of money given voluntarily for the use of the organisation receiving it without any value-exchange process being agreed. A donor may be thanked and appropriately acknowledged for their donation. Anything more than an acknowledgement is likely to be considered as a payment for services or goods, a value-exchange activity, and therefore classified as a form of sponsorship. An acknowledgement can include a public expression of gratitude for the financial support, a discrete company logo in the event programme and an invitation to the event. There may be scope for more in



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the form of an acknowledgement, but legal advice would be necessary to ensure both the donor and sports association operate within the rules of HMRC. Donations may be received in addition to sponsorship from the same body, provided there is a clear delineation between the 2 elements, expressed at the outset of any arrangement, and the sponsorship element being a fair proportion of the value exchange. Such arrangements must be included in the contract between the parties. The practice of accepting year on year donations from the same organisation is acceptable. To record and formalise any transfer of monies, a grant agreement should be established.

1.12.4.5 Sponsorship in the Single Services. The single Services hold the responsibility for the governance and assurance of sponsorship for their own sports associations and have separate sponsorship directives which describe the policy for arranging and maintaining them. All sport sponsorship is to be reported in the quarterly return through sS sponsorship focal points for inclusion in the Annual Report and Accounts (ARAs).

1.12.4.6 Assurance of Sponsorship at UKAF level. The UKAF SB is a charity in its own right and as such is responsible for the governance and assurance of the non-public funding of UKAF sports associations. This includes sponsorship. On behalf of the board, Sec UKAF SB will hold a directory of the sponsorship agreements entered into by UKAF sports associations in order to ensure the contracts are assured and compliant. Agreements are to be collated annually and new contracts are to be reviewed by Sec UKAF SB. Where necessary, Sec UKAF SB will refer contracts to the appropriate Commercial/Legal Branch to ensure policy compliance.

1.12.4.7 Sponsorship for UKAF Sports Associations. Associations are to abide by the principles of MOD regulation on sponsorship much of which has been extracted into the direction in this instruction. When entering into a sponsorship arrangement, associations must take into account the principles outlined above. Associations can choose between the indirect and direct forms of sponsorship. Key points to note are:

a. **Sponsors.** Only reputable companies should be engaged for sponsorship of military sport (see para 1.12.4.1 (a)).

b. **Understanding the Value-Exchange in Sponsorship.** Sponsorship is a value exchange; it is not a 'free good'. Key to the successful management of sponsorship agreements is to nurture the relationship with the sponsor through regular and proactive communication in order to fulfil the obligations under the agreement. Thus, sports associations should:

(1) in addition to the Chair of the Association, have a designated POC who is responsible for sponsor relationship management.

(2) foster the sponsorship through proactive updates on the sport, the inclusion of sponsors in forecast of events (as guests or participants) and their hosting at major events including prize giving ceremonies etc, and that they are thanked.



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(3) allow sponsors the opportunity to socialise with the personnel who have an official appointment associated with the delivery/management of the sport or participate in it and are included in publicity events in relation to the sport.

(4) ensure that appropriate recognition is given to sponsors on magazines, clothing and/or equipment and in magazines, programmes and websites.

c. **Contracts.** All sponsorship agreements must be underpinned by a contract. To help sports associations, a template contract for a direct sponsorship can be found in JSP 660 Part 2 (Procedure). Sponsors will have their own requirements for contracts, so this template is a guide to help the process, but it does include the key elements to be covered. Any areas of concern should be referred to Sec UKAF SB who can provide more detailed formats.

d. **Non-Public Transaction.** When dealing with sponsorship agreements, sports associations are acting as a non-public body and all correspondence and contractual business must be conducted under the auspices of the non-public body of the association. MOD letter headings are not to be used, nor are documents to be signed in an official MOD capacity or on behalf of the Secretary of State. The agreement is between the association trustees/officials and the sponsor.

1.12.4.8 **Tax Liability.** In certain circumstances, sponsorship may attract a tax liability, such as VAT ([Sponsorship \(VAT Notice 701/41\)](#)) and/or Income Tax/Corporation Tax ([business sponsorship and trading income](#)). This is a potentially complex area and further information can be found on the [HMRC website](#) or advice sought from Sec UKAF SB.

1.12.4.9 **Hospitality at Sporting Events.** Sponsorship of Service sport by Defence industry is welcomed and gratefully received by the Department. MOD support of these events is often through official representation by Defence personnel (in proportionate numbers to the size of the event) as guests of either the Service sport associations or official event sponsors, both of which may offer hospitality. Where the guidance below permits acceptance of such invitations, hospitality from the official event organiser or an official event sponsor is also permitted, providing it does not contravene defence policy contained in [JSP 492](#) (Defence Ethics, Propriety and Standards) or single Service instructions nor could be reasonably seen to compromise personal judgement or integrity.

a. **Official Military Sporting Events.** Most official military sporting events are authorised by Service sports boards and organised and conducted by the Service sports associations. Many events (e.g. Army vs Navy Rugby, the UK Armed Forces Rugby Remembrance Match, Inter Services T20 and the Rundle Cup) attract funding from sponsors.

(1) Invitations from the Service sport associations to these events may be accepted. Travel at public expense is not normally admissible for these fixtures and invitees will be deemed off duty for the event unless they are attending as a



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player, team official, match official, in a sports governance role or in a command/line management function.

(2) Invitations from sponsors to official military events may only be accepted if the invitation is from an official sponsor of the event, noting some events have multiple sponsors. Travel at public expense is not normally admissible for these fixture and invitees will be deemed off duty for the event. Hospitality from companies who are not official sponsors are to be declined.

b. **Non-Official Military Sporting Events.** Some military sporting events are not officially authorised but have a Defence context (e.g. the Grand Military Race). Invitations may be accepted from the organising committee. Travel at public expense is inadmissible and invitees are deemed to be off duty.

c. **Civilian or Social Sporting Events.** Invitations from sponsors to civilian or purely social sporting events with no Defence dimension and the associated hospitality are to be declined.

d. **Charity Sporting Events.** Invitations to sporting events sponsored by Service charities or private/defence companies with the sole aim of raising funds for non-publicly funded organisations can be accepted but travel at public expense is inadmissible and invitees are deemed to be off duty.

e. **Obligations.** Service and Civilian personnel should not place themselves under any financial or other obligation to outside individuals or organisations that might seek to influence them in the performance of their official duties; and they must not use their official position or information acquired in the course of their official duties to further their private interests or those of other. This includes not only avoiding actual or potential conflicts of interest but also any suspicion that conflicts may exist.

f. **Offers of Hospitality Recording.** All offers of hospitality, accepted and declined must be reported in the Electronic Hospitality Register.

1.12.4.10 **Branding.** There are strict rules about the use of logos and names. The commercial use of any military branding or trademarks requires the endorsement of the Directorate of Defence Communications (DDC) and the written approval of Defence Intellectual Property Rights (DIPR).

1.13 The Development Pathway

1.13.1 **Structure.** The Development Pathway provides a structure for the development of players and officials from unit level sporting activity to national representation. The level of attainment will depend on the aptitude, inspiration and determination of the individuals. The pathway is described in the processes document of this JSP.



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1.13.2 **Aims and Objectives.** The pathway has been designed for individuals to develop their sporting potential through progressively higher levels of sport. Only the exceptionally talented and motivated will reach the top but every stage provides a measure of success and personal achievement for the majority, contributing to team ethos and esprit de corps. The pathway provides opportunities to:

- a. gain skills in line with their level of aptitude and maturity.
- b. move easily from one stage of involvement to another.
- c. be motivated and have fun while developing their skills and interests, specifically at grass roots foundation level.
- d. be exposed to situations that have direct transferability to the workplace.
- e. inspire them to stay involved in Service sport long term.

1.13.3 **Sporting Stages.** Although sports have different requirements, they should all have definite stages in taking individuals from their early involvement to being an experienced participant. Success at each level may inspire others to strive for similar attainment. Generally, the progression should move through the following stages:

- a. **Grass Roots/Foundation.** Personnel are introduced to basic sports skills in a variety of activities/disciplines with competition and fun physical activity as the focus.
- b. **Ship/Establishment/Unit.** Sports fixtures and regional sports leagues or activities encourage participation in sport to develop/maintain skills. Progression is achieved when a greater focus is placed on skill development, team ethos, competition and contribution.
- c. **Command, Corps & Regional Representative Competitions.** Competitions specialise in specific sports and disciplines where individuals can become more serious about sport refining their skills and involvement to compete to win or officiate at a higher level of representation.
- d. **Single Service & Inter Service Representation.** Competitions provides a formal higher level of activity and achievement, with training, coaching clinics, attendance on courses and the development of talent playing a large role in performance at this level. The goal is to compete or officiate at the highest levels.
- e. **UKAF Representation.** This level recognises individuals that have established themselves as high performers, playing, training and coaching or achievement of enhanced qualifications being demonstrably so. Participants are committed to achieving an elite level of performance in a focused way.



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f. **International/Full-Time Elite Athletes and Officials.** Single Services provide opportunities for elite athletes and officials to develop their physical, cognitive, social and emotional skills performance at the highest levels in a specialised and often full-time environment.

1.14 Single Service Sport Regulations and Websites

| Service | Sport Regulations | Sport Website |
|---------|---|----------------------------------|
| RN | BRd 51 Part 4 - Sport in the Royal Navy | Royal Navy Sport |
| Army | AGAI Vol 1 Chapter 5 - Sport | Army Sport |
| RAF | AP 3415 - Sport in the RAF | RAF Sport |

The websites contain details of the single Service sports boards, sports associations and sporting activities.

1.15 Participation in Service Sport and Representing the Armed Forces

The UK Armed Forces sports identity should be adopted forthwith for all sports teams and associations registered with the UK AFSB or with any other sports title referring to the combination of the three Services. The UKAF sports identity comprises:

- a. **Title.** The title is UK Armed Forces (UKAF). The title must be suffixed by the appropriate sports team, association or board (i.e. UK Armed Forces Football). If a more generic use is required, the term is UK Armed Forces sport.
- b. **Logo.** There are two versions of the logo: one for formal use and one for routine. Although the term UK Armed Forces can be used in conjunction with the logo and associations are expected to do so, wording is not to be integrated into the logo. It is a standalone design. As an example, a hockey track suit top could have the logo on the left breast and UK Armed Forces Hockey across the back. Associations requiring electronic copies of the logo should request formats from the Sec UK AFSB. Both formats of the logo are illustrated below.

(1) **Formal.**



This format can be used in colour or black and white and would be used for more formal applications in stationery, such as VIP letterheads and invitations, publicity, advertising and embroidered badges for blazers.



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(2) **Routine.**



This format would be used primarily for playing strips, track suits, and sports equipment. It is also available for stationery, web applications and advertising. It would be available in colour, or in black and white (if required) on suitable backgrounds. This format should be used in the majority of applications.

- c. **Protection of the Title and Logo.** The identity is owned by the Secretary of State and protected on their behalf by Defence Intellectual Property Rights (DIPR). As a general rule, sports associations are permitted to use the identity for MOD purposes without charge or licensing and this includes the provision of branded sports equipment.

1.16 Criteria for a UKAF Sports Team

1.16.1 **Forming a Sports Team.** To form a UKAF team, the following criteria apply:

- a. A properly constituted UKAF sports association comprising a minimum of a Chair but ideally including a secretary must have the responsibility for the UKAF team.
- b. The UKAF sports association must abide by the NGB regulations for the sport.
- c. The UKAF sports association reports to the UKAF SB via the Secretary.
- d. The status of the sport must be Cat 1, Cat 2 or Cat 3.
- e. The sport must be structured with single Service and Inter Service Championships from which the UKAF team is selected. Exceptions to this structure can only be approved by UKAF SB.

1.16.2 **Selection for UKAF Sports Teams.** The composition of a UKAF sports team for a particular sport should be the selection of the most capable players in the best combination to make the strongest representational team. Ideally the team should have a balanced representation from each Service, but this should not be to the detriment of the standard of the team. Wherever possible, players should already have represented their senior single Service teams but if availability of players is limited, selection may include developmental players.

1.17 UKAF Sports Colours

The award of UKAF colours to an individual marks the ultimate achievement of a sports person in sport within the UKAF. It is therefore a highly prized and prestigious award and is only awarded once for a particular sport. The following criteria apply to the award of colours:



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- a. UKAF sports colours can be awarded to individuals who have represented as a player a properly constituted AF sports association in a 'bona fide' fixture authorised by Sec UK AFSB in UK or during an authorised tour overseas. Each UKAF association can exercise discretion over what constitutes a bona fide representative fixture, but trials fixtures are insufficient to merit consideration.
- b. UKAF sports colours can only be awarded for Cat 1 and Cat 2 sports. Cat 3 and Cat 4 sports do not qualify.
- c. UKAF sports colours can comprise all or one of the following:
 - (1) embroidered blazer badges – can be mounted on a frame or worn on a blazer.
 - (2) a tie with the miniature logo in multiple and regular pattern.
 - (3) a brooch.
- d. UKAF sports colours are only awarded for participation in the senior representative teams. UKAF colours are not awarded for participation in Masters/Veterans fixtures.
- e. UKAF sports associations may consider a separate award for participation in AF developmental sports teams usually at under 23 or under 25 years old. If a tie, brooch or badge is considered, its design must be obviously different from the full UKAF colours. UKAF sports associations are responsible for the production of these awards, but designs should be endorsed by Sec UKAF SB.
- f. An official's tie (single logo on the tie) or brooch can be worn by those who have officiated at UKAF events and by UKAF Sports Committee members.
- g. Ties, other than the representative tie, produced for overseas visits, special commemorative matches, etc, should not replace the established UKAF sports colours tie and any such ties should respect the principle that ties with the 'all-over' miniature logo should be awarded only to players. Other ties for officials should include the single logo only.
- h. UKAF sports ties, brooches and badges can be obtained from the Sec UKAF SB.

1.18 Playing Strips for UKAF Sports Teams

The corporate image of UKAF sports teams is important and the following guidance on the design and colour of playing strips for UKAF sports teams applies:



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- a. The preferred colour for a UKAF sports team playing strip is purple – pantone number is 5115C and colour breakdown is C 75% (Cyan), M 100% (Magenta), Y 70% (Yellow) and K 20% (Black).
- b. An alternative colour for a UKAF playing strip is white.
- c. The logo must be present on the strip, usually on the left breast.
- d. The three single Service colours can be used in conjunction with both purple and white playing strips (i.e. an athletics vest in white with the primary device and three hoops in dark blue, red and light blue, three hoops on purple socks).
- e. UKAF sports associations should abide by NGB guidelines in the design of playing strips.
- f. Outfits in Disruptive Pattern Materials are not to be used.
- g. UKAF playing strips are for the sole use of representative AF sports teams and should not be sold on a commercial basis without authorised licensing. There are property rights associated with the UKAF Sports Identity and any association seeking to raise funds through selling playing strips will need to involve DIPR to ensure proper licensing.

1.19 UKAF Sports Awards

Each year, Defence recognises the outstanding achievements of the Service athletes at a Sports Awards Ceremony. Single Services are invited to nominate personnel who they believe have achieved the highest standards of sporting excellence in the year. Nominations are requested for Sportsman, Sportswoman and Sports Official and also for a Sports Team of the Year. UKAF sports associations are also invited to submit nominations for the team award. The UKAF SB conducts a screening of the nominations from which the winners are selected. A high-profile guest of honour is invited to present the awards. Exceptionally, a Lifetime Award can be presented to an individual judged by the UKAF SB to have given outstanding service of the highest order to UKAF and national sport.

1.20 Participation in Single Service Sports Competitions by Joint Service Units

The rules for Joint Services units to participate in single Service sports competitions are:

- a. personnel of all three Services on the strength of any joint establishment may represent those establishments.
- b. in single-Service cup competitions, teams may comprise up to 50% of players from other than the host Service.



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- c. joint establishments may enter teams in all 3 single-Service cup competitions, but individuals will only be eligible to play in one such competition in any one season.

1.21 Priority of Claims on Players

1.21.1 **Order of Priority.** The order of priority of claims on players in the UKAF is:

- a. country or trial matches for country.
- b. UKAF sports fixtures.
- c. Service representative matches.
- d. below this level, single Service Commands have discretion, but priority will normally be:
 - (1) county.
 - (2) Command/Corps (when a Command/Corps is competing against a county, the Command/Corps has prior claim).
 - (3) club side given official recognition as a representative side in the Command/Garrison/Region.
 - (4) Ship/Unit/Base.
 - (5) United Services club.
 - (6) civilian club.

1.21.2 **Clashes of Priority for Player Release.** When a County claim for the services of a player clashes with that of the Service for a representative side, the decision as to priority rests with the appropriate Service sport association Chair who should assess the importance of the two fixtures both to the Service and the player.

1.21.3 **Service Personnel playing for Civilian Teams, including National Teams.** Service personnel participating in civilian sport at all levels, including national representation, have no duty status and do so at their own risk and in their own time. The MOD accepts no liability either for personal or third-party accident. It is therefore essential that Service personnel involved in civilian sport take out the necessary insurance cover. At national level, athletes should make insurance arrangements with their appropriate NGB.



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1.22 Participation within Senior, Development and Masters Sport

1.22.1 **Terminology used with Age-Related Sport.** The terminology used in age-related categories need definition to avoid confusion as NGBs use different expressions. For Service sport, only the following terms apply:

- a. **Senior.** The senior level is the highest level and represents the best of UKAF, single Service and Command participation. It has no age restriction.
- b. **Development.** This level applies to teams that have yet to achieve the senior standard. More often than not, the level will refer to age groups which are under 23 or 25 years old. Some development teams can span all ages, but they still represent a level where development to the senior level is the expectation.
- c. **Masters.** Masters' level is participation within older age groups. The age groups are specified by the sporting NGBs and in general are over 35, 40 and 50 years old. Some sports have different age groups.
- d. **Veteran Personnel.** Veteran personnel are those who have served in the UKAF but have now retired or have left the Service. The term veteran to define an age-related sporting activity is not to be used in Service sport.

1.22.2 **Senior and Development Sports Teams.** The eligibility of Service Personnel to participate in Senior and Development representational sports teams is defined in Section 2.4. Veterans are ineligible.

1.22.3 **Masters Sports Teams.** For the Masters' level (age threshold normally follows NGB guidelines), the following direction applies:

- a. Veteran personnel cannot participate in bona fide Inter Service competitions. Inter Service titles can only be competed for by serving personnel.
- b. Serving personnel have priority for selection in Master's teams and competitions.
- c. Masters' competitions involving only serving personnel can be conducted as Inter Service events and can be included in the overall results.
- d. Masters' competitions involving veteran personnel may be conducted alongside bona fide Inter Service events, but the results of such competitions cannot be included in an aggregated score to determine an overall Service winner.
- e. Masters' competitions and fixtures involving both serving and veteran personnel can be authorised by single Service and UKAF sports boards, but public funding and duty status only apply to serving personnel.



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- f. All veteran participants must have appropriate third party and personal liability insurance to indemnify MOD in respect of their participation.
- g. The inclusion of veteran personnel in a Master's competition between the Services must be agreed by the chair of all three single Service sports associations before the competition takes place.

1.23 Participation of Medically Downgraded Service Personnel

1.23.1 Sport in the Recovery Process. Sport plays an important role in the recovery of Personnel in Recovery Duty (PRD) personnel. The opportunity to use adaptive sports (AS) in the recovery process is well established and primarily funded and managed through the charitable sector. For many PRD, the recovery process is part of transition to civilian life. The participation of downgraded personnel in sport is as important in terms of mental and physical well-being and development as it is for any Service person but for some their Joint Medical Employment Standard (JMES) will affect their ability to participate in Service sports.

1.23.2 Participation of Downgraded Personnel. Downgraded personnel may participate in Service sport alongside other personnel if their JMES permits and the challenge is within their abilities. Medical advice is to be sought to ensure the sporting activity is appropriate for the individual and not likely to cause harm to the individual or others in the normal conduct of the sport. In addition, individuals must self-certify their fitness to participate in any Service sporting activity. While efforts to accommodate down-graded personnel in sport are to be made, these must be equitable for all. Both aspects are likely to limit the number of Service sports available to downgraded personnel.

1.23.3 Adaptive Sport. AS can still be available for downgraded personnel but AS is primarily a recovery activity and not conducted collectively within Service sport structures. All collective AS activity is conducted within or supported by charitable organisations² rather than Service sports associations. Commanding officers are permitted to authorise downgraded personnel to participate in AS within these charitable structures on an individual basis if they consider the activity of direct benefit to their personal development. Typical activities would include training for and participation in the Warrior and Invictus Games.

1.24 Personnel in Charity Sporting Events

1.24.1 Sporting Fixtures for the Purpose of Charitable Events. It is MOD policy not to support charities or charitable events without recovering costs (see [JSP 462](#) - Financial Management and Charging Policy Manual). In principle therefore, Service sporting events are not authorised for the purpose of charitable fund raising and the use of public funding to support participation in such events is inadmissible. Where an event is authorised for sound Service reasons (such as an Inter Services Championship, an Armed Forces or single Service fixture), public funding is admissible within the relevant regulation and charitable fund raising can be conducted as a secondary function.



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1.24.2 **Abatement of Charges.** JSP 462 does allow abatement of charges for certain charitable events but a business case proving the tangible benefit to Defence will require approval by the appropriate Top Level Budget (TLB).

1.25 Participation in Training

1.25.1 **Training Requirements.** Training is a fundamental part of preparing for unit and representative fixtures.

1.25.2 **Unit Level Training.** COs can authorise training of unit teams within unit locations as they see fit. Where facilities are not available at unit locations, COs can authorise travel at public expense to the nearest and appropriate facility (JSP 752, Chapter 6, Section 1 refers). COs can also authorise training camps in their home theatre away from unit locations but travel and subsistence at public expense is inadmissible.

1.25.3 **Representative Level Training.** Training of representative teams has two primary forms:

a. **Training Camps and Sessions.** Representative teams can conduct training camps in UK or overseas. Chapter 3 covers overseas training camps. Public funding of travel is limited to one authorised training session in UK per season for the UK Armed Forces team and teams representing their respective Service. Numbers permitted to travel at public expense are specified at Annex A to Chapter 2 but when circumstances merit, an increase of up to 33% above the numbers may be authorised by Service Sports Boards for such training camps. Further training sessions can be authorised by Sports Boards, but the use of public funding is inadmissible. Training camps for winter sports are admissible for public travel.

b. **Pre-Fixture Training.** Most representative teams require some pre-fixture training. If directly linked to the fixture, the authority for travel at public expense can include the pre-fixture training. If the pre-fixture training is a separate event, not directly linked in time and location, then travel at public expense is inadmissible. Separate pre-fixture training may still be authorised, but travel must be self or non-publicly funded.

1.25.4 **International and Elite Sports Personnel.** Service personnel are encouraged to compete, officiate or coach at the highest level; the best may have opportunities to represent national teams in international events. The training and representation at international level must be managed by the appropriate NGB. Competing, officiating or coaching for a NGB is not part of Service, so Service personnel do so at their own risk and are not covered by the Armed Forces Compensation Scheme (JSP 765).

1.25.5 **Elite Status for Athletes.** International athletes, officials and coaches participate in IGB/NGB activities in their own time and at their own expense. Some international athletes can be given 'Elite' status which allows the individual to train full time with their respective NGB.



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1.25.6 **Professional Athletes.** Approval to compete as a professional sports person (athlete) or official requires a professional contract to include a release clause and abatement of salary, approved in accordance with sS policy. Any additional leave granted will normally be unpaid and abatement of pay will be applied to the serviceperson's salary dependent upon the period away from the duty unit.

1.25.7 **Participation of Transgender Personnel in Sport.** The policy for the management of transgender Service personnel is contained in JSP 889. NGBs set the rules for the safe and fair conduct of sporting activity in their respective sports. Transgender personnel are eligible to participate in Service sport in their affirmed gender provided they meet the rules set by the NGBs or International Governing Bodies for that sport.

1.25.8 **Sport Administrators, Coaches and Officials.** As well as participating in sport as players, Service personnel are to be encouraged to qualify as officials and coaches and volunteer as association administrators. Organising sport offers the opportunity for personal development. At unit level this may be as Officer in Charge of a sport or, at all levels, as a member of a sport association committee. Officials, coaches, managers and administrators of representative teams have the same status as those participating as competitors. Single sex Service teams may have officials such as team managers, coaches and medical staff, from either sex as part of their team squads.

2 The Small Print

2.1 UK Armed Forces Sports Board (UKAF SB)

2.1.1 **UKAF SB as a MOD Body.** The UKAF SB is formally constituted as a MOD Body under the authority of the Defence Personnel Leadership Team (DPLT) through the ACDS (People Cap). The lead MOD branch through which UKAF SB reports is Talent, Skills, Learning and Development (TSLD). In addition to being a MOD body, the UKAF SB is also accountable to the Charity Commission as an Excepted Charity.

2.1.2 **Purpose of the UKAF SB.** The UKAF SB is responsible for promoting, developing and providing policy direction on the conduct of representative sport within and between the three Services and at UKAF level. It is also responsible for standardising, where feasible and appropriate, sports policy across the three Services and maintaining a liaison with national sports bodies.

2.1.3 **Composition of the UKAF SB.** The members of the UKAF SB are the 3 Single Services' Directors of Sport and Head (Hd) TSLD, with the office of Chair rotating biennially between the 3 Services. The Secretary is part of the staff of Chief of Defence People (CDP) in MOD Main Building and is the focal point for all UKAF SB matters. The UKAF SB has a subordinate group, the sports board Deputies Group (comprises Secretary (Sec) UKAF SB, SO1 Naval Sport (NS) HMS Temeraire, Chief of Staff (COS) Army Sport and Deputy Director RAF Sport (DDRS)) which provides the staff support for development of tri-Service sports policy and coherence in the delivery across the three single Services (Prof Dev Pers Pol



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own the policy for sport in the Army, COS Army Sport linked in to Prof Dev on policy issues relating to Service sport).

2.1.4 Role of the UKAF SB.

2.1.4.1 UKAF SB Policy.

- a. promote and develop policy on the conduct of sport within the UKAF (including Reserves).
- b. maintain the currency of existing regulation, guidance and policy direction for sport within the UKAF, largely through DINs and JSPs.
- c. advise the CDP through ACDS (People Cap) on matters of common interest affecting sport in the Services.
- d. where feasible and appropriate, standardise sports policy across all 3 Services.

2.1.4.2 UKAF SB Governance.

- a. act on behalf of ACDS (People Cap) as the authority for the UKAF sports associations and in particular:
 - (1) advise and assist UKAF sports associations in the safe conduct of their sports.
 - (2) appoint chairs of UKAF sports associations with terms of reference for the management of their associations.
 - (3) examine and approve the constitution or articles of association (as appropriate) of all UKAF sports associations and approve, or in the case of articles endorse, amendments.
 - (4) scrutinise the annual accounts of all UKAF sports associations and unions.
 - (5) authorise all fixtures and committee meetings of UKAF sports associations and unions.
 - (6) adjudicate on matters referred to it by any UKAF sports association.
 - (7) monitor assurance and compliance of the conduct of sporting activity in UKAF sports associations.
- b. authorise the official recognition of a new sport across all three Services and conduct a continuous rolling review of all Cat 1, Cat 2 and Cat 3 sports to ensure they meet established criteria. Each sport should be reviewed once in every 5 years.



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- c. maintain a liaison where necessary with appropriate councils, NGBs, the Defence Sports & Recreational Alliance and the Civil Service Sports Council.
- d. determine eligibility of players for Inter Service and UKAF sports fixtures.
- e. control through the appropriate UKAF sports association, the award and wearing of 'colours'.

2.1.4.3 UKAF SB Assurance. Ensure compliance with [DLSR Regulatory Instruction 206](#) (High Risk Sport Regulations) and JSP 660:

- a. examine and approve the constitution or articles of association (as appropriate) of all UKAF sports associations and approve, or in the case of articles endorse, amendments.
- b. scrutinise the annual accounts of all UKAF sports associations and unions and review their sponsorship contracts on a routine basis.
- c. monitor 1st party audits (1st Line of Defence (1LoD)) of the conduct of sporting activity in UKAF sports associations.
- d. ensure the conduct of 2nd party audits (2nd Line of Defence (2LoD)) of UKAF sports associations activity. 2nd party audits of high-risk sports should take place at a period no longer than 18-24 months, for other sports the periodicity is to be no longer than 24-36 months.
- e. the high-risk sports (deduced from Sport England) include Archery, Boxing, Paddle Sports, Equestrian, Fencing, Flying, Gliding, Hang Gliding, Judo, Martial Arts, Kitesurfing, Modern Pentathlon, Motor Sports, Paragliding, Polo, Sailing, Sport Climbing, Sport Parachuting, Shooting, Surfing, Water Skiing and Winter Sports.

2.1.4.4 UKAF SB Administration

- a. administer such non-public funds as are placed under its control and allocate non-public grants to UKAF sports associations as required.
- b. seek additional non-public funding through sponsorship of UKAF sports and assure compliance of sponsorship arrangements within UKAF sports associations.
- c. conduct an annual UKAF Sports Awards ceremony.
- d. conduct quarterly board meetings with a record of decisions.
- e. direct the programme of work for the sports board Deputies' meetings.
- f. co-ordinate responses to Parliamentary Questions, Ministerial Correspondence and Defence Internal Audit reports involving sport within the UKAF.



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2.1.4.5 UKAF SB Engagement. Key departments in MOD with whom the UKAF SB interacts are:

- a. MOD – CDP, ACDS (People Cap), TSLD, SPS Welfare, DDC, Sec, DIPR.
- b. Navy Command – ACNS Pers & NavSec, CN Pers D Res, RN Infra.
- c. Army HQ – D Pers, Hd Pers Pol, D Res, Hd Infra.
- d. Air Command – AOC 22 Gp, Dir People, D Res (FPP & CG).
- e. DIO – Strat Pol.
- f. Single Service Sports Boards – HMS Temeraire, Army Sport, Directorate of RAF Sport.

2.1.4.6 Constitution of the UKAF SB as an Excepted Charity. With the majority of sporting activity in the UKAF non-publicly funded, the UKAF SB has Excepted Charity status for these funding arrangements. (excepted charities do not have to register with the Charity Commission or submit annual returns. In all other respects however, they are bound by Charity Law and the Charity Commission who exercise regulatory authority. An Excepted Charity must have an income of under £100k and, in the case of UKAF SB, is a charitable Service Fund of the Armed Forces).

- a. **Purpose.** The (charitable) purpose of the UKAF SB is to promote the efficiency of His Majesty's Armed Forces.
- b. **Trustees.** The 3 trustees of the UKAF SB are the 3 single-Service Directors of Sport.
- c. **Responsibilities.** The trustees of the UKAF SB are responsible and accountable to the Charity Commission for:
 - (1) ensuring the board's purpose is for public benefit and fulfils the role in this Constitution.
 - (2) acting in the charity's best interests.
 - (3) managing the charity's resources responsibly.
 - (4) acting with reasonable care and skill.
 - (5) ensuring the charity is accountable.



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2.1.4.7 UKAF SB Funding. The UKAF SB is a MOD body and is primarily publicly funded. Sporting activity in the Armed Forces does attract some public funding but the majority is non-public funded. The UKAF SB manages the UKAF Sports Fund which has two parts:

- a. **The Current Account** is managed within the Army Sport Central Bank. The current account is maintained within an upper threshold of £60k and a lower threshold of £20k to allow for seasonal variations of income and expenditure. The current annual operating budget is £25k.
- b. **The Investment Account** is managed within the Blackrock Armed Forces Charities Growth & Income Fund (AF CG&IF). The Board accepts the return on investment and the level of risk management associated with the AF CG&IF. The Investment represents a reserve fund which ensures the operating costs for UKAF sports are sustainable for 2 to 3 years should income to the fund reduce significantly. The investment should be allowed to grow within inflation figures.

2.1.4.8 Approval of UKAF SB Annual Grants. The UKAF SB approves the annual grants to sports associations. The Chair and Secretary are authorised to approve payments from the fund in line with a Delegated Authority that is agreed by the UKAF SB and reviewed annually. These payments can include minor grants, stock purchases, sports awards expenses, grants for overseas visits and general operating costs.

2.1.4.9 UKAF SB Approval of Fixtures. The UKAF SB authorises UKAF sports association fixtures and overseas visits. UKAF sports associations submit their proposed fixture lists bi-annually to Sec UKAF SB for the summer and winter seasons. Sec UKAF SB reviews the submissions and authorises as appropriate. Contentious events are referred to the main Board.

2.2 National Governing Bodies for Service Sport

| Sport/Activity | National Governing Body |
|---|--|
| American Football | British American Football Association |
| Angling (competitive) <ul style="list-style-type: none"> • Coarse • Carp • Game • Sea (Boat/Shore) | The Angling Trust |
| Athletics <ul style="list-style-type: none"> • Track and Field • Cross Country • Tug of War • Half & Full Marathon/Road | <ul style="list-style-type: none"> • UK Athletics • UK Athletics • Tug of War Association • UK Athletics |
| Archery | Archery GB |
| Association Football | The Football Association |



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| Sport/Activity | National Governing Body |
|--|--|
| Aquatics <ul style="list-style-type: none"> Swimming Diving Water Polo Open Water | Swim England |
| Badminton | Badminton England |
| Basketball <ul style="list-style-type: none"> 5-a-side 3x3 | Basketball England |
| Boxing | England Boxing |
| Canoeing <ul style="list-style-type: none"> Sprint and Marathon Slalom Surf Wild Water Racing Polo Freestyle | Paddle UK |
| Cricket | England and Wales Cricket Board |
| Cycling <ul style="list-style-type: none"> Road, MTB, Cyclocross, BMX, Track and Gravel Racing Time Trial | British Cycling Cycling Time Trials (CTT) |
| Equestrian <ul style="list-style-type: none"> Eventing Disciplines (Horse) Racing Tentpegging | <ul style="list-style-type: none"> British Equestrian Federation British Dressage, British Show Jumping and British Eventing British Horse Racing Authority |
| Esports <ul style="list-style-type: none"> Call of Duty Rocket League League of Legends Formula 1 Racing | British Esports Federation (until Sport England NGB is recognised). |
| Fencing | British Fencing Association |
| Gliding | British Gliding Association |
| Golf | Royal and Ancient Golf Club of St Andrews |
| Hang Gliding | British Hang Gliding and Paragliding Association |
| Hockey | England Hockey |
| Ice Hockey | English Ice Hockey Association |
| Judo | British Judo Association |
| Lacrosse | English Lacrosse Association |
| Kitesurfing | British Kitesports |



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| Sport/Activity | National Governing Body |
|--|--|
| Martial Arts <ul style="list-style-type: none"> Brazilian Jiu Jitsu WTF and ITF Taekwondo Karate Weapons Kata Kendo | <ul style="list-style-type: none"> UK Brazilian Jiu Jitsu Association British Taekwondo and British Taekwondo Council World Karate Federation / World Union of Karate-Do Federations (all Inter Service events are to be conducted within World Karate Federation rules). Not known British Kendo Association |
| Microflight Flying | British Microflight Aircraft Association |
| Modern Pentathlon | Pentathlon GB |
| Motor Sports <ul style="list-style-type: none"> 2 Wheel Road 2 Wheel Trial 2 Wheel Enduro 2 Wheel Motocross 4 Wheel Car Racing (Sprint & Circuit) Side Car 4 Wheel Navigation Rally Karting | <ul style="list-style-type: none"> Auto-Cycle Union Auto-Cycle Union Auto-Cycle Union Amateur Motorcycle Association¹/Auto-Cycle Union Motorsports UK Motorsports UK Motorsports UK Motorsports UK Motorsports UK Motorsports UK |
| Netball | England Netball |
| Orienteering (Competitive) | British Orienteering Federation |
| Olympic Weightlifting | British Weightlifting |
| Paragliding | British Hang Gliding and Paragliding Association |
| Polo | Hurlingham Polo Association |
| Power Lifting | British Powerlifting Association |
| Rackets | Tennis and Rackets Association |
| Real Tennis | Tennis and Rackets Association |
| Rowing <ul style="list-style-type: none"> On water rowing disciplines Indoor rowing | British Rowing |
| Rugby League | Rugby Football League |
| Rugby Union | Rugby Football Union |
| Sailing <ul style="list-style-type: none"> Offshore Dinghy Windsurfing | Royal Yachting Association |
| Sport Climbing | British Mountaineering Council |

¹ The Amateur Motorcycle Association (AMCA) is not a NGB but is recognised by Statutory Instrument in the Motor Vehicles (Off Road Events) Regulations of 1995 in which it is specifically recognised as an authorising body. As such its events are covered by government legislation under section 13A of the Road Traffic Act 1988.



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| Sport/Activity | National Governing Body |
|---|---|
| Sport Parachuting | British Skydiving |
| Squash Rackets <ul style="list-style-type: none"> Squash Racketball | England Squash |
| Surfing | Surfing England |
| Table Tennis | Table Tennis England |
| Target Shooting <ul style="list-style-type: none"> Target Rifle Small Bore Clay Target Target Pistol Service Weapon | <ul style="list-style-type: none"> National Rifle Association National Small Bore Rifle Association Clay Pigeon Shooting Association National Small Bore Rifle Association Small Arms School Corps |
| Ten Pin Bowling | British Tenpin Bowling Association |
| Tennis | LTA |
| Triathlon | British Triathlon Federation |
| Volleyball | Volleyball England |
| Water Skiing / Wakeboarding | British Water Ski & Wakeboard Federation |
| Winter Sports <ul style="list-style-type: none"> Alpine Skiing Snowboarding Bobsleigh Skeleton Bobsleigh Luge Tobogganing (Cresta) Biathlon / Cross Country Telemarking | <ul style="list-style-type: none"> GB Snowsport GB Snowsport British Bobsleigh & Skelton British Bobsleigh & Skeleton International Luge Federation St Moritz Tobogganing Club (SMTC is not a NGB; it is a club with private rules). British Biathlon Union / GB Snowsport GB Snowsport |

2.3 UK Armed Forces Sports Associations

2.3.1 Structure and Governance of Sports Associations. Managed by serving personnel, UKAF sports associations are the enablers for sport delivery supported by public and non-public Service funds. As such they are MOD bodies acting on behalf of ACDS (People Cap) through the UKAF SB for the delivery of their specific sports. UKAF sports associations are accountable to the UKAF SB. The sports associations are to administer their sport in accordance with the directives of their sport's NGBs and Defence, Joint Service and single Service publications and instructions.

2.3.2 Sports Association Charitable Status. As sports associations have charitable status, they also abide by Charity Commission rules and regulations. The Charity Commission will regard as trustees either those personnel listed as such in their Constitution, or in the absence thereof, they would deem the Executive Committee of that Excepted Charity to be the de facto trustees (Charity Commission Publication 3 (CC3) issued July 2015).



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2.3.3 Sports Association Organisations. The organisation of UKAF sports associations vary considerably. Some are very small and comprise a single managerial post. Others such as Winter Sports and Cricket have significant management structures. Each sports association is to have a chair appointed and a constitution approved by the UKAF SB. Their organisation generally fits into one of three models:

- a. **Permanent / Non-Rotating.** The management is a separate and independent structure where positions are filled by selected individuals whose roles are specific to the association. Members of single Service sports associations can be included in the management committees, but the chair and other key appointments are separate.
- b. **Rotational.** A separate UKAF association is not constituted and the single Services take it in turn to manage the Inter Service competition and UKAF sporting activity within their own single Service structure. The frequency of the rotation can vary but is usually on an annual basis.
- c. **Hybrid.** Hybrid organisations have one or more permanent appointments such as secretary and treasurer but the responsibility for the overall leadership and management of the UKAF sports association rotates between the single Services. The frequency of rotation varies between one and three years.

2.3.4 Responsibility of Sports Association Chair. The chair of the sports association is responsible for the leadership, management and conduct of the association. The generic terms of reference for the chair are in the process section to this JSP.

2.3.5 Sports Association Constitution. Each UKAF sports association is to operate within a constitution as an excepted charity (or Articles of Association if a registered charity) approved by the UKAF SB. A generic template for a constitution in the process section of this JSP. This template is not prescriptive and should be used as a guide to drafting a constitution to suit the association.

2.3.6 Sports Association Risk Management and Assurance. UKAF sports association chairs are appointed by UKAF SB on behalf of ACDS (People Cap) and they are to ensure that their associations conduct their sporting activity in an appropriately safe manner in accordance with [DLSR Regulatory Instruction 206](#) (High Risk Sport Regulations), NGB rules, in compliance with JSP 660 and using best practice within single Services sports boards, noting this may be more stringent than NGB rules. Where NGB rules fail to mitigate the risk to life adequately or to the standard required by MOD regulation, they are to establish risk management systems that ensure any risk is as low as reasonably practicable. Risk ownership remains the same, wherever and however the activity is run. It is up to the association Responsible Person or equivalent to be satisfied a safe place or other element is provided on or within Defence or an appropriately licensed pitch, circuit or similar outside Defence. The risk owners for Service personnel participating in UKAF representational sport are the respective single Service 2 Star heads of sport. They manage the risk through their single Service sports associations. Thus, the Chair of the single Service sports association must satisfy themselves on behalf of their head of sport that the UKAF sport association activity



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is appropriately managed from a safety and risk perspective before their association personnel participate. Assurance of UKAF representative sporting activity is conducted at 3 levels:

- a. self-assurance (1st Line of Defence Assurance) is conducted every year within the UKAF sports association or on change of Chair.
- b. internal assurance (2nd Line of Defence Assurance) is conducted by TSLD's assurance staff.
- c. external assurance may be directed on a risk based approach or by NGBs. Risk based assurance for sport should be considered if an NGB changes substantially or if the number of issues across a single sport or a similar issue across multiple sports have occurred.

2.3.7 UKAF Sports Association and Inter Services Competitions. As a general rule, UKAF sports association chairs are not responsible for the conduct of Inter Service tournaments and championships. These are normally hosted by each single Service in turn on an annual rotation and the hosting Service is responsible for the safety and risk management of the event. There are a few exceptions, notably Winter Sports, where the UKAF association will be responsible for the Inter Service Championships and are obliged to provide appropriate safety management plans for the conduct of the sporting activity. In all Inter Service events, single Service sports boards authorise the participation of their personnel and single Service sports associations must assure themselves that the safety management plans are appropriate and updated at least annually.

2.3.8 Terms of Reference - Chair of UK Armed Forces (UKAF) Sports Association

2.3.8.1 Role of UKAF Sports Association. The role of a UKAF sports association is to:

- a. promote its sport at UKAF level safely by:
 - (1) managing UKAF representative sports teams.
 - (2) delivering UKAF representative sport fixtures and overseas visits.
 - (3) where appropriate, delivering Inter-Services competitions.
 - (4) hosting when appropriate the visiting sports teams of other nations.
- b. act as a central body within the Armed Forces to coordinate matters associated with its sport including liaison with the National Governing Body (NGB).
- c. advise the UKAF and single Service sports board on matters concerning its sport.



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2.3.8.2 Responsibilities of a Sports Association Chair. You are responsible for the promotion of 'name of sport' at the UKAF level and for the efficient administration and organisation of the sport for the benefit of Service personnel in accordance with an approved constitution. You are to act with reasonable care and diligence and in good faith in the best interests of the Association. If your duty to act in the best interests of the Association is in conflict with (or may conflict with) your personal interests, you must disclose this responsibly. You should abide by the following:

- a. policy direction and guidance given in JSP 660, Sport in the UK Armed Forces.
- b. policy, directives and guidance given for the conduct of the sport by its NGB.
- c. as a de facto trustee of the Association in its guise as an Excepted Charity – Guidelines for Trustees of Charitable Organisations.

2.3.8.3 Association Management. As Chair, you are to:

- a. form and maintain a structure for management of the Association, constituting committees as necessary for long term development of the association, the proper and safe conduct of sporting activity within it and appropriate financial management of association business. You are to ensure the effective and efficient management of the Association and the delivery of sporting activity within it, suitable officers are appointed for the management of the Association and a formal constitution is established.
- b. chair a committee to govern and provide executive direction for the on-going business and best interests of the Association. You are to convene a Sponsorship is extremely important in UKAF finances and very much has its part to play but it is not a 'free good' as it is by its nature a value exchange between the sponsor and the association. It is therefore important that when sports associations enter sponsorship arrangements, they are aware of the need for propriety at all times, in order to protect the MOD's, their sport's and their personal reputation and that of the commercial partner too. In order to help and provide support to you, for all future sponsorship arrangements that are considered novel, contentious (if you are unsure, please ask) or over £50K the sports association Chair is to discuss the arrangement with Chair UKAF sports before formally entering into the arrangement. Proper records are to be kept of all proceedings at AGMs and executive committee meetings; these records are to be copied to Sec UKAF SB.
- c. maintain a succession plan to ensure continuity of effective leadership and management.

2.3.8.4 Sport Association Financial Management. You are responsible for the proper financial management of the Association and are to:

- a. ensure that association funds are managed in accordance with MOD regulation and Charity Commission rules. The Association is to have a five-year plan and activity



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is to be managed within budget. Any bids for funding support from the UKAF Sports Fund or BFBS sponsorship will require financial statements of income and expenditure for current and future years.

- b. ensure that the accounts are audited annually, and a copy of the audit report is sent to Sec UKAF SB.
- c. develop and maintain sponsorship in accordance with current MOD regulation to support sporting activity within the Association.

2.3.8.5 Sports Association Safety Management. As Chair, you manage the risk with the appropriate safety management plan (SMP) for your association's activities. You are to:

- a. ensure that the Association conducts its sport in an appropriately safe manner in accordance with NGB rules and compliance with MOD regulations. Where NGB rules fail to mitigate the risk to life adequately or to the standard required by MOD regulation, you are to establish risk management systems to ensure any risk is as low as reasonably practicable and tolerable, using best practice within single Service sports boards. Single Service Heads of Sport oversee the risk for the participation of their Service personnel, and they manage that risk through the Chairs of their respective sports associations. Where necessary, you are to assure the single Service sports association chairs that the risk management of UKAF sporting activity is appropriately safe for the participation of their Service personnel.
- b. establish assurance procedures for your sport, conducting self-assurance (1st party audit) within the Association and facilitating Internal assurance (2nd party audit) is conducted by TSLD assurance staff. External assurance may be directed by the relevant sports board on a risk based approach.
- c. ensure your association has adequate and effective safeguarding procedures in place to ensure Service personnel take part in sport in a safe, positive and enjoyable environment. This includes setting an environment in which behaviours are appropriate, not threatening, bullying, harassing nor coercive and encourage reporting both by the vulnerable and any witnesses of improper activity, including face to face, social media, phone or other electronic communications. Safeguarding¹ should be part of your association's SMP. Section 2.10 provides topics and example text on what should be included in an SMP.
- d. ensure all fixtures and overseas visits are authorised by the Secretary UKAF SB and organised in accordance with JSP 660.

2.3.8.6 Sports Association Data Compliance. Ensure that data management is GDPR compliant at all times. Officials in UKAF sports associations may wish to consider the following guidance alongside the Defence regulations:

- a. treat all personal data with respect and hold securely.



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- b. treat all personal data how you would want your own personal data to be treated.
- c. take care with all personal data and items containing personal data you handle or come across so that it stays secure and is only available to or accessed by authorised individuals. Never leave any items containing personal data unattended in a public place or unsecure locations, e.g. on a train, in a café, in a car on a drive overnight etc and this would include paper files, mobile phone, laptops, tablets, memory sticks etc.
- d. hold the data for only as long as it contributes to the purpose. For example, following an overseas visit, delete the passport and other details of those participating.
- e. do not pass data on to a third party unless there is a specific requirement and the data subject is aware that their details are being shared with a third party.
- f. immediately notify the appropriate data protection officer if you become aware of or suspect the loss of any personal data or any item containing personal data.

2.3.8.7 Promotion of your Sports Association. You are to:

- a. encourage and develop opportunities for the sport to flourish across the three Services.
- b. promote the sport through an active media and PR campaign.
- c. maintain and foster links with the NGB and the single-Service Associations.

2.4 Eligibility to Play in Service Sport

| Category of Personnel | Single Service Events (Unit, Corps & Regional) | Represent Single Service (Non-Inter Service Events) | Represent Single Service (Inter Service Events) | UKAF |
|---|--|---|---|---|
| To be considered for Whole Force personnel. | Single Service discretion. | Single Service discretion. | Personnel to be attested and have a commitment. | Personnel to be attested and have a commitment. |

2.5 Status of Sports Within the Services

| Sport/Activity | | RN | Army | RAF |
|-----------------------|------------------|-------|-------|-------|
| American Football | | Cat 3 | Cat 3 | Cat 3 |
| Angling (competitive) | Coarse Match | Cat 2 | Cat 2 | Cat 2 |
| | Carp | Cat 2 | Cat 2 | Cat 2 |
| | Game | Cat 2 | Cat 2 | Cat 2 |
| | Sea (Boat/Shore) | Cat 2 | Cat 2 | Cat 2 |



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| Sport/Activity | | RN | Army | RAF |
|-----------------------|---|---|-------|-------|
| Aquatics ² | Swimming | Cat 2 | Cat 2 | Cat 2 |
| | Diving | Cat 2 | Cat 2 | Cat 2 |
| | Water Polo | Cat 2 | Cat 2 | Cat 2 |
| | Open Water | Cat 2 | Cat 2 | Cat 2 |
| Archery | | Cat 2 | Cat 2 | Cat 2 |
| Athletics | Track and Field | Cat 1 | Cat 1 | Cat 1 |
| | Cross Country | Cat 2 | Cat 2 | Cat 2 |
| | Tug of War | Cat 2 | Cat 2 | Cat 2 |
| | Half & Full Marathon/Road | Cat 2 | Cat 2 | Cat 2 |
| Association Football | | Cat 1 | Cat 1 | Cat 1 |
| Badminton | | Cat 2 | Cat 2 | Cat 2 |
| Basketball | 5-a-side | Cat 2 | Cat 2 | Cat 2 |
| | 3x3 | Cat 3 | Cat 3 | Cat 3 |
| Boxing | | Cat 2 | Cat 2 | Cat 2 |
| Canoeing | Sprint & Marathon | Cat 2 | Cat 2 | Cat 2 |
| | Slalom | Cat 2 | Cat 2 | Cat 2 |
| | Surf | Cat 2 | Cat 2 | Cat 2 |
| | Wild Water Racing | Cat 3 | Cat 3 | Cat 3 |
| | Polo | Cat 2 | Cat 2 | Cat 2 |
| | Freestyle | Cat 2 | Cat 2 | Cat 2 |
| | Boater X | Cat 3 | Cat 3 | Cat 3 |
| Cricket | | Cat 1 | Cat 1 | Cat 1 |
| Cycling | Road | Cat 2 | Cat 2 | Cat 2 |
| | Time Trial | Cat 2 | Cat 2 | Cat 2 |
| | MTB (XC, DH & Enduro) | Cat 2 | Cat 2 | Cat 2 |
| | Cyclocross | Cat 2 | Cat 2 | Cat 2 |
| | BMX | Cat 2 | Cat 2 | Cat 2 |
| | Track | Cat 2 | Cat 2 | Cat 2 |
| | Virtual Racing (e-racing) | Cat 3 | Cat 3 | Cat 3 |
| | Gravel Racing | Cat 3 | Cat 3 | Cat 3 |
| Equestrian | Dressage / Show Jumping / Cross Country | Cat 2 | Cat 2 | Cat 2 |
| | (Horse) Racing | Cat 3 | Cat 2 | Cat 3 |
| | Tentpegging | Cat 4 | Cat 3 | Cat 4 |
| Esports | Call of Duty | All esports disciplines - Cat 2 (Inter Service events only). All other events Cat 3, unless specifically authorised, i.e. CODE Bowl. | | |
| | Rocket League | | | |
| | League of Legends | | | |
| | F1 Racing | | | |
| Fencing | | Cat 2 | Cat 2 | Cat 2 |
| Gliding | | Cat 2 | Cat 2 | Cat 2 |
| Golf | | Cat 2 | Cat 2 | Cat 2 |

² The RAF will retain the term Swimming until 2025.



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| Sport/Activity | | RN | Army | RAF |
|----------------------------|---------------------------------------|-------|---|-------|
| Hang Gliding | | Cat 4 | Cat 4 | Cat 4 |
| Hockey | | Cat 1 | Cat 1 | Cat 1 |
| Ice Hockey | | Cat 2 | Cat 2 | Cat 2 |
| Judo | | Cat 2 | Cat 2 | Cat 2 |
| Lacrosse | | Cat 3 | Cat 3 | Cat 3 |
| Kitesurfing ³ | | Cat 2 | Cat 2 | Cat 2 |
| Martial Arts | Brazilian Jiu Jitsu | Cat 2 | Cat 2 | Cat 2 |
| | WTF and ITF Taekwondo | Cat 2 | Cat 2 | Cat 2 |
| | Karate | Cat 2 | Cat 2 | Cat 2 |
| | Weapons Kata | Cat 3 | Cat 3 | Cat 3 |
| | Kendo | Cat 2 | Cat 2 | Cat 2 |
| Microlight Flying | | Cat 4 | Cat 4 | Cat 2 |
| Modern Pentathlon | | Cat 4 | Cat 2 | Cat 4 |
| Motor Sports | 2 Wheel Road | Cat 2 | Cat 2 | Cat 2 |
| | 2 Wheel Trial | Cat 2 | Cat 2 | Cat 2 |
| | 2 Wheel Enduro / Motocross | Cat 2 | Cat 2 | Cat 2 |
| | 4 Wheel Car Racing (Sprint & Circuit) | Cat 2 | Cat 2 | Cat 2 |
| | 4 Wheel Navigation | Cat 2 | Cat 2 | Cat 2 |
| | Side Car | Cat 3 | Cat 3 | Cat 2 |
| | Rally | Cat 2 | Cat 2 | Cat 2 |
| | Karting | Cat 2 | Cat 2 | Cat 2 |
| Netball | | Cat 1 | Cat 1 | Cat 1 |
| Olympic Weightlifting | | Cat 3 | Cat 3 | Cat 3 |
| Orienteering (competitive) | | Cat 2 | Individual Military Training ⁴ | Cat 2 |
| Paragliding | | Cat 2 | Cat 2 | Cat 2 |
| Polo ⁵ | | Cat 2 | Cat 2 | Cat 2 |
| Power Lifting | | Cat 2 | Cat 2 | Cat 2 |
| Rackets | | Cat 4 | Cat 4 | Cat 4 |
| Real Tennis | | Cat 4 | Cat 4 | Cat 4 |
| Rowing | | Cat 2 | Cat 2 | Cat 2 |

³ In the RAF, Kitesurfing includes the wider range of activities embraced by Powerkiting.

⁴ For overseas visits, Inter Service events and UKAF sports teams, Army personnel conduct orienteering as a 'Cat 2' sport.

⁵ For Polo:

a. Novice (-8g to -4g polo). This is entry level polo made up primarily of new starters in polo and consisting of those with -2g handicap. However, it may include more experienced, higher handicapped players that can give the team some shape.

b. Development (-4g to -1g polo). This is beginner level polo. These teams will include developing players of -2/-1g but will require a mix of players to gain the required handicap.

c. Senior (0g+ polo). This is senior level polo and consists of the best military players with 0g+ handicaps (on occasion the best -1 players will also have the experience and ability to play).



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| Sport/Activity | | RN | Army | RAF |
|------------------------------|---------------------------------------|-------------|-------------|-------------|
| Rugby (League and Union) | | Cat 1 | Cat 1 | Cat 1 |
| Sailing | Offshore | Cat 2 | Cat 2 | Cat 2 |
| | Dinghy | Cat 2 | Cat 2 | Cat 2 |
| | Windsurfing | Cat 2 | Cat 2 | Cat 2 |
| Sport Climbing | | Cat 2 | Cat 2 | Cat 2 |
| Sport Parachuting | | Cat 2 | Cat 2 | Cat 2 |
| Squash Rackets | Squash | Cat 1 | Cat 1 | Cat 1 |
| | Racketball | Cat 3 | Cat 3 | Cat 3 |
| Surfing | | Cat 2 | Cat 2 | Cat 2 |
| Table Tennis | | Cat 2 | Cat 2 | Cat 2 |
| Target Shooting ⁶ | Target Rifle | Cat 2 | Ind Mil Trg | Cat 2 |
| | Small Bore Target Rifle | Cat 2 | Ind Mil Trg | Cat 2 |
| | Clay Target | Cat 2 | Cat 2 | Cat 2 |
| | Target Pistol | Cat 2 | Ind Mil Trg | Cat 2 |
| | Service Weapon | Ind Mil Trg | Ind Mil Trg | Ind Mil Trg |
| Ten Pin Bowling | | Cat 4 | Cat 4 | Cat 3 |
| Tennis | | Cat 1 | Cat 1 | Cat 1 |
| Triathlon | | Cat 2 | Cat 2 | Cat 2 |
| Volleyball | | Cat 2 | Cat 2 | Cat 2 |
| Water Skiing / Wake Boarding | | Cat 2 | Cat 2 | Cat 2 |
| Winter Sports | Alpine Skiing ⁷ | Cat 2 | Cat 2 | Cat 2 |
| | Snowboarding | Cat 2 | Cat 2 | Cat 2 |
| | Bobsleigh | Cat 2 | Cat 2 | Cat 2 |
| | Skeleton Bobsleigh | Cat 2 | Cat 2 | Cat 2 |
| | Luge | Cat 2 | Cat 2 | Cat 2 |
| | Tobogganing (Cresta) | Cat 2 | Cat 2 | Cat 2 |
| | Biathlon / Cross Country ⁸ | Cat 2 | Ind Mil Trg | Cat 2 |
| | Telemarking | Cat 2 | Cat 2 | Cat 2 |

In addition, the RAF treats Model Aircraft Flying and Powered Flying as 'Cat 3' sports.

⁶ Individual Military Training (Ind Mil Trg) status for Army target shooting (i.e. Target Rifle, Small Bore Target Rifle and Target Pistol) is only authorised for specific Army Rifle Association activities in accordance with AGAI Vol 1 Ch 5 - Sport. For competitive fixtures at Inter Service level and above, target shooting will remain a Category 2 sport.

⁷ Army participation in alpine competitions up to and including corps and divisional championships is designated 'individual military training' and is authorised by Hd Trg. Competing in the Army and Inter Service Championships and for UKAF teams is classified as a Category 2 Sport under the auspices of Army Sport.

⁸ Participation of the Royal Marines and Royal Navy attached ranks to Commando Forces in Biathlon / Cross Country activities can be designated as 'individual military training'. For competitive fixtures at Inter Service level and above, Biathlon / Cross Country activities will remain a Category 2 Sport.



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| Current UKAF Sports | | |
|-------------------------|---------------|----------------|
| Angling | Athletics | Badminton |
| Basketball | Boxing | Canoeing |
| Cricket | Cycling | Equestrian |
| Fencing | Football | Golf |
| Hockey | Ice Hockey | Judo |
| Martial Arts | Netball | Orienteering |
| Paragliding | Polo | Powerlifting |
| Rally Team ⁹ | Rowing | Rugby League |
| Rugby Union | Shooting | Sport Climbing |
| Squash Rackets | Swimming | Tennis |
| Volleyball | Winter Sports | |

2.6 Definitions of Sports Within Categories

2.6.1 Category 1 Sports

| Sport/Activity | Recognised Activity | Not Recognised ¹⁰ |
|----------------------|---|---|
| Athletics | Track and Field | |
| Association Football | <ul style="list-style-type: none"> • Full side (11) • Small-sided (5-, 6- and 7-a-side) | <ul style="list-style-type: none"> • Beach Football • Walking Football |
| Cricket | Limited Overs: 1-, 2- and 3-day declaration games | Indoor cricket |
| Hockey | <ul style="list-style-type: none"> • Indoor Hockey (6-a-side) • Outdoor Hockey (7- and 11-a-side) | <ul style="list-style-type: none"> • Unihoc • Roller Hockey • Street Hockey |
| Netball | 7-a-side | <ul style="list-style-type: none"> • High 5 • Nets • Fast Net |
| Rugby League | <ul style="list-style-type: none"> • 13-a-side • 9-a-side | Touch Rugby |
| Rugby Union | <ul style="list-style-type: none"> • 15-a-side • 10-a-side • 7-a-side | <ul style="list-style-type: none"> • Touch Rugby • Beach Rugby |
| Squash Rackets | <ul style="list-style-type: none"> • Squash Singles • Squash Doubles | |
| Tennis | <ul style="list-style-type: none"> • Singles • Doubles | <ul style="list-style-type: none"> • Mini Tennis • Beach Tennis • Walking Tennis |

⁹ The UKAF Rally Team is not a UKAF association like the other associations as it does not operate at a level above the sS motorsport associations; it resides as a UKAF activity for administrative convenience.

¹⁰ The list of activities in the Not Recognised column for all categories is not exhaustive but provides a guide.



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2.6.2 Category 2 Sports

| Sport/Activity | Recognised Activity | Not Recognised |
|-----------------------|--|---|
| Angling (competitive) | <ul style="list-style-type: none"> • Coarse Match • Carp • Game • Sea (Boat/Shore) | <ul style="list-style-type: none"> • Kayak fishing • Lure fishing • Predator fishing |
| Aquatics | <ul style="list-style-type: none"> • Competitive Pool Swimming • Platform & Springboard Diving • Water Polo • Open Water | <ul style="list-style-type: none"> • Synchro Swimming • Free Diving |
| Archery | <ul style="list-style-type: none"> • Target Archery • Field Archery | <ul style="list-style-type: none"> • Clout Archery • Flight Archery • Crossbow |
| Athletics | <ul style="list-style-type: none"> • Cross Country (Team & Relay) • Tug of War • Half & Full Marathon/Road | <ul style="list-style-type: none"> • Ultra Marathon • Mountain Running |
| Badminton | <ul style="list-style-type: none"> • Singles • Doubles | |
| Basketball | Basketball (5-a-side) | |
| Boxing | AIBA Open Boxing (including sparring) | |
| Canoeing and Kayaking | Competitive elements of: <ul style="list-style-type: none"> • Freestyle • Marathon • Polo • Slalom • Sprint • Surf | All other forms of canoeing and also not recognised as sport: <ul style="list-style-type: none"> • Canoe/Kayak Sailing • Sea Kayaking • White Water Rafting • Kayak Fishing • White Water Canoeing and Kayaking (river running) • Stand-Up Paddle Boarding |
| Cycling | <ul style="list-style-type: none"> • Road (Road Racing and closed circuit criterium) • Time Trial (Individual and Team (max 9 persons)) <p>Mountain Bike (MTB)</p> <ul style="list-style-type: none"> • Cross Country (XC) (1) XCO (Olympic) (2) XCM (Marathon) (3) XCE (Eliminator) (4) XCS (Stage Race) • Downhill (DH) - Individual • Enduro | <ul style="list-style-type: none"> • Road (Sportives, Commuting, Touring and Audax) • Time Trial - Ultra Events (greater than 24hrs) <p>Mountain Bike (MTB)</p> <ul style="list-style-type: none"> • Cross Country (1) XCC (Short Circuit) (2) XCU (Urban) (3) Hill climb • Downhill (1) Mixed (2) DH Urban (3) Four Cross (4) Dual slalom (5) Pump track |



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| Sport/Activity | Recognised Activity | Not Recognised |
|--|---|--|
| Cycling (continued) | <ul style="list-style-type: none"> • Cyclo Cross • BMX • Track Racing (1) Points Race (2) Omnium (3) Scratch (4) Time Trial (5) Pursuit (Individual/Team) (6) Sprint (Individual/Team) (7) Motor Paced (8) Gravel Racing | <ul style="list-style-type: none"> • Track Racing (1) Kieran (2) Madison (3) Cycle speedway • Electric Cycle Racing |
| Equestrian | <ul style="list-style-type: none"> • Show Jumping • Dressage • Cross Country (including hunter trials) • Horse Racing (Army only) | Hunting |
| Esports (Inter Service events only unless specifically authorised) | <ul style="list-style-type: none"> • Call of Duty • Rocket League • League of Legends • Formula 1 | All other esports. |
| Fencing | <ul style="list-style-type: none"> • Foil • Epee • Sabre | |
| Gliding | Unpowered cross-country racing | All other forms of gliding. |
| Golf | <ul style="list-style-type: none"> • Matchplay • Strokeplay | |
| Ice Hockey | Ice Hockey (full side only) | <ul style="list-style-type: none"> • Bandy • Broomball • Special Hockey • Roller Hockey |
| Judo | Judo (only one discipline) | |
| Kitesurfing | <ul style="list-style-type: none"> • Kitesurfing • Powerkiting (only for RAF) | <ul style="list-style-type: none"> • Snowkiting • Kite Buggy • Kite Boat • Kite Landboard |
| Martial Arts | <ul style="list-style-type: none"> • Brazilian Jiu Jitsu • WTF and ITF Taekwondo • Karate • Kendo | All other forms of Martial Arts. |
| Microlight Flying | <ul style="list-style-type: none"> • Cat 2 for RAF • Cat 4 for RN and Army | |



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| Sport/Activity | Recognised Activity | Not Recognised |
|----------------------------|---|---|
| Modern Pentathlon | <ul style="list-style-type: none"> • Army only (Cat 4 for RN and RAF). • Modern Pentathlon (fencing, swimming, horse riding (show jumping), laser run (continuous shoot & run)). • Modern Tetrathlon (laser run, swimming and fencing). • Modern Triathlon (separate swim and combined laser run). • Modern Biathlon (separate run and swim). • Triathle (continuous laser shoot, swim and run). • Biathle (continuous swim and run). • Laser Run (combined laser shoot and run). | Any other forms or combinations. |
| Motor Sports | <ul style="list-style-type: none"> • 2 Wheel Car <ol style="list-style-type: none"> (1) Road (2) Trial (3) Enduro/Motocross (4) Side Car (Cat 2 - RAF only, Cat 3 for RN & Army) • 4 Wheel Car <ol style="list-style-type: none"> (1) Racing (Sprint & Circuit) (2) Navigation (3) Rally (4) Karting | All other motor sport activity. |
| Orienteering (competitive) | Foot Orienteering, including: <ul style="list-style-type: none"> • long (Classic) distance. • middle distance. • sprint / ultra-sprint distance. • Score. • Relay (including Harris). | <ul style="list-style-type: none"> • Mountain Bike Orienteering • Ski Orienteering • Trail Orienteering • Ultra-long (mountain) |
| Paragliding | Competitive Cross Country | All other forms of paragliding and also not recognised as sport: <ul style="list-style-type: none"> • Parascending • Paramotoring • Human Powered Flight |
| Polo | <ul style="list-style-type: none"> • Polo (horse only) • Arena Polo | <ul style="list-style-type: none"> • Snow Polo • Beach Polo • Camel Polo • Elephant Polo |
| Powerlifting | <ul style="list-style-type: none"> • Squat • Bench Press • Deadlift | All other forms of powerlifting. |



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| Sport/Activity | Recognised Activity | Not Recognised |
|-------------------|---|--|
| Rowing | <ul style="list-style-type: none"> • Inland River Rowing (sculling & sweep, fine boats and training boats) • Pilot Gig Racing • Coastal Rowing Racing • Indoor Rowing Racing | <ul style="list-style-type: none"> • Ocean Rowing • Skiff Racing • Surf Rowing • Touring Rowing |
| Sailing | <ul style="list-style-type: none"> • Small Boat Racing • Yacht Racing • Windsurfing | <ul style="list-style-type: none"> • Power Boat Racing • Motor Boating • RIBs and Sports Boats • Personal Watercraft (jet skis) • Canal and River Cruising • Canoe Kayak Sailing |
| Sport Climbing | <ul style="list-style-type: none"> • Competitive activity (indoor and outdoor) (1) routes (on pre-bolted sports routes). (2) bouldering. (3) speed (on pre-bolted sports routes). | All forms other forms of climbing and mountaineering. |
| Sport Parachuting | Competitive elements of: <ul style="list-style-type: none"> • Sport Accuracy. • Canopy Formation. • Canopy Piloting. • Formation Skydiving. • Freeflying (2- or 4-way teams). • Freestyle - Individual. • Speed Skydiving. • Wingsuit Flying (performance & acrobatics). • Indoor Skydiving. | All other forms of parachuting. |
| Surfing | <ul style="list-style-type: none"> • Long Board Surfing • Short Board Surfing • Bodyboarding | <ul style="list-style-type: none"> • Sea Kayaking • Kneeboarding • SUP Surfing • Surf Kayaking • Bodysurfing |
| Table Tennis | <ul style="list-style-type: none"> • Singles • Doubles | |
| Target Shooting | <ul style="list-style-type: none"> • Target Rifle • Small Bore Rifle (incl air) • Clay Target • Target Pistol (Air and .22 only) • Service Weapon | <ul style="list-style-type: none"> • Practical Shotgun • Practical Pistol • Practical Rifle • Field Target • Benchrest |



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| Sport/Activity | Recognised Activity | Not Recognised |
|-------------------------------|--|--|
| Triathlon (Swim/Cycle/Run) | <ul style="list-style-type: none"> • Triathlon¹¹ (Swim/ Cycle¹²/ Run) <ol style="list-style-type: none"> (1) Super Sprint (400m / 10km / 2.5km). (2) Sprint (750m / 20km / 5km). (3) Standard distance (1.5km / 40km / 10km). (4) Middle distance (1.9km / 90km / 21.1km). (5) Long Course (3.8km / 180.2km / 42.2km). • Duathlon (Run/Cycle/Run) <ol style="list-style-type: none"> (1) Sprint (5km / 20km / 2.5km). (2) Standard (10km / 40km / 5km). | <ul style="list-style-type: none"> • Any other form of triathlon, including Cross Triathlon. • Aquathon. • Aquabike. |
| Volleyball | 6-a-side Volleyball | Beach Volleyball |
| Water Skiing and Wakeboarding | <ul style="list-style-type: none"> • Water Skiing (Slalom, Trick and Jump) • Wakeboarding (Cable and Boat) | <ul style="list-style-type: none"> • Barefoot • Kneeboard |
| Winter Sports | <ul style="list-style-type: none"> • Alpine Skiing <ol style="list-style-type: none"> (1) Slalom (2) Giant Slalom (3) Super Giant Slalom (4) Downhill • Snowboarding <ol style="list-style-type: none"> (1) Parallel Slalom (2) Bordercross (3) Slopestyle • Bobsleigh (2-man) • Skeleton Bobsleigh • Olympic Luge • Natural Luge (RAF only) • Tobogganing (Cresta) • Nordic (cross country racing and biathlon) • Telemarking <ol style="list-style-type: none"> (1) Classic (2) Sprint Classic (3) Giant Slalom (4) Parallel Sprint | <ul style="list-style-type: none"> • Alpine Skiing <ol style="list-style-type: none"> (1) Freestyle (2) Aerials (3) Moguls (4) Half-pipe (5) Ski Cross (6) Speed Skiing (7) Grass skiing • Snowboarding <ol style="list-style-type: none"> (1) Big Air (2) Freeriding (3) Freestyle (4) Half-pipe • Nordic (Ski Jumping and Nordic Combined) • Ski Biking • Ski Orienteering • Ski Touring • Skijoring • Speed Skating • Bobsleigh (4-man) • Natural Luge (Army and RN) |

¹¹ If an element of Triathlon is compromised for safety reasons, event organisers may remove that element and still conduct the competition in a reduced format.

¹² Within the cycle element of these formats and for safety reasons, non-public roads may be used for novice events but this is not a dispensation to recognise Cross Triathlon.



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2.6.3 Category 3 Sports

| Sport/Activity | Recognised Activity | Not Recognised |
|-------------------------------|--|---|
| American Football | | |
| Basketball | 3x3 | |
| Canoeing | <ul style="list-style-type: none"> Boater X Wild Water Racing | |
| Cycling | <ul style="list-style-type: none"> Virtual Cycling (e-racing) <ol style="list-style-type: none"> Road Race Time Trial | Electric Cycle Racing |
| Equestrian | <ul style="list-style-type: none"> Horse Racing Tentpegging (Army only - Cat 4 for RN and RAF) | Hunting |
| Lacrosse | Lacrosse | Pop Lacrosse |
| Martial Arts | Weapons Kata | |
| Olympic Weightlifting | <ul style="list-style-type: none"> Snatch Clean & Jerk | All other forms, including Clean & Press. |
| Powered flying (for RAF only) | <ul style="list-style-type: none"> Aerobatics (different levels) <ol style="list-style-type: none"> Rally Flying Navigation Precision Flying Record Breaking | |
| Squash | Racketball (Singles & Doubles) | |
| Ten Pin Bowling | RAF only (Cat 4 for RN and Army) | |

2.7 Maximum Numbers of Persons able to Claim Travel at Public Expense

| Sport/Activity | | Max numbers in sports teams ¹³ | Max number of sports association committee members attending matches |
|-----------------------|------------------|---|--|
| Angling (competitive) | Coarse Match | 15 | 2 |
| | Carp | 18 | 2 |
| | Game | 14 | 2 |
| | Sea (Boat/Shore) | 15 | 2 |
| Aquatics | Swimming | 19 | 3 |
| | Diving | 6 | 2 |
| | Water Polo | 14 | 2 |
| | Open Water | 6 | 2 |
| Archery | Field | 27 | 3 |
| | Target | 27 | 3 |

¹³ Numbers include supporting staff such as team manager, coach etc and are for single sex teams. Mixed teams are to share team managers and support staff. The number of event officials is to be kept to the minimum necessary to conduct the event in accordance with NGB rules. The maximum number for fixtures involving smaller than standard teams, e.g. 5-a-side football, will be proportional to the 'on the field' numbers of a full-size team, i.e. 5-a-side football - maximum number is 10.



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| Sport/Activity | | Max numbers in sports teams ¹³ | Max number of sports association committee members attending matches |
|----------------------|-----------------------------------|---|--|
| Athletics | Track and Field | 36 | 3 |
| | Cross Country | 12 | 2 |
| | Tug of War | 12 | 2 |
| | Half & Full Marathon/Road | 8 | 2 |
| Association Football | | 27 | 3 |
| Badminton | | 12 | 2 |
| Basketball | | 21 | 2 |
| Boxing | | 17 | 3 |
| Canoeing & Kayaking | Sprint and Marathon | 14 | 2 |
| | Slalom | 14 | 2 |
| | Polo | 10 | 2 |
| | Freestyle | 14 | 2 |
| Cricket | | 18 | 3 |
| Cycling | Road | 10 | 2 |
| | Time Trial | 10 | 2 |
| | Mountain Bike (XC, DH and Enduro) | 10 | 2 |
| | Cyclocross | 10 | 2 |
| | BMX | 10 | 2 |
| | Track | 10 | 2 |
| Equestrian | Dressage | 10 | 2 |
| | Show Jumping | 10 | 2 |
| | Cross Country | 10 | 2 |
| | Eventing and Combined Disciplines | 10 | 2 |
| Esports | Call of Duty | 8 | 2 |
| | Rocket League | 5 | 2 |
| | League of Legends | 8 | 2 |
| | F1 Racing | 18 | 2 |
| Fencing | | 20 | 2 |
| Gliding | | 20 | 2 |
| Golf | | 11 | 2 |
| Hockey | | 19 | 3 |
| Ice Hockey | | 22 | 2 |
| Judo | | 12 | 2 |
| Kitesurfing | | 16 | 2 |
| Martial Arts | BJJ | 7 | 2 |
| | WTF & ITF Taekwondo | 7 | 2 |
| | Karate | 7 | 2 |
| | Kendo | 7 | 2 |



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| Sport/Activity | | Max numbers in sports teams ¹³ | Max number of sports association committee members attending matches |
|---------------------------|---------------------------------------|---|--|
| Microlight Flying | | 6 | 2 |
| Modern Pentathlon | | 5 | 2 |
| Motor Sports | 2 Wheel Road | 20 | 2 |
| | 2 Wheel Trial | 20 | 2 |
| | 2 Wheel Enduro / Motocross | 30 | 2 |
| | 4 Wheel Car Racing (Sprint & Circuit) | 12 | 2 |
| | 4 Wheel Navigation | 20 | 2 |
| | Side Car | 20 | 2 |
| | Rally | 30 | 2 |
| | Karting ¹⁴ | 100 | 2 |
| Netball | | 14 | 2 |
| Orienteering | | 10 | 2 |
| Paragliding | | 20 | 2 |
| Polo | | 6 | 2 |
| Powerlifting | | 16 | 2 |
| Rowing | On water rowing disciplines | 18 | 2 |
| | Indoor rowing | 10 | 2 |
| Rugby League | | 31 | 3 |
| Rugby Union ¹⁵ | 15s | 40 | 3 |
| | 7s | 23 | 3 |
| Sailing | Offshore | 11 | 2 |
| | Dinghy | 11 | 2 |
| | Windsurfing | 10 | 2 |
| Sport Climbing | | 15 | 2 |
| Sport Parachuting | | 20 | 2 |
| Squash Rackets | | 6 | 2 |
| Surfing | | 18 | 2 |
| Table Tennis | | 6 | 2 |
| Target Shooting | Target Rifle | 20 | 2 |
| | Small Bore | 20 | 2 |
| | Clay Target | 24 | 2 |
| | Target Pistol | 12 | 2 |
| Tennis | | 9 | 2 |

¹⁴ The three Services will collectively aim to fill a grid of 40 with 3 racers per kart at each event. Max numbers racing 120 plus supporting crew. Allowing each Service a maximum of 100 ensures the grid can be filled and compensates for fluctuations of availability in the individual Services.

¹⁵ The increase in numbers has been driven by RFU safety requirements for Service teams only (this increase affects those who can travel at public expense and is not for all representative teams - that remains at 32).



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| Sport/Activity | | Max numbers in sports teams ¹³ | Max number of sports association committee members attending matches |
|----------------------------|------------------------|---|--|
| Triathlon | | 15 | 2 |
| Volleyball | | 16 | 2 |
| Waterskiing / Wakeboarding | | 10 | 2 |
| Winter Sports | Alpine Skiing | 12 | 2 |
| | Snowboarding | 10 | 2 |
| | Bobsleigh | 10 | 2 |
| | Skeleton Bobsleigh | 8 | 2 |
| | Luge | 8 | 2 |
| | Tobogganing (Cresta) | 12 | 2 |
| | Biathlon/Cross Country | 8 | 2 |
| | Telemarking | 6 | 2 |

2.8 Overseas Visits

2.8.1 Opportunity to Participate in Overseas Visits. The opportunity to participate in a sports team on an overseas visit is considerably attractive to many Service personnel and offers a positive and compensating effect to the many current operational and domestic commitments. Overseas sports visits for Service representative teams generally take one of the following forms:

- a. an overseas programme involving a competition/championship, or series of fixtures and training, or combination of both.
- b. an overseas training camp which may be undertaken with or without fixtures or competitions.

2.8.2 Benefits of Overseas Visits. Overseas visits provide the chance to travel to destinations not often visited and can be of diplomatic and PR value. From a sporting perspective these visits offer the scope to play against opposition with different national cultures and in an environment distinct from that experienced in the UK. They can be used to develop team spirit and teamwork for a season or competition ahead. Training camps allow athletes to improve their performances by training in climates and facilities not available in UK. The procedures associated with Overseas Visits can be found in Part 2 of this JSP.

2.8.3 Overseas Visits Policy Outline. The policy of UKAF and single Service sports boards is to encourage participation in overseas visits by Service representative sports teams at all levels. Funding and the release of personnel will influence the single Service policy for the frequency and duration of visits but, as a general rule, visits should have a frequency of no more than once a year per team for a duration of no longer than 2 weeks. Overseas training camps are permissible on an annual basis. The maximum number of participants for a visit for each sport is at the Processes Section of JSP 660. At the discretion



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of UKAF and single Service sports boards, multiple overseas visits by sports associations in a year may be considered but the following principles will be applied to the submissions:

- a. the purpose of the visit should be a specific team competition (not individual), the standard of which is not available in UK.
- b. the duration is the shortest practical period.
- c. the authority would be granted for travel and duty but funding is subject to separate negotiation.
- d. Defence Engagement opportunities would enhance the submission.

2.8.4 Authorisation to Travel Overseas. For all overseas sports visits, authority is required from the appropriate single Service sports board or, for UKAF sports teams, from the UKAF SB. Application should be made at least 8 weeks in advance or within timescales set by single Service and/or clearance authorities. As a minimum, applications are to include:

- a. aim of the overseas visit.
- b. dates including outward and return travel.
- c. visit programme.
- d. list of participants.
- e. budget forecast, including an analysis of income and expenditure.
- f. confirmation that proposed hosts and the relevant UK Defence Attaché/Adviser have agreed in principle to the visit.

2.8.5 Overseas Expenditure. Expenditure should not be committed until authorisation has been given. Authorisations will not normally be given for teams at different representative levels to participate in the same overseas competition, e.g. a single Service representative team competing in the same competition as a UKAF representative team.

2.8.6 Overseas Staff Clearance (SC). SC is required to inform the chain of command about teams who propose to undertake an overseas visit. Application is made by the organiser to the appropriate higher formation headquarters and is to include the information at paragraph 2.8.4 a-d.

2.8.7 Overseas Visits Diplomatic Clearance (DIPCLEAR). DIPCLEAR is the political authority to transit through or undertake an overseas visit in countries outside UK. Transiting is travelling through a country to where the overseas visit is taking place. DIPCLEAR is granted by:



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- a. the appropriate British Embassy Defence Section.
- b. United Kingdom Movements Liaison Staff (Europe) (UKMLS(E)) for Belgium, Luxembourg and The Netherlands.
- c. HQ British Forces Cyprus (HQ BFC) for Cyprus.
- d. Germany Enabling Office (GEO) for Germany.
- e. HQ British Forces Gibraltar (HQ BF Gib) for Gibraltar.

2.8.8 Overseas Visits Funding - The Use of Non-Public Money Only for Overseas Visits. A fundamental feature in any overseas sports visit at any level is that public expense is not involved. All financial expenditure (including travel within UK and CILOR) for Services overseas sports visits must come from non-public sources. Grants from non-public funds may have conditions that require a set level of personal contribution. Sources of non-public funds and grants to assist in the funding of overseas sports visits are:

- a. Single Service Sports Lotteries (per capita grant for lottery members).
- b. UKAF Special Fund (UKAF teams only).
- c. Unit Welfare Funds.
- d. sponsorship.
- e. personal contributions.
- f. other single Service Non-Public Funds such as the Berlin Infantry Brigade Memorial Trust Fund.

2.8.8.1 Overseas Visits Grants. Grants will normally only be made for eligible participants as specified in the Policy section of JSP 660. In exceptional circumstances and where their attendance is essential to the viability of the visit, bids may be made on behalf of retired personnel.

2.8.8.2 Overseas Visits Surplus Funds. Any surplus of funds remaining on completion of an overseas visit should not be distributed to individual participants but is to be taken into the account of the sports association/club concerned. Any surplus is to be reported to the sports board that authorised the visit.

2.8.9 Overseas Visits Training Camps. Training camps for Service representative squads are to be structured to enhance the team building, fitness and skills of the squad members. They will, therefore, be limited to those who have the proven ability, or potential to benefit from high quality training and coaching in an environment not available in the UK.



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In order that a common rationale can be applied to training camp applications, the following criteria will be used:

- a. applications must be properly scrutinised by the relevant UKAF or single Service association/union before submission.
- b. participants must be members of the association/union's representative squad with the potential to compete as part of the representative team.
- c. training camps must have a clearly identified objective and be designed around a properly structured training and conditioning programme supported by a suitably qualified coach/trainer.
- d. training camps must have a direct bearing on a championship or programme of fixtures at least at Command/Corps or Inter Services standard.

2.8.9.1 Extended Numbers of Participants for Overseas Visits Training Camps. When circumstances merit, an increase of up to 33% above the numbers laid down in Section 2.9 of this JSP may be authorised by Service sports boards for such training camps.

2.8.10 Overseas Visits Security Advice. Security advice must be obtained from the appropriate Sy Branch and, if advised to do so, from the appropriate Defence Section. Depending on the destination, guidance on travel arrangements may also be required. Clearly, security issues can cause the cancellation of a visit.

2.8.11 General Information for Overseas Visits Duty Status. Personnel are representing the UKAF and their single Service when conducting an authorised overseas visit. Authority for overseas visits is based on their official programme; the authorised activities, predominantly the fixtures, training and competitions, are the main purpose of the visit and are considered on duty. Other elements such as travel, essential administrative activities and official social events directly associated with the sporting competitions (official receptions for example) can also attract duty status. Non-authorised activities are those where Service personnel can exercise personal choice in their activity, participate in events which are not part of the purpose of the visit or just enjoy down time. These will be considered off duty, conducted at the individual's own risk and are subject to the visit commander's consent.

2.8.12 Overseas Visits Authorised Sport. Authorised Service sport is covered by JSP 765 - The Armed Forces Compensation Scheme (AFCS). Service personnel, both regular and reserve, participating in authorised sporting activity are covered by the Scheme which provides compensation for illness, injury or death where caused (wholly or partly) by an individual's service in the Armed Forces. A payment is made from the Scheme where the claimant shows that on the balance of probabilities, their injury is more likely than not to have been caused by service. Each case is decided on its individual merits taking account of all relevant evidence. Compensation is only paid for injuries which are sustained during sporting activity where the activity was authorised on behalf of the Defence Council and prior



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to it taking place by the UKAF SB, single Service sports boards or unit commanders. Activities include personnel participating in, officiating at or organising official sporting events. Thus, it is important for all participants that overseas visits are properly authorised by the appropriate sports board.

2.8.13 Overseas Visits Accident and/or Life Insurance. Purchasing personal accident and/or life insurance cover is voluntary and entirely independent from the compensation provided for under the AFCS. It is for individual Service personnel to decide whether or not they wish to purchase separate insurance cover and if so which insurance policy to adopt. As AFCS cases are open to interpretation and judgement by DBS, individuals are to be strongly encouraged by the chain of command to ensure that they have personal and third-party liability insurance when participating in any Service sport including an overseas visit.

2.8.14 Personal Travel Insurance. Individuals should also consider having personal travel insurance which will provide cover against flight cancellations, deployment on operations and other expenses (such as medical and repatriation costs). Organisers should consider group insurance as appropriate.

2.8.15 Overseas Visits Medical Plan. All overseas visits are to have a supporting medical plan developed as part of the administration of the visit, iaw with the visit lead Service direction. This is to be approved by a Competent Medical Authority (CMA). It is to include preparatory activity, including inoculations etc. The organiser must be aware of where local medical facilities are located, seeking details from the sponsor of the visit and, if necessary, the Defence Section and define actions in the event of an incident. The compassionate procedure must also be promulgated before departure in accordance with JSP 751. Visit organisers are to be aware of the different casualty procedures within the three single Services.

2.8.16 Overseas Visits Defence Engagement. Defence Engagement is a consideration and travel to destinations not often visited by the Services can have considerable diplomatic and public relations value. In some exceptional cases, public funding may be available.

2.8.17 Single Service Board Exceptions for Overseas Visits. Exceptionally, and where it can be justified, single Service sport boards may vary the above policy to suit particular circumstances.



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2.9 Maximum Numbers for Overseas Visits by Service Sports Teams¹⁶

| Serial | Sport | Discipline | No |
|--------|-----------------------|-------------------------|------------------|
| 1 | Angling (competitive) | Coarse | 15 |
| | | Carp | 18 |
| | | Game | 14 |
| | | Sea (Boat/Shore) | 15 |
| 2 | Aquatics | Diving | 6 |
| | | Swimming | 19 |
| | | Water Polo | 16 |
| | | Open Water | 6 |
| 3 | Archery | Field | 27 |
| | | Target | 27 |
| 4 | Athletics | Track and Field | 36 |
| | | Cross Country | 14 |
| | | Tug of War (per weight) | 14 |
| | | Marathon/Road | 10 |
| 5 | Association Football | Full side | 27 ¹⁷ |
| | | 5-a-side | 11 |
| 6 | Badminton | - | 12 |
| 7 | Basketball | - | 21 |
| 8 | Boxing | - | 17 |
| 9 | Canoeing | Sprint and Marathon | 14 |
| | | Slalom | 14 |
| | | Polo | 10 |
| | | Freestyle | 14 |
| 10 | Cricket | - | 20 |
| 11 | Cycling | Road | 10 |
| | | Time Trial | 10 |
| | | MTB (XC, DH and Enduro) | 10 |
| | | Cyclocross | 10 |
| | | BMX | 10 |
| | | Track | 10 |
| | Gravel Racing | 10 | |

¹⁶ Numbers include supporting staff such as team manager, coach etc and are for single gender teams. The maximum number for mixed gender or other combinations of representative teams (e.g. senior and masters) will be subject to approval by the appropriate Service sports board in each case. It will normally be significantly less than twice that of a single gender team. The maximum number for visits by smaller than standard teams, e.g. 5-a-side football, will be proportional to the 'on the field' numbers of a full-size team, i.e. 5-a-side football - maximum number is 10. When circumstances merit, Service sports boards may authorise an increase of up to 33% of the numbers shown for training camps.

¹⁷ The increase in numbers for overseas visits for Army Football, Rugby Union and Rugby League is for the Army team only and is not for all Army representative Football, Rugby Union or Rugby League teams.



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| Serial | Sport | Discipline | No |
|---------|-------------------|--|----|
| 12 | Equestrian | Dressage | 10 |
| | | Show Jumping | 10 |
| | | Cross Country | 10 |
| | | Eventing / Combined Disciplines | 10 |
| 13 | Esports | Call of Duty | 9 |
| | | Rocket League | 6 |
| | | League of Legends | 9 |
| | | Formula 1 | 19 |
| 14 | Fencing | Foil | 7 |
| | | Epee | 7 |
| | | Sabre | 7 |
| 15 | Gliding | - | 10 |
| 16 | Golf | - | 13 |
| 17 | Hockey | - | 22 |
| 18 | Ice Hockey | - | 22 |
| 19 | Judo | - | 12 |
| 20 | Kitesurfing | - | 16 |
| 21 | Martial Arts | - | 8 |
| 22 | Microlight Flying | - | 10 |
| 23 | Modern Pentathlon | - | 6 |
| 24 | Motor Sports | 2 Wheel Road | 20 |
| | | 2 Wheel Trial | 20 |
| | | 2 Wheel Enduro / Motocross | 30 |
| | | 4 Wheel Car Racing (Sprint & Circuit) | 12 |
| | | 4 Wheel Navigation | 20 |
| | | Side Car | 20 |
| | | Rally | 30 |
| Karting | 20 | | |
| 25 | Netball | - | 16 |
| 26 | Orienteering | - | 10 |
| 27 | Paragliding | - | 20 |
| 28 | Polo | - | 8 |
| 29 | Power Lifting | - | 16 |
| 30 | Rowing | On Water Combined 8s, 4s & Pairs | 20 |
| | | Indoor | 12 |
| 31 | Rugby League | Thirteens | 35 |
| | | Nines | 19 |
| | | Sevens | 15 |
| 32 | Rugby Union | Fifteens | 40 |
| | | Tens | 20 |
| | | Sevens | 23 |



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| Serial | Sport | Discipline | No |
|----------|---|--------------------------------|----|
| 33 | Sailing | Offshore | 12 |
| | | Dinghy | 12 |
| | | Windsurfing | 12 |
| 34 | Sport Climbing | Indoor Climbing and Bouldering | 15 |
| 35 | Sport Parachuting (including indoor skydiving) | - | 20 |
| 36 | Squash Rackets | - | 8 |
| 37 | Surfing | - | 18 |
| 38 | Table Tennis | - | 10 |
| 39 | Target Shooting | Target Rifle | 20 |
| | | Small Bore | 20 |
| | | Clay Target | 24 |
| | | Target Pistol | 12 |
| 40 | Tennis | | 10 |
| 41 | Triathlon | | 15 |
| 42 | Volleyball | | 16 |
| 43 | Waterskiing/Wakeboarding | | 10 |
| 44 | Winter Sports | Alpine Skiing | 12 |
| | | Snowboarding | 12 |
| | | Bobsleigh | 10 |
| | | Skeleton Bobsleigh | 8 |
| | | Luge | 8 |
| | | Tobogganing (Cresta) | 12 |
| | | Biathlon / Cross Country | 8 |
| Telemark | 6 | | |

2.10 Safety Management Plan Template with Recommended Topics, their Content and Example Text

2.10.1. The following topics are recommended for Sports Association (SA) Safety Management Plans (SMPs). The table below shows a list of recommended content with appropriate and example text as guidance which can be used as a basis when developing specific sports association requirements.

| Topic | Content | Example text |
|--------------|---|--|
| Introduction | Endorsed events and personnel affected. | The SMP affects all personnel, both service and contractor working within the Sports Association. It covers all associated association sport activities including UK and overseas tours, competitions, training and any endorsed activities. It also identifies the risks to personnel safety and outlines the management procedures in place to mitigate those risks. |



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| Topic | Content | Example text |
|-------------------------------|---|---|
| Scope | State High Risk Sport, scope of activities - competitions, training etc, and exclusions. | The SMP does not reflect the conduct of other sports activities undertaken by personnel or covered by the JSAT Scheme under JSP 419 unless specifically referenced within this plan. |
| Responsible Person | UKAF Chair is the Responsible Person for the UKAF SA. | In accordance with JSP 660, the Chair of UKAF SA has been appointed by the UKAF Sports Board and is responsible for ensuring that all UKAF SA sporting activity is conducted in an appropriately safe manner in accordance with NGB rules, in compliance with JSP 660. |
| ALARP and Tolerable Statement | Commitment to continuously improve safety when participating in sports activities and process for managing and mitigating those identified risks to a level which is judged to be tolerable and As Low As Reasonably Practicable (ALARP); can be a stand-alone statement or included in other parts of the SMP. | All identified risks pertinent to UKAF SA activity are managed with Statutory and Regulatory compliance and are mitigated to As Low As Reasonably Practicable (ALARP) and are Tolerable. |
| Compliance with regulations | Compliance with: <ul style="list-style-type: none"> • Regulation 206 - High Risk Sport. • Health and Safety at Work Act. • NGB Regulations. | High Risk Sport in Defence is defined as on-duty sporting activity, conducted by approved personnel, which is categorised as having significant hazards and the potential for severe injury or death due to the inherent risks associated with participation. These sports typically involve, but are not limited to, one or more of the following elements: speed; water; risk of a fall from height, unpredictable environments; the use of specialised equipment; or single participation and where officials/coaches/assistance are at a distance and may not be able to intervene if safety is compromised. The SA will comply with the Health and Safety at Work Act 1974 by referring to JSP 375 and with the regulations set out by the NGB and Defence Safety Authority (DSA). |
| Sports Safety Assurance | The SA Management / Executive Committee needs to be assured that its policies are being complied with, that its operations are being conducted safely and that there are no indications of inappropriate risks being taken. The Three Lines of Defence Assurance (LoDA) Model is used for sports safety assurance: <ul style="list-style-type: none"> • 1LoDA - UKAF SA using First Party Audit (1PA) • 2LoDA - Talent Skills, Learning and Development (TSLD) in MOD using Second Party Audit (2PA) • 3LoDA - DSA High Risk Sport or NGB using Third Party Audit (3PA). | Assurance activities of the SA will be conducted at distinct levels: <ul style="list-style-type: none"> • 1 LoDA - the UKAF SA will conduct 1st Party sports safety audit, recording the Self-Assessment which will be submitted to the UKFA SA Chair and UKAF Sports Board Secretary. • 2 LoDA - directed by UKAF Sports Board, TSLD will conduct 2nd Party sports safety audit of authorised activity at UKAF level. An assurance report will be submitted to the UKAF SB and the Chair of the UKAF SA. • 3LoDA: Independent safety audit by DSA for High Risk Sports or NGB. An assurance report will be submitted to the UKAF SB and the Chair of the UKAF SA. |



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| Topic | Content | Example text |
|-----------------------|--|--|
| Insurance / Liability | <ul style="list-style-type: none"> • On Duty Status / Armed Forces Compensation Scheme#. • Travel Regulations. • Travel insurance for personal equipment should also be considered. • Officials / non-Service personnel to have appropriate cover. • Sports Insurance - signpost to specific regulations for sport. • Encourage insurance/liability as necessary. | <p>All Service personnel taking part in or supporting sports events in an official capacity and with the approval of their chain of command are taking part in Authorised Service sport and are considered to be 'on duty' which is covered by the Armed forces Compensation Scheme (AFCS). This includes travel. Prior to any event individuals are to make appropriate arrangements to ensure that they are fit to travel both to and from the event. If necessary, a rest/overnight stop should be taken both before traveling to or after the event. Personnel using MT are to comply with MT driving regulations.</p> <p>Non-Service competitors or officials required to participate are to have an appropriate NGB membership, which includes combined Liability Insurance.</p> <p>All members should hold NGB membership and are strongly encouraged to have their own personal and third-party liability insurance when participating in sport to ensure they are covered in all circumstances.</p> |
| Managing Risk | <p>Risk management introduces the control measures to mitigate residual risk to a level that is as low as is reasonably practicable (ALARP) in compliance with current UK legislation and NGB Regulations.</p> <ul style="list-style-type: none"> • Generic or Style Specific (e.g. Martial Arts (MA) disciplines). • Site Specific: <ul style="list-style-type: none"> ➢ individual sS venues. ➢ civilian venue risk assessments. ➢ where UKAF teams compete in civilian organised competitions, it is incumbent on the event organiser to assure the UKAF MA Chairman that a robust safety plan has been put in place by the event organisers. • Dynamic Risk Assessments. <p>If operating abroad in unfamiliar countries and where environmental conditions vary significantly from those experienced in the UK which could potentially increase risk to life.</p> | <p>To manage risks within UKAF SA activities the following three levels of risk assessment will take place:</p> <ul style="list-style-type: none"> • Risk Assessments for all UKAF SA activities may be sub-divided to Style Specific and will outline all current risks relating to aspects for all recognised disciplines (e.g. MAA, Angling, Shooting etc). • Site Specific Risk Assessments for single Service venues will be covered by their respective SMPs. Where UKAF teams compete in civilian organised competitions, it is incumbent on the event organiser to assure the UKAF MAA Chairman that a robust safety plan has been put in place by the event organisers. • Dynamic Risk Assessments are to be conducted before a day's activities commence to take account of varying local conditions, or during the activity at regular intervals or when circumstances dictate. Any deviations or additional controls and mitigations required should be recorded. |



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| Topic | Content | Example text |
|------------------------------------|---|---|
| | <p>In common with other levels of participation in sport, individuals [singletons] participating while on duty have a primary responsibility to protect themselves from injury or illness as far practicable, as well as relying on the due diligence of the Service on the organisers in respect of duty of care. To this end, association chairs / responsible persons (RPs) are to authorise individuals [singleton] fixture/events no differently to any other, i.e. through an Admin Order or similar, to include the appropriate risk assessment, as per the sport's safety management plan, taking into account the level of participation. The completion of a dynamic risk assessment daily or as conditions change remains, to be agreed with the Chair/RP or nominated person prior to commencement or continuation of the event and logged by acceptable means.</p> <p>Non-MOD organisations do not 'control' the associations' events at UKAF or sS level. The association retains control (to participate, continue or withdraw) and so the risk within any non-MOD organisation's event or facility.</p> | <p>Risk assessments are to be reviewed at least annually by the event organiser safety officer or secretary. The risk assessments are also to be reviewed on appointment of a new chair. Risk assessments are to be approved/endorsed by Chair / Executive Committee / Safety Management Team.</p> <p>The association chair is to ensure that they conduct analysis on any potential gaps in MOD duty of care from NGB or other assessments.</p> |
| Safety Management Responsibilities | <p>The following personnel have responsibilities regarding SA safety management:</p> <ul style="list-style-type: none"> • Chair. • Safety Manager. • Event Organiser. • Team Managers/Captains. • Coaches. • Officials - umpires/referees. • Individuals. • Suppliers and contracted services. | <ul style="list-style-type: none"> • Various third parties support the SA in the delivery of output under local contract. The following services are delivered by third parties: <ul style="list-style-type: none"> ➢ equipment hire. ➢ sports instruction. ➢ sports facilities. • All third-party companies must comply with the following regulations: <ul style="list-style-type: none"> ➢ hold a license to operate. ➢ hold insurance. |
| Safety Critical Equipment / PPE | <ul style="list-style-type: none"> • Compliance with regulations. • List of MOD-owned equipment. • Checks & maintenance records. • NGB specified equipment. • Personal equipment responsibilities. | <p>All MOD-owned equipment specifically relating to PPE / Safety Critical Equipment used by people on duty for SA activities must comply with the Provision and Use of Work Equipment Regulations 1998 (PUWER) and the Lifting Operations and Lifting Equipment Regulations 1998 (LOLER).</p> |



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| Topic | Content | Example text |
|---|--|--|
| | | <p>In-scope equipment must be routinely and thoroughly checked by a competent person and such checks must be recorded, with appropriate records kept.</p> <p>All equipment and clothing worn by SA competitors is classed as personal equipment regardless of whether the Single Service association supplied it originally or not. Personnel are responsible for ensuring that the personal equipment and attire is safe, fit for purpose and meets NGB standards.</p> <p>When representing the SA all personnel must wear [specify kit with further details as necessary (e.g. all polo players must wear a 3-point safety harness which carries the PAS 015, BSEN 1384 (providing it has a CE mark). Annex X / Reference provides further clarification].</p> <p>UKAFCA strongly recommends the wearing of protective equipment, particularly cricket helmets that meet the minimum specifications of BS7928:2013 when batting or close fielding. UKAFCA mandates the wearing of protective helmets that meet minimum specification of BS7928:2013 for players aged under 18.</p> |
| <p>Individuals' responsibility / Fit to Participate</p> | <p>SAs are committed to ensuring that its members are appropriately prepared to carry out the sport activities safely.</p> <ul style="list-style-type: none"> • Fitness Level. • Medical conditions and downgrading to be reported, including specific such as reporting if individual has suffered a concussion within specified time (e.g. last 30 days). Dependent on the regs and approach, SMO exemption certificates or medical authorisations can be included as appropriate. • Personal Equipment. • NGB requirements / membership as applicable. <ul style="list-style-type: none"> ➢ hold a valid in-date NGB license. ➢ registered member of the NGB • Compliance with NGB regulations, competition rules, alcohol and substance misuse. • NGB qualifications and training. • Mandatory training. | <p>Individuals participating in events representing UKAF Fencing have a responsibility towards the maintenance of their own personal safety and that of their fellow participants and the public. Although steps will be taken by event organisers to mitigate the associated risk there will always remain a residual risk to life or serious injury. Individuals under 18 years of age on the day of the event must notify the Team Manager or coach.</p> <p>All individuals should be fit to participate at the commencement of each activity and should seek advice and inform the Team Manager or coach if in any doubt.</p> <p>All new participants must make a signed declaration of swimming ability.</p> <p>Personnel with injuries or medical conditions or who are medically downgraded that may impact on their ability are to declare the condition to the Team Manager. Anyone who has suffered a concussion within the last 30 days must report this to the Team Manager.</p> |



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| Topic | Content | Example text |
|----------------------------|---|---|
| | <p>This can be note in Individual Safety Responsibilities as well as FtP Self-Declaration in support.</p> <p>Selection of personnel to compete at UKAF level, including technical competence and experience, are usually detailed in the constitution. Selection and performance records should be maintained to provide an auditable trail.</p> | <p>Personnel are responsible for ensuring that personal protection equipment is safe, meets NGB requirements and is maintained and used in line with the manufacturer’s recommendations.</p> <p>All participants must hold a valid, in-date NGB license to compete in UKAF-endorsed championships and competitions and comply with NGB regulations. All coaches and officials must hold in-date NGB qualifications and specific qualifications, such as First Aid or Safeguarding, in accordance with NGB requirements.</p> <p>All individuals to ensure they have completed the mandatory Heat Illness Prevention training package through the DLE.</p> |
| Medical Provision | <ul style="list-style-type: none"> • Minimum or specified medical requirements for sport to take place. • Medical Plan as required | <p>Risk assessment completed in order to assess the level of first aid cover required in accordance with the regulations of the NGB, also taking into account local conditions and factors.</p> <p>The level of first aid cover is to be documented (SMP / Admin Order). If applicable, include a Medical Plan setting out the process for the preparation, support and response to medical issues.</p> |
| Emergency Action Plan | <p>Reference to specific emergency arrangements, where necessary, for SA activities. Details can be provided in Admin Orders for events and should reference the emergency plan at a civilian venue.</p> | <p>Emergency plans will normally be specific to the site you are operating from. Event organisers must consider how emergency assistance can be sought at their location, the practicalities of evacuation of casualties and the implications of an incident on the rest of the event. SA requires event organisers to specify emergency arrangements in their Admin Orders.</p> |
| Accident / Incident Report | <p>Reporting Process.</p> <ul style="list-style-type: none"> • To whom to report an incident. • Relevant reporting system, DURALS (MySafety) NLIMS, ASIMS etc and any specific forms for the sport/NGB. • Emergency Accident Plan / Incident Management Flow Diagram / Protocol. • Who reports, when, what system. • Communication to sS, parent unit, CoC for follow-up and support. | <p>All accidents and incidents leading to injury of a participant in the activity or a member of the public as a consequence of the SA activity are to be reported to the Event Organiser (nominated role) for further investigation as required.</p> <p>All reports are to be completed in accordance with the form at ‘Annex X’ and reported via Defence unified reporting and lessons systems (DURALS, now called MySafety).</p> <p>The Event Organiser is to ensure that the single Service point of contact and the individual’s parent unit and Chain of Command have been informed in accordance with the appropriate Emergency Action Plan / Incident Management Flow Diagram / Protocol for the event.</p> |



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| Topic | Content | Example text |
|-------------------------------|--|---|
| Public Military Events (PMEs) | <ul style="list-style-type: none"> Identify when the SA fixture meets the requirement for Public Military Events. Recognise lead time to ensure compliance. Signpost to confirmation in Admin Order as required. | <p>The majority of UKAF SA activities are conducted at public military venues or civilian grounds. Therefore, in accordance with JSP 440, where required, a PME is to be submitted for relevant UKAF SA fixtures.</p> <p>A minimum of 'x' weeks' lead-time is required to ensure compliance with the planning requirements.</p> |
| Overseas Events | <p>If overseas visit/tours are to be undertaken, SMPs should signpost additional requirements:</p> <ul style="list-style-type: none"> personal and third-party liability insurance. travel insurance. mandatory tour insurance. additional medical requirements. medical facilities. CMA procedures. | <p>Individuals are strongly encouraged by the chain of command to ensure that they have personal and third-party liability insurance when participating in any sports, including an overseas visit.</p> <p>Individuals should also consider having personal travel insurance which will provide cover against flight cancellations, deployment on operations and other expenses.</p> <p>Tour insurance is mandatory for all touring teams. Cover must be purchased through a UKAF sports affiliated tour insurance company.</p> <p>Authorised Overseas Sports Visits (OSVs) are also subject to the MOD repatriation scheme. UKAF OSV organisers should consider group insurance as appropriate.</p> <p>All individuals going on an overseas visit are to check with their local medical centre if any inoculations are required.</p> <p>The organiser must be aware of where local medical facilities are located, seeking details from sponsors and, if necessary, the defence section. The compassionate procedures must also be promulgated before departure in accordance with JSP 751.</p> <p>Identification of CMA for the activity, for development of medical plans etc.</p> |
| Safeguarding | <p>Defence policy is regularly updated and is based on and compatible with national guidance for England and Wales, Northern Ireland and Scotland. The full policy for Safeguarding within MOD is laid out in JSP 834.</p> | <p>Defence has a duty of care to create a safe environment for its people in line with current policy, legislation and practice. The lead for safeguarding is the Association Secretary on behalf of the Chair but is the shared responsibility of all personnel.</p> <p>The full policy for Safeguarding within MOD is laid out in JSP 834 and all incidents of a safeguarding nature are to be reported in line with JSP 834.</p> |



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| Topic | Content | Example text |
|-----------------------------------|--|---|
| | <p>Additional requirements for sport or NGB:</p> <ul style="list-style-type: none"> • hold a valid Disclosure Barring Service (DBS) check. • have undertaken a safeguarding course. | <p>NGB requires registered coaches to hold a valid Disclosure Barring Service (DBS) check and have undertaken a Safeguarding and Protecting Children (SAPC) course, which is designed to ensure they know the techniques for teaching children.</p> |
| Access to SMP / retention of data | <p>Ensure SMP and safety information are accessible to management and all individuals.</p> <p>Any safety-related data is recorded and stored.</p> <p>Data records can include:</p> <ul style="list-style-type: none"> • SMP. • risk assessments. • amendments to risk assessments. • dynamic risk assessments and additional measures implemented and decisions made. • administrative orders and annexes, including nominal role, programme of activity, risk assessments and FtP self-declarations. • any minutes of meetings where incident considered. • accident report forms. • post-accident reassessment. • accident investigation reports. • records of health and safety-related training or briefings. • repair and maintenance records of service-provided equipment. | <p>The SA is responsible for the continual publicity of safe practices amongst its members. This is achieved via the following methods:</p> <ul style="list-style-type: none"> • publications - Defence, sS and NGB publications/sites. • internal correspondence - emails listing the rules dictating the minimum safety equipment required; safety-related content in meetings (AGM/EGM). • UKAF SA SharePoint site - appropriate records of safety data should be retained to provide an audit trail and provide assurance of the SMP and safe practices. All records for an event - admin orders, fit to participate self-declarations, dynamic risk assessments, post-event reports, accident and injury reports - should be held by the SA Sec. The SMP, risk assessments and associated safety documentation, including RoDs and meeting minutes, should also be stored electronically on the SA SharePoint site. |
| Review Process and Endorsement | <p>Annual review and endorsement statement.</p> | <p>This document is to be reviewed annually by the SA Executive Committee and is to be formerly endorsed by the Chair.</p> |
| Risk Assessment | <ul style="list-style-type: none"> • Risk registers if required. • Detailed risk assessments should be included. • Dynamic risk assessment proformas. | |
| Other Annexes | <ul style="list-style-type: none"> • Fit to Participate self-declaration forms. • Emergency Accident Plan / Incident Management Flow Diagram / Protocol. | |
| References | <p>The following references may be applicable to the SMP:</p> <ul style="list-style-type: none"> • JSP 375 - Management of Health and Safety in Defence. | |



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| Topic | Content | Example text |
|---|---|--------------|
| | <ul style="list-style-type: none"> • JSP 456 Vol 2, Chap 7 - Defence Catering Manual (CILOR). • JSP 752 - Tri-Service Regulations for Expenses and Allowances. • JSP 760 - Tri-Service Regulations for Leave and Other Types of Absence. • JSP 765 - Armed Forces Compensation Scheme. • Embassy 'Yellow Book'. • JSP 660 - Sport in the UK Armed Forces. • JSP 751 - Joint Casualty and Compassionate Policy and Procedures. • JSP 950 - Medical Policy. • JSP 800 - Defence Movements and Transport Policy. • Use of Supplements by Members of the Armed Forces. • JSP 815 - Defence Safety Management System. • JSP 816 - Defence Environmental Management System. • JSP 834 - Safeguarding. • Single Service documentation as required. | |
| Anything else associated with the safe management of sport. | | |

2.10.2. Sharing of Safety Related Materiel between Sports Associations. For UKAF sports associations there is a twice-yearly brief by the UKAF sports board which covers the latest safety, assurance and policy items relevant to UKAF and the single Services. All UKAF chairs, secs and single Service sports board members are invited and recommended to share latest information within their own single Service sports associations. To also improve the flow of information, sports have been grouped into communities of sport (Air Sports, Water Sports, Field/Road Sports, Court Sports, Equestrian Sports and Winter Sports). Each community is required to meet once a year and report any specific issues or concerns to both sS boards and the UKAF sports board. These annual community of sport meetings are to be attended by each single Service association in that community and, where one exists, the UKAF sports association. The sports in each community are listed in the tables below. Of note, the single Services and UKAF safety assurance sports leads meet quarterly to discuss all areas of safety and share best practice.



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| Air Sports (Chair: Deputy Director RAF Sport) | Water Sports (Chair: Deputy Head Naval Sport) | Field/Road Sports (Chair: Chief Operating Officer Army Sport) |
|--|---|--|
| <ul style="list-style-type: none"> • Gliding • Hang Gliding • Microlight flying • Model Aircraft • Sport Aircraft • Paragliding • Sport Parachuting | <ul style="list-style-type: none"> • Angling • Aquatics • Canoeing • Kite Surfing • Rowing • Sailing • Surfing • Triathlon • Water Skiing/Wakeboarding | <ul style="list-style-type: none"> • American Football • Athletics • Archery • Football • Cricket • Cycling • Golf • Hockey • Lacrosse • Motor Sports • Orienteering • Rugby League • Rugby Union • Sport Climbing (mountaineering) • Target Shooting • Tennis |

| Court Sports (Chair: Secretary of the UKAF Sports Board) | Equestrian Sports (Chair: Army Sport Assurance Lead) | Winter Sports (Chair: UKAF WSA Chair/Sec) |
|---|---|--|
| <ul style="list-style-type: none"> • Badminton • Basketball • Boxing • Fencing • Esports • Ice Hockey • Judo • Martial Arts • Netball • Olympic Weightlifting • Power Lifting • Real Tennis • Squash • Table Tennis • Ten Pin Bowling • Volleyball • Rackets | <ul style="list-style-type: none"> • Equestrian • Modern Pentathlon • Polo | <ul style="list-style-type: none"> • Alpine Skiing • Snowboarding • Bobsleigh • Skeleton Bobsleigh • Luge • Tobogganing (Cresta) • Biathlon / Cross Country • Telemark |

3 Applicability

This policy applies to all MOD employees, ex-MOD employees and their managers. Specifically, the policy is targeted at Service personnel and Reserve Forces, including Volunteer Reserve Forces and the Ex-Regular Reserve Forces. It should also be consulted to ascertain the eligibility of MOD civilians and veterans to participate in Service sport.



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4 Document Information

4.1 Document Coverage

This policy supersedes all previous MOD policy on Sport in the UK Armed Forces. The totality of documents included in this policy suite are listed in the Policy and Guidance Portal.

4.2 Document Information

| | |
|-------------------------|---|
| Filename: | JSP 660 - Sport in the UK Armed Forces (Policy) |
| Document ID: | JSP 660 V3.0 Part 1: Policy |
| Owning Function / Team: | Talent, Skills, Learning and Development (TSLD) |
| Service Owner (1*): | Head TSLD |
| Approving Authority: | CDP |

4.3 Document Versions

| Version | Publication Date | Revision History | Revised Pages |
|---------|------------------|--|---------------|
| 2.6 | Nov 2023 | Policy Update | N/A |
| 3.0 | Nov 2024 | Format revision under Policy and Process Optimisation and update and inclusion of Cadwell Park SI recommendations. | N/A |

MOD will review this policy in two years or when changes to legislation or best practice dictate.

4.4 Linked JSPs

Where applicable, this document contains links to other JSPs, some of which may be published by different Functions. Where particular dependencies exist, these other Functions have been consulted in the formulation of the policy detailed in this JSP.

| JSP No | JSP Name |
|---------|--|
| JSP 375 | Management of Health and Safety in Defence |
| JSP 456 | Defence Catering Manual |
| JSP 462 | Financial Management and Charging Policy Manual |
| JSP 751 | Joint Casualty and Compassionate Policy and Procedures |
| JSP 752 | Tri-Service Regulations for Expenses and Allowances |
| JSP 760 | Tri-Service Regulations for Leave and Other Types of Absence |
| JSP 765 | Armed Forces Compensation Scheme |
| JSP 800 | Defence Movements and Transport Policy |
| JSP 815 | Defence Safety Management System |



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| JSP No | JSP Name |
|---------|--|
| JSP 816 | Defence Environmental Management System |
| JSP 822 | Defence Direction and Guidance for Training and Education |
| JSP 834 | Safeguarding |
| JSP 850 | Infrastructure and Estate Policy, Standards and Guidance |
| JSP 887 | The Public Sector Equality Duty in Defence |
| JSP 889 | Policy for the Recruitment and Management of Transgender Personnel in the Armed Forces |
| JSP 893 | Safer Recruitment and Employment |
| JSP 950 | Medical Policy |

4.5 Further Information

For further information or queries on any aspect of this guide or to provide feedback on the content, contact:

| Post Title | Role Title | Contact email address |
|---|----------------------------------|--|
| Sec UKAF SB - UKAF Sport | People-TSLD SportAdvTrg SEO | Ken.Whitfield561@mod.gov.uk |
| Deputy Head Naval Sport - RN Sport | NAVY PEOPLE-PS SPORT SO1 | Coel.Davies161@mod.gov.uk |
| SO2 AT & Sport - Army Sport | Army Pers-Pol-ProfDev-ATSprt-SO2 | Russel.Roberts445@mod.gov.uk |
| Deputy Dir RAF Sport (DDRS) - RAF Sport | 22Gp-DRS-DDir | Claire.Bunten100@mod.gov.uk |

5 Diversity and Inclusion

MOD respects and values people of all backgrounds. JSP 660 is designed to ensure all employees are treated in a fair, transparent and consistent manner. All those involved in the management of MOD employees must abide by legislation and should adhere to MOD policy.

For more information on diversity and inclusion, please see the [MOD Diversity & Inclusion Portal](#) on defnet.

This policy has been subject to an Equality Analysis (EA).

| Document | Date | Owner |
|-----------------------------------|------------|-------------|
| Equality Analysis | 30/09/2024 | Sec UKAF SB |



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6 Frequently Asked Questions

Q: Is public money available for overseas visits?

A: Overseas Visits can only be funded using non-public money.

Q: Can horses be transported at public expense for sporting events?

A: Claims for transporting horses can only be made for the motor mileage allowance and not for hire of any vehicles or horse boxes.

Q: How does an association change the category of its particular sport, for example from Cat 3 to Cat 2?

A: A paper of evidence is required that outlines why the sport should now be Cat 2 rather than Cat 3 for example. This paper should have an associated Cost Benefits Analysis included to support the use of public money should it become Cat 2. The paper should be sponsored by a single service sports association, be supported by the other 2 single service sports associations and the UKAF association and then be submitted to the single service sports deputies for their consideration. Once agreed at the Deputies sports board the UKAF Sport Board will review and if acceptable issue a change to JSP 660 to capture the agreed changes.

7 Glossary

| Term | Meaning |
|-------|---|
| ADC | Additional Duties Commitment |
| AFCS | Armed Forces Compensation Scheme |
| AGAI | Army General Administrative Instruction |
| AGM | Annual General Meeting (attendance at which for the sports association is considered to be on duty and travel can be claimed) |
| AS | Adaptive Sport |
| AT | Adventurous Training |
| BFBS | British Forces Broadcasting Service |
| BRd | Book of Reference digital |
| Cat | Category (of a sport) (there are 4 categories in military sport - Cat 1 to Cat 4). |
| CEO | Chief Executive Officer (in relation to military sport this is the senior individual within the sport organisation). |
| CILOR | Cash In Lieu Of Rations |
| CMA | Competent Medical Authority |
| DDC | Directorate of Defence Communications |
| DIPR | Defence Intellectual Property Rights (protects the UKAF sport title and logo which is owned by the Secretary of State for Defence). |
| D Res | Director Resources |



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| Term | Meaning |
|-------------|---|
| DSA | Defence Safety Authority (responsible for third party audit of high risk sport only). |
| ECM | Executive Committee Meeting (sports associations should have no more than 3 per year). |
| FTRS | Full-Time Reserve Service |
| GDPR | General Data Protection Regulation |
| HMRC | His Majesty's Revenue and Customs |
| Ind Mil Trg | Individual Military Training |
| MySafety | Previously DURALS (Defence Unified Reporting and Lessons System) and used to report accidents, incidents and near misses in sport. Some single Services still use their equivalent system and have yet to adopt MySafety. |
| NGB | National Governing Body (these bodies regulate sport in MOD). |
| NT | Nuffield Trust |
| OSV | Overseas Visit |
| PME | Public Military Event |
| PRD | Personnel on Recovery Duty |
| PTVR | Part-Time Volunteer Reserve (includes Royal Naval Reserve, Royal Marine Reserve, Army Reserve and Royal Auxiliary Air Force). |
| Sec UK AFSB | Secretary to the UKAF Sports Board (the person responsible for managing both the UKAF SB and the chair of the deputies sports board; this individual works for TSLD and is responsible for JSP 660 policy and procedure. |
| SMP | Safety Management Plan |
| TSLD | Talent, Skills, Learning and Development |
| UKAF | United Kingdom Armed Forces |
| UKAF SB | United Kingdom Armed Forces Sports Board |
| VeRRs | Volunteer ex-Regular Reserves |
| VIP | Very Important Person |