Ministry of Defence

Policy

JSP 660: Sport in the UK Armed Forces

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Policy

JSP 660: Sport in the UK Armed Forces

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 representation at individual, unit and Service level through a framework of Service, Inter Service, and Armed Forces sporting opportunities.

d. encourage participation from the Whole Force [and others], where practicable, to mutual benefit to the delivery of military capability.

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 Assistant Chief of Defence Staff (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 1 or 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.

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. If an NGB is not recognised by Sport England then for that sport to be acceptable as a military recognised sport its governing organisation has to accepted by the UKAF Sports Board as an alternative acceptable means of Compliance.

1.2.4 **Service Sports Associations**. Sports associations 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. 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. Sport associations have charitable status and they are to abide by Charity Commission rules and regulations as applicable.

1.2.5 **Commanding Officers (COs) / Heads of Establishments (HoEs)**. COs'/HoEs' responsibilities for sport are also detailed in King's Regulations (KRs), 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. 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 Military Strategic Head Quarters (MSHQ)'s department by Armed Forces People Support.

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 in the UKAF Operating Manual.

1.3.2 **Eligibility Status**. All Service personnel are eligible to participate in authorised Service 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.

1.3.3 Authorisation of Service Sport

a. **Unit Level**. Unit commanding officers (COs) authorise unit level sporting activities within their home theatre or theatre of operations.

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 (sS SB) authorise all representative sporting activity within their respective Services. For the Army this is conducted by the Chairs of the 55 recognised Army sports.

d. **UKAF Level**. The UKAF SB authorises the participation of teams representing the UKAF in sporting events.

1.4 Duty Status of Participants

1.4.1 **Regulation**. KRs provides the definition for 'Duty Status' which for sport can be extracted as follows:

1.4.2 **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.

1.4.3 **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.

1.4.4 **Duty Status for Reservists**. For reservists, the conditions for duty status are covered in the Reserve Forces Act 1996 (RFA96).

1.4.5 **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 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.

1.5 Safety in Sport

1.5.1 **Attitude to Risk**. 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 Sport can be exploited to the maximum.

1.5.2 **Duty of Care**. MOD have a duty of care responsibility for authorised sporting activity. Sport exists in the functional domain and is not Duty Holding (except Parachuting from 1 Apr 26). 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 association Chairs 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 Annex A Care & Welfare in Training Section 4.1.7, JSP 822 Chapter 3 Individual Training includes Defence Direction on Robust Training, para 3.127 Robust Training. Sports Associations must implement appropriate mitigations to prevent climatic illnesses, including adherence to National Governing Body (NGB) and Defence guidelines. These mitigations must be detailed within the Safety Management Plan and include the completion of mandatory climatic illness prevention training as a key requirement.

1.5.3 **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 the event is recorded using MySafety, and 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.

1.5.4 **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-TMWAECC@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**. For RN guidance on recording accidents/incidents, see BR51. All reportable accidents, injuries or near misses for RN personnel are to be reported using the MySafety System. 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).

1.5.5 **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 which provides compensation for illness, injury or death where caused (wholly or partly) by an individual's service in the UKAF. To minimise the risk of injury, Service personnel have a personal responsibility to ensure they are medically fit to undertake sporting activity and declare they are medically fit to participate.

1.5.6 **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.

1.5.7 **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.

1.5.8 **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.

1.5.9 **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.

1.5.10 **Safeguarding and Disclosure Checks**. Policy on conducting criminal disclosure checks is contained in JSP 893 (Safer Recruitment and Employment).

1.5.11 **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.

1.6 Diversity and Inclusion

Defence policy for diversity and inclusivity is contained in JSP 887 (The Public Sector Equality Duty in Defence) and applies equally to Sport. 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.

1.7 Data Protection

1.7.1 **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.

1.7.2 UKAF and Single Service 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.

1.7.3 **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. 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. Where data is not on MOD systems, the same standards are to be applied.

1.8 Categorisation of Sports

1.8.1 **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:

(1) good mental and physical health, personal fitness and physical development alongside physical fitness for performing operational tasks under stress

(2) beneficial physical activity, especially for personnel in 'sedentary occupations'.

(3) self-discipline.

(4) high morale and esprit de corps.

(5) co-ordination, determination, confidence and motivation.

(6) courage and character-building.

(7) leadership qualities.

(8) competitiveness (i.e. the sport should not be primarily a social or recreational activity).

(9) recruiting and retention.

1.8.2 **Category 1 (Cat 1)**. 'Cat 1 sports' are those which, by virtue of the large numbers (mass participation) 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).

1.8.3 **Category 2 (Cat 2)**. 'Cat 2 sports' are those sports which do not meet Cat 1 criteria but are supported with 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 are 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.

1.8.4 **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 public funding for travel except for single Service and Inter Service Championships where the provisions of JSP 752 can be applied. Activity outside these championships is conducted in a Service Person's own time and at their own risk. Cat 3 sports may merit funds from non-public funds.

1.8.5 **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 can only merit support from non-public funds.

1.9 Status of Sports

1.9.1 **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.

1.9.2 **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.

1.10 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.

(2) **Army**. Corps.

(3) **RAF**. Region and Branch (administered by associations).

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

1.11 The Development Pathway

1.11.1 **Structure**. The Development Pathway provides a structure for the development of players and officials from unit level sporting activity to elite 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.

1.11.2 **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.

1.11.3 **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 provide 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.

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.

1.12 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.

1.13 Participation in Single Service Sports Competitions by Joint Service Units

1.13.1 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.

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.

1.14 Priority of Claims on Players

1.14.1 **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.

1.14.2 **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.

1.14.3 **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 accidents. 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.

1.15 Participation within Senior, Development and Masters Sport

1.15.1 **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**. 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 specific age groups in accordance with the relevant NGB. For the Masters' level the following direction applies:

i. Veteran personnel cannot participate in bona fide Inter Service competitions. Inter Service titles can only be competed for by serving personnel.
ii. Serving personnel have priority for selection in Master's teams and competitions.
iii. Masters' competitions involving only serving personnel can be conducted as Inter Service events and can be included in the overall results.

iv. 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.

v. 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.

vi. All veteran participants must have appropriate third party and personal liability insurance to indemnify MOD in respect of their participation.

vii. The inclusion of veteran personnel in a Master's competition between the Services must be agreed single Service sport associations Chairs before the competition takes place.

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.

1.15.2 **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.

1.16 Participation of Medically Downgraded Service Personnel

1.16.1 **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.

1.16.2 **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.

1.16.3 **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 organisations rather than Service sports associations.

1.17 Personnel in Charity Sporting Events

1.17.1 **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. 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.

1.17.2 **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).

1.18 Participation in Training

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

1.18.2 **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).

1.18.3 **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. 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. 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.

1.19 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).

1.19.1 **Elite Status for Athletes**. International athletes, officials and coaches participate in (International Governing Body (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. These athletes are managed by sS Sport Boards.

1.19.2 **Professional Athletes**. Approval to compete as a full-time professional sportsperson (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. These athletes are managed by sS Sport Boards.

1.20 Participation of Transgender Personnel in Sport. The policy for the management of transgender Service personnel participating in sport is contained in JSP 889. Transgender personnel are eligible to participate in Service sport in accordance with NGB/IGB rules and regulations.

1.21 **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.

1.22 Funding of Service Sports.

1.22.1 **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.

1.22.2 **Public Funding for Sports**. Public funding is only available for Cat 1 and Cat 2 sports and some Cat 3 Inter Services Championships.

1.22.3 **Infrastructure and Equipment**. JSP 850 Building Performance Standard (BPS) 4.2 - Physical Training and Sports Facilities defines the provision of Sport facilities at public expense.

1.22.4 **Public Travel**. The regulations for travel at public expense for sporting activity are detailed in JSP 752, Chapter 6, Section 1.

1.22.4.1 Sports Fixtures. The maximum numbers in teams and of sports association committee members authorised to travel at public expense are at section 2.9. Cat 3 and Cat 4 sports are ineligible for any public funding for travel unless specifically authorised for Inter Services Championships. 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.

1.22.4.2 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.

1.22.4.3 Travel to Winter Sports Championships. Service personnel may travel at public expense to authorised single Service, Inter-Service, and British Snow Sports Championships in Europe, subject to specific authorisation and budget holder approval. Maximum Per Capita Travel Sum (Return Travel):

- UK-based personnel: £225.
- Europe-based personnel: £125.

1.22.5 **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:

Leaflet 10 (page 2-2-1-10-1).

Leaflet 13 (page 2-2-1-13-4).

Leaflet 15 (page 2-2-1-15-1).

1.22.6 **Subsistence**. Eligibility to claim subsistence is detailed in JSP 752, Chapter 5 and 6. As a 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.

1.22.7 **Coaching Courses**. 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.

1.22.8 **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 inadmissible for

Overseas Visits and overseas training camps. See JSP 456, Part 2, Volume 2, Chapter 7.

1.22.9 **Single Service Travel**. 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 JSP 765, for RAF personnel, travel is chargeable to unit travel budgets.

1.22.10 **Non-Public Funding for Sports**. Non-public funding is available for all sports. 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).

1.22.11 **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. Sports Associations are to abide by the principles of MOD regulation on sponsorship.

1.22.12 **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 or single Service sources.

1.22.13 **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 sS instructions nor could be reasonably seen to compromise personal judgement or integrity.

1.22.14 **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.

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

1.22.14.2 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 fixtures and invitees will be deemed off duty for the event. Hospitality from companies who are not official sponsors is to be declined.

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

1.22.16 **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.

1.22.17 **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.

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

1.22.19 **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).

2 The Small Print

2.1 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 UKAF SB reports through the Talent, Skills, Learning and Development

(TSLD) organisation of MSHQ. 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 UKAF SB constitutes a Secretary (TSLD), Chair (rotational), sS Sport Leads (Army, RAF, RN), Hd Army Policy, Hd TSLD and CDS's Senior Enlisted Warrant Officer. A deputies working group consisting of SO1 Navy Sport, Chief Operating Officer Army sport, Deputy Director RAF Sport, UKAF SB Secretary, and Army Pers Pol SO2 AT and Sport support the UKAF SB by strategically cohering relatable matters across the sS.

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 and inform wider policy that affects sport.

b. maintain the currency of existing regulation, guidance and policy direction for sport within the UKAF, largely through DINs and JSPs.

c. advise the MSHQ 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 or others as affecting the conduct of Service sport.

(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 every 5 years.

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, relevant Service Inquiries and Defence Internal Audit reports involving sport within the UKAF.

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

a. MOD – 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.

2.2 National Governing Bodies for Service Sport

Sport/Activity	National Governing Body
American Football • Full Contact • Flag Football	British American Football Association
Angling (competitive) • Coarse • Carp • Game • Sea (Boat/Shore)	The Angling Trust
Athletics • Track and Field • Cross Country • Tug of War • Half & Full Marathon/Road	 • UK Athletics • UK Athletics • Tug of War Association • UK Athletics
Archery	Archery GB
Association Football	The Football Association

Sport/Activity	National Governing Body
Aquatics • Swimming • Diving • Water Polo • Open Water	Swim England
Badminton	Badminton England
Basketball • 5-a-side • 3x3	Basketball England
Boxing	England Boxing
Canoeing • Sprint and Marathon • Slalom • Surf • Wild Water Racing • Polo • Freestyle	Paddle UK
Cricket	England and Wales Cricket Board
Cycling • Road, MTB, Cyclocross, BMX, Track and Gravel Racing • Time Trial	British Cycling Cycling Time Trials (CTT)

Darts	The England Darts Organisation (EDO) which is under the World Darts Federation (WDF)
Equestrian • Eventing Disciplines • (Horse) Racing • Tentpegging	• British Equestrian Federation • British Dressage, British Show Jumping and British Eventing • British Horse Racing Authority
Esports • 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

Sport/Activity	**National Governing Body**
Martial Arts • Brazilian Jiu Jitsu • WTF and ITF Taekwondo • Karate • Weapons Kata • Kendo • Muay Thai	 • 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). • No Single NGB, linked to individual weapons. • British Kendo Association • Muay Thai GB (MTGB)
• Microlight Flying	British Microlight Aircraft Association
Model Aircraft Flying • Model aircraft • Drone Sports	British Model Flying Association
Modern Pentathlon	Pentathlon GB
Motor Sports • 2 Wheel Road • 2 Wheel Trial • 2 Wheel Enduro • 2 Wheel Motocross • 4 Wheel Car Racing (Sprint & Circuit)	 • Auto-Cycle Union • Auto-Cycle Union • Auto-Cycle Union

• Side Car • 4 Wheel Navigation • Rally • Karting	• Amateur Motorcycle Association[1]/Auto-Cycle Union • 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 • On water rowing disciplines • Indoor rowing	British Rowing
Rugby League	Rugby Football League
Rugby Union	Rugby Football Union
Sailing • Offshore • Dinghy • Windsurfing	Royal Yachting Association
Sport Climbing	British Mountaineering Council
Sport/Activity	**National Governing Body**
Sport Parachuting	British Skydiving
Squash Rackets • Squash • Squash 57	England Squash
Strongman and Strongwoman	The British Natural Strongman Federation (BNSF) and the UK Natural Strongman Federation (UKNS).
Surfing	Surfing England
Table Tennis	Table Tennis England
Target Shooting • Target Rifle • Small Bore • Clay Target • Target Pistol • Service Weapon	 • National Rifle Association • National Small Bore Rifle Association • Clay Pigeon Shooting Association • National Small Bore Rifle Association • Small Arms School Corps

[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.

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 • Alpine Skiing • Snowboarding • Bobsleigh • Skeleton Bobsleigh • Luge • Tobogganing (Cresta) • Biathlon / Cross Country • Telemarking • Ski Mountaineering Racing (SkiMo)	 • 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 • British Mountaineering Council

2.3 Service Sports Associations

2.3.1 **Structure and Governance of Sports Associations**. Managed by serving personnel through the UKAF SB and single service sports organisations. Sports associations are the enablers for sport delivery on behalf of ACDS (People Cap). 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).

2.3.3 **Sports Association Organisations**. The organisation of 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.

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 sports association is to operate within a constitution as an excepted charity (or Articles of Association if a registered charity).

2.3.6 **Sports Association Risk Management and Assurance**. 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 themself on behalf of their head of sport that the UKAF sport association activity is appropriately managed from a safety and risk perspective before their association personnel participate.

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

2.4.1 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.
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	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.

Topic	Content	Example text
	Practicable (ALARP); can be a stand-alone statement or included in other parts of the SMP.	
Compliance with regulations	Compliance with: • 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: • 1LoDA - UKAF SA using First Party Audit (1PA) • 2LoDA - Talent Skills, Learning and Development (TSLD) in MOD using Second Party Audit (2PA)	Assurance activities of the SA will be conducted at distinct levels: • 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.

Topic	Content	Example text
	• 3LoDA - DSA High Risk Sport or NGB using Third Party Audit (3PA).	
Insurance / Liability	• 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.	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. Non-Service competitors or officials required to participate are to have an appropriate NGB membership, which includes combined Liability Insurance. 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.
Managing Risk	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. • Generic or Style Specific (e.g. Martial Arts (MA) disciplines). • Site Specific:	To manage risks within UKAF SA activities the following three levels of risk assessment will take place: • 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

Topic	Content	Example text
	➢ 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. 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. 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	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. 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. The association chair is to ensure that they conduct analysis on any potential gaps in MOD duty of care from NGB or other assessments.

Topic	Content	Example text
	[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. 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.	
Safety Management Responsibilities	The following personnel have responsibilities regarding SA safety management: • Chair. • Safety Manager. • Event Organiser. • Team Managers/Captains. • Coaches. • Officials - umpires/referees. • Individuals. • Suppliers and contracted services.	• Various third parties support the SA in the delivery of output under local contract. The following services are delivered by third parties: ➢ equipment hire. ➢ sports instruction. ➢ sports facilities. • All third-party companies must comply with the following regulations: ➢ hold a license to operate. ➢ hold insurance.
Safety Critical Equipment / PPE	• Compliance with regulations. • List of MOD-owned equipment.	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

Topic	Content	Example text
	• Checks & maintenance records. • NGB specified equipment. • Personal equipment responsibilities.	Lifting Operations and Lifting Equipment Regulations 1998 (LOLER). In-scope equipment must be routinely and thoroughly checked by a competent person and such checks must be recorded, with appropriate records kept. 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. 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]. 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.
Individuals' responsibility / Fit to Participate	SAs are committed to ensuring that its members are appropriately prepared to carry out the sport activities safely. • Fitness Level. • Medical conditions and downgrading to be reported, including specific	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.

Topic	Content	Example text
	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. ➢ 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. This can be note in Individual Safety Responsibilities as well as FtP Self-Declaration in support. 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.	Individuals under 18 years of age on the day of the event must notify the Team Manager or coach. 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. All new participants must make a signed declaration of swimming ability. 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. 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. 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. All individuals to ensure they have completed the mandatory Heat Illness Prevention training package through the DLE.
Medical Provision	• Minimum or specified medical requirements for sport to take place. • Medical Plan as required	Risk assessment completed in order to assess the level of first aid cover required in accordance with the regulations of the

Topic	Content	Example text
		NGB, also taking into account local conditions and factors. 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.
Emergency Action Plan	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.	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.
Accident / Incident Report	**Reporting Process**. • To whom to report an incident. • Using MySafety 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.	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. All reports are to be completed in accordance with the form at 'Annex X' and reported using MySafety. 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.
Public Military Events (PMEs)	• 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.	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.

Topic	Content	Example text
		A minimum of 'x' weeks' lead-time is required to ensure compliance with the planning requirements.
Overseas Events	If overseas visit/tours are to be undertaken, SMPs should signpost additional requirements: • personal and third-party liability insurance. • travel insurance. • mandatory tour insurance. • additional medical requirements. • medical facilities. • CMA procedures.	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. Individuals should also consider having personal travel insurance which will provide cover against flight cancellations, deployment on operations and other expenses. Tour insurance is mandatory for all touring teams. Cover must be purchased through a UKAF sports affiliated tour insurance company. Authorised Overseas Sports Visits (OSVs) are also subject to the MOD repatriation scheme. UKAF OSV organisers should consider group insurance as appropriate. All individuals going on an overseas visit are to check with their local medical centre if any inoculations are required. 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**.** Identification of CMA for the activity, for development of medical plans etc.
Safeguarding	Defence policy is regularly updated and is based on and compatible with national guidance for England and Wales, Northern Ireland and	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

Topic	Content	Example text
	Scotland. The full policy for Safeguarding within MOD is laid out in JSP 834. Of note, Protecting Vulnerable Groups (PVG) is the Scottish DBS and is required if working in Scotland and equivalent to NI. Additional requirements for sport or NGB: • hold a valid Disclosure Barring Service (DBS) check. • have undertaken a safeguarding course.	Chair but is the shared responsibility of all personnel. 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. 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.
Access to SMP / retention of data	Ensure SMP and safety information are accessible to management and all individuals. Any safety-related data is recorded and stored. Data records can include: • 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.	The SA is responsible for the continual publicity of safe practices amongst its members. This is achieved via the following methods: • 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

Topic	Content	Example text
	• post-accident reassessment. • accident investigation reports. • records of health and safety-related training or briefings. • repair and maintenance records of service-provided equipment.	stored electronically on the SA SharePoint site.
Review Process and Endorsement	Annual review and endorsement statement.	This document is to be reviewed annually by the SA Executive Committee and is to be formerly endorsed by the Chair.
Risk Assessment	• Risk registers if required. • Detailed risk assessments should be included. • Dynamic risk assessment proformas.	
Other Annexes	• Fit to Participate self-declaration forms. • Emergency Accident Plan / Incident Management Flow Diagram / Protocol.	
References	The following references may be applicable to the SMP: • JSP 375 - Management of Health and Safety in Defence. • 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.	

Topic	Content	Example text
	• 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.		

2.5 Sharing of Safety Related Materiel between Sports Associations. To 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.

Air Sports (Chair: Deputy Director RAF Sport)	Water Sports (Chair: Deputy Head Naval Sport)	Field/Road Sports (Chair: Chief Operating Officer Army Sport)
• Gliding • Hang Gliding • Microlight flying • Model Aircraft	• Angling • Aquatics • Canoeing • Kite Surfing	• American Football • Athletics • Archery • Football

• Sport Aircraft • Paragliding • Sport Parachuting	• Rowing • Sailing • Surfing • Triathlon • Water Skiing/Wakeboarding	• 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)**
• Badminton • Basketball • Boxing • Darts • Fencing • Esports • Ice Hockey • Judo • Martial Arts • Netball • Olympic Weightlifting • Power Lifting • Real Tennis • Squash • Table Tennis • Ten Pin Bowling • Volleyball • Rackets	• Equestrian • Modern Pentathlon • Polo	• Alpine Skiing • Snowboarding • Bobsleigh • Skeleton Bobsleigh • Luge • Tobogganing (Cresta) • Biathlon / Cross Country • Telemark • Ski Mountaineering Racing

2.6 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	Single Service discretion.	Single Service discretion.	Personnel to be attested and have a commitment.	Personnel to be attested

Whole Force personnel.				and have a commitment.

2.7 Status of Sports Within the Services

Sport/Activity		RN	Army	RAF	Sports not Recognised[9]
American Football	Full Contact (review required by May 27)	Cat 2	Cat 2	Cat 2	
	Flag Football	Cat 3	Cat 3	Cat 3	
Angling (competitive)	Coarse Match	Cat 2	Cat 2	Cat 2	Kayak fishing Lure fishing Predator fishing
	Carp	Cat 2	Cat 2	Cat 2	
	Game	Cat 2	Cat 2	Cat 2	
	Sea (Boat/Shore)	Cat 2	Cat 2	Cat 2	
Sport/Activity		**RN**	**Army**	**RAF**	
Aquatics	Swimming	Cat 2	Cat 2	Cat 2	Synchro Swimming Free Diving
	Diving	Cat 2	Cat 2	Cat 2	
	Water Polo	Cat 2	Cat 2	Cat 2	
	Open Water	Cat 2	Cat 2	Cat 2	
Archery	Target Archery Field Archery	Cat 2	Cat 2	Cat 2	Clout Archery Flight Archery Crossbow
Athletics	Track and Field	Cat 1	Cat 1	Cat 1	Ultra Marathon Mountain Running
	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	Full side (11) Small-sided (5, 6 and 7 a side)	Cat 1	Cat 1	Cat 1	Beach Football Walking Football
Badminton	Singles Doubles	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	Canoe/Kayak Sailing Sea Kayaking White Water Rafting Kayak Fishing White Water Canoeing and Kayaking (river running) Stand-Up Paddle Boarding
	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 Limited Overs: 1, 2 and 3-day declaration games		Cat 1	Cat 1	Cat 1	Indoor cricket
Cycling	Road	Cat 2	Cat 2	Cat 2	Road (Sportives, Commuting, Touring & Audax) Time Trial - Ultra Events (greater than 24hrs) Mountain Bike 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 Track Racing (1) Kieran (2) Madison (3) Cycle speedway Electric Cycle Racing
	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 2	Cat 2	Cat 2	
Darts		Cat 3	Cat 3	Cat 3	
Equestrian	Dressage / Show Jumping / Cross Country	Cat 2	Cat 2	Cat 2	Hunting
	(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.			All other esports.
	Rocket League				
	League of Legends				
	F1 Racing				
Fencing		Cat 2	Cat 2	Cat 2	
Gliding		Cat 2	Cat 2	Cat 2	All other forms of gliding
Golf		Cat 2	Cat 2	Cat 2	
Sport/Activity		**RN**	**Army**	**RAF**	
Hang Gliding		Cat 4	Cat 4	Cat 4	
Hockey		Cat 1	Cat 1	Cat 1	Unihoc Roller Hockey Street Hockey
Ice Hockey (Full Side Only)		Cat 2	Cat 2	Cat 2	Bandy Broomball Special Hockey

					Roller Hockey
Judo		Cat 2	Cat 2	Cat 2	
Lacrosse		Cat 3	Cat 3	Cat 3	Pop Lacrosse
Kitesurfing[2]	Kitesurfing	Cat 2	Cat 2	Cat 2	Snowkiting Kite Buggy Kite Boat Kite Landboard
	Powerkiting (only for RAF)				
Martial Arts	Brazilian Jiu Jitsu	Cat 2	Cat 2	Cat 2	All other forms of Martial Arts.
	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	
	Muay Thai	Cat 2	Cat 2	Cat 2	
Microlight Flying		Cat 4	Cat 4	Cat 2	
Modern Pentathlon	Modern Pentathlon (fencing, swimming, horse riding (show jumping), laser run (continuous shoot & run))	Cat 4	Cat 2	Cat 4	Any other forms or combinations.
	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).				
	Biathlon (continuous swim and run).				
	Laser Run (combined laser shoot and run).				
Model Aircraft (inc Drone Sports	Drone Racing	Cat 3 (Cat 2 for OSV and Inter Services)	Cat 3 (Cat 2 for OSV and Inter Services)	Cat 3 (Cat 2 for OSV and Inter Services)	All other Drone Sports
	Freestyle				
	Drone Orienteering				
	Cargo Drop				
Motor Sports	2 Wheel Road	Cat 2	Cat 2	Cat 2	All other motor sport activity.
	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	

[2] In the RAF, Kitesurfing includes the wider range of activities embraced by Powerkiting.

	Rally	Cat 2	Cat 2	Cat 2	
	Karting	Cat 2	Cat 2	Cat 2	
Netball - 7 a side		Cat 1	Cat 1	Cat 1	High 5 Nets Fast Net
Olympic Weightlifting	Snatch	Cat 2	Cat 2	Cat 2	All other forms, including Clean & Press
	Clean & Jerk				
Orienteering (competitive)	Foot Orienteering including: long (Classic) distance	Cat 2	Individual Military Training[3]	Cat 2	Mountain Bike Orienteering Ski Orienteering Trail Orienteering Ultra-long (mountain)
	middle distance				
	sprint / ultra-sprint distance.				
	Score				
	Relay (including Harris).				
Paragliding - Competitive Cross Country		Cat 2	Cat 2	Cat 2	All other forms of paragliding and: Parascending Paramotoring Human Powered Flight
Polo[4] - Polo (horse only) and Arena Polo		Cat 2	Cat 2	Cat 2	Snow Polo Beach Polo Camel Polo Elephant Polo
Powered Flying (RAF Only)	Aerobatics (different levels) Rally Flying	Cat 4	Cat 4	Cat 3	
	Navigation				
	Precision Flying				
	Record Breaking				
Powerlifting	Squat	Cat 2	Cat 2	Cat 2	All other forms of powerlifting.
	Bench Press				
	Deadlift				
Rackets		Cat 4	Cat 4	Cat 4	
Real Tennis		Cat 4	Cat 4	Cat 4	

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

[4] 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).

Rowing	Inland River Rowing (sculling & sweep, fine boats and training boats)	Cat 2	Cat 2	Cat 2	Ocean Rowing Skiff Racing Surf Rowing Touring Rowing
	Pilot Gig Racing				
	Coastal Rowing Racing				
	Indoor Rowing Racing				
Sport/Activity		**RN**	**Army**	**RAF**	
Rugby League	13 a side	Cat 1	Cat 1	Cat 1	Touch Rugby
	9 a side				
Rugby Union	15-a-side	Cat 1	Cat 1	Cat 1	Touch Rugby Beach Rugby
	10-a-side				
	7-a-side				
Sailing	Offshore	Cat 2	Cat 2	Cat 2	Power Boat Racing Motor Boating RIBs and Sports Boats Personal Watercraft (jet skis) Canal and River Cruising Canoe Kayak Sailing
	Dinghy	Cat 2	Cat 2	Cat 2	
	Windsurfing	Cat 2	Cat 2	Cat 2	
Sport Climbing	Competitive activity (indoor and outdoor) routes (on pre-bolted sports routes	Cat 2	Cat 2	Cat 2	All forms other forms of climbing & mountaineering
	bouldering.				
	speed (on pre-bolted sports routes).				
Sport Parachuting	Competitive elements of: Sport Accuracy	Cat 2	Cat 2	Cat 2	All other forms of parachuting.
	Canopy Formation				
	Canopy Piloting				
	Formation Skydiving				
	Freeflying (2- or 4-way teams)				
	Freestyle – Individual				
	Speed Skydiving				
	Wingsuit Flying (performance & acrobatics)				
	Indoor Skydiving				
Strongman and Strongwoman		Cat 4	Cat 3	Cat 3	
Squash Rackets	Squash	Cat 1	Cat 1	Cat 1	
	Squash 57	Cat 3	Cat 3	Cat 3	

Surfing	Long Board Surfing	Cat 2	Cat 2	Cat 2	Sea Kayaking / Kneeboarding SUP Surfing Surf Kayaking Bodysurfing
	Short Board Surfing				
	Bodyboarding				
Table Tennis	Singles	Cat 2	Cat 2	Cat 2	
	Doubles				
Target Shooting[5]	Target Rifle	Cat 2	Ind Mil Trg	Cat 2	Practical Shotgun Practical Pistol Practical Rifle Field Target Benchrest
	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	Tennis	Cat 1	Cat 1	Cat 1	Mini Tennis Beach Tennis Walking Tennis
	Padel Tennis	Cat 3	Cat 3	Cat 3	
	Pickleball	Cat 3	Cat 3	Cat 3	
Triathlon	Triathlon (Swim/ Cycle / Run) (1) Super Sprint (400m / 10km / 2.5km)	Cat 2	Cat 2	Cat 2	Any other form of triathlon Aquathon Aquabike
	(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)				
	(6) Cross Triathlon				
	Duathlon (Run/Cycle/Run) (1) Sprint (5km / 20km / 2.5km)				
	(2) Standard (10km / 40km / 5km)				
Volleyball – 6 a Side Volleyball		Cat 2	Cat 2	Cat 2	Beach Volleyball
Water Skiing / Wake Boarding	Water Skiing (Slalom, Trick and Jump)	Cat 2	Cat 2	Cat 2	Barefoot Kneeboard
	Wakeboarding (Cable and Boat)				
Winter Sports	Alpine Skiing[6]	Cat 2	Cat 2	Cat 2	Alpine Skiing (1) Freestyle
	Snowboarding	Cat 2	Cat 2	Cat 2	

[5] 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.

[6] 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.

	Bobsleigh	Cat 2	Cat 2	Cat 2	(2) Aerials (3) Moguls (4) Half-pipe (5) Ski Cross (6) Speed Skiing (7) Grass skiing Snowboarding (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)
	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[7]	Cat 2	Ind Mil Trg	Cat 2	
	Telemarking	Cat 2	Cat 2	Cat 2	
	Ski Mountaineering Racing	Cat 3	Cat 3	Cat 3	

In addition, the RAF treats Powered Flying as ‘Cat 3’ sports.

2.8 **Maximum Numbers of Persons able to Claim Travel at Public Expense**

Sport/Activity		**Max numbers in sports teams[8]**	**Max number of sports association committee members attending matches**
American Football	Full Contact	45	4
Angling (competitive)	Coarse Match	15	2
	Carp	18	2
	Game	14	2
	Sea (Boat/Shore)	15	2
Aquatics	Swimming	19	3

[7] 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.

[8] 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.

	Diving	6	2
	Water Polo	14	2
	Open Water	6	2
Archery	Field	27	3
	Target	27	3
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
	Trail Running	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
	Gravel Racing	10	2
Equestrian	Dressage	10	2
	Show Jumping	10	2
	Cross Country	10	2
	Horse Racing	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
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[9]	100	2
Netball		18	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[10]	15s	40	3
	7s	23	3
Sailing	Offshore	11	2
	Dinghy	11	2
	Windsurfing	10	2
Sport Climbing		15	2
Sport Parachuting		20	2

[9] 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.

[10] 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).

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
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

2.9 Overseas Visits (OSVs)

2.9.1 **Opportunity to Participate in OSVs**. The opportunity to participate in a sports team on an OSV supports the retention of UKAF personnel. OSVs 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.

c. OSVs provide the chance to travel to destinations not often visited and can be of diplomatic and PR value.

d. these visits offer the scope to play against opposition with different national cultures and in an environment distinct from that experienced in the UK.

2.9.2 **OSV 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 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.

2.9.3 **Authorisation to Travel Overseas**. For all OSVs, 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.

2.9.4 **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.

2.9.5 **Overseas Staff Clearance (SC)**. SC is required to inform the chain of command about teams who propose to undertake an OSV. Application is made by the organiser to the appropriate higher formation headquarters.

2.9.6 **OSV 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:

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.

2.9.7 **OSV Funding - The Use of Non-Public Money Only for Overseas Visits**. A fundamental feature in any OSV 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 OSVs 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.

2.9.7.1 **OSV Grants for UKAF Sport Associations**. Grants will normally only be made for eligible UKAF participants as specified in the UKAF operating Manual. In exceptional circumstances and where their attendance is essential to the viability of the visit, bids may be made on behalf of veterans. sS rules are used for sS OSVs.

2.9.7.2 **Overseas Visits Surplus Funds**. Any surplus funds remaining on completion of an OSV 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.

2.9.8 **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. 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.

2.9.9 **OSV 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.

2.9.10 **General Information for OSV Duty Status**. Personnel are representing the UKAF and their single Service when conducting an authorised OSV. Individuals are considered on duty during authorised activities as part of the OSV (e.g. fixtures, training, competitions etc). 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. Although these activities are considered off duty, the OIC still has the duty of care for Service Personnel.

2.9.11 **Overseas Visits Authorised Sport**. Authorised OSVs are covered sport is covered by the AFCS in JSP 765. Thus, it is important that OSVs are authorised by the appropriate sports board.

2.9.12 **OSVs Insurance 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 SP to decide whether or not they wish to purchase separate insurance cover. 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 OSVs. 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.

2.9.13 **OSVs Medical Plan**. All OSVs 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.

2.9.14 **OSVs 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.

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

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.

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
4.0	Mar 2026	Removing duplication and UKAF elements to create a UKAF operating Manual	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
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
SO1 Sport - RN Sport	NAVY PEOPLE-PS SPORT SO1	Coel.Davies161@mod.gov.uk
SO2 AT & Sport - Army Sport	Army Pers-Pol-ProfDev-ATSprt-SO2	Russell.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)Impact Assessment (EQIA).

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

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

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