



**Ministry  
of Defence**

**JSP 660  
Sport in the UK Armed Forces**

**Part 1: Directive**

# Foreword

People lie at the heart of operational capability; attracting and retaining the right numbers of capable, motivated individuals to deliver Defence outputs is critical. This is dependent upon maintaining a credible and realistic offer that earns and retains the trust of people in Defence. In order to achieve this, all personnel must be confident that, not only will they be treated fairly, but also that their families will be treated properly and that Service veterans and their dependants will be respected and appropriately supported.

Sport makes a significant contribution to the delivery of operational capability; indeed it is a core activity in the UK Armed Forces. I am therefore most eager to encourage the active participation of all ranks at all levels of sport. I am aware that the majority of sport is organised by Service personnel on a voluntary basis; knowledge of, and access to, the necessary regulation of activities can be difficult. This important document brings together the policies for, and detailed guidance on, the conduct of sport in the UK Armed Forces.

I commend it to all your staff involved in sporting activity and in particular to your sports association officials who deliver sport at and above unit level.

**Lt Gen Richard Nugee  
Chief of Defence People  
Defence Authority for People**

# Preface

## How to use this JSP

1. 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. This JSP will be reviewed at least annually.
2. The JSP is structured in two parts:
  - a. Part 1 - Directive, which provides the direction that must be followed in accordance with statute or policy mandated by Defence or on Defence by Central Government.
  - b. Part 2 - Guidance, which provides the guidance and best practice that will assist the user to comply with the Directive(s) detailed in Part 1.

## Coherence with other Defence Authority Policy and Guidance

3. Where applicable, this document contains links to other relevant JSPs, some of which may be published by different Defence Authorities. Where particular dependencies exist, these other Defence Authorities have been consulted in the formulation of the policy and guidance detailed in this publication.

Related JSPs	Title
JSP 375	Management of Health & Safety in Defence
JSP 765	Armed Forces Compensation Scheme
DSA01.1(was JSP 815)	Defence Policy for Health, Safety and Environmental Protection

## Further Advice and Feedback – Contacts

4. The owner of this JSP is ACDS (Pers Cap). For further information on any aspect of this guide, or questions not answered within the subsequent sections, or to provide feedback on the content, contact:

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# 1 Sport Policy

## Rationale

1. Physical Development is a key component of UK Armed Forces (UKAF) operational capability and it comprises the three pillars of Sport, Physical Training/Education and Adventurous Training. Sport makes a significant contribution to operational effectiveness, fighting spirit and personal development. It is recognised as a feature of the Armed Forces Covenant, and plays an important part in Service life including recruiting and retention and in many instances provides excellent public visibility of the Services. Thus, it has a wide role, but specifically within the envelope of physical development, it contributes to fitness, teamwork, leadership, self-discipline, determination, co-ordination, courage, competitive spirit, individual and collective resilience, and consequently military ethos. Inextricably linked to operational efficiency, authorised sport<sup>1</sup> is a Condition of Service with duty status and is a core activity that cannot be considered discretionary. Sport supports the recovery and rehabilitation of the wounded, injured and sick (WIS). It also provides a balance in the lives of Service personnel from the pressures of military commitments and during periods of high tempo operations, an invaluable opportunity for decompression. It is to engender all these qualities that public funding and time is made available for Service sport. This Policy applies to regular and reserve Service personnel.

2. 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 sporting activity.
- 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 fitness, health and well-being.
- c. encourage sporting success at individual, unit and representational level and provide a framework for Service, Inter Service and Armed Forces sports competitions and representational sporting opportunities.

## Governance

3. **Chief of Defence People (CDP)** is responsible for Armed Forces Physical Development Policy and is accountable to the Defence Board through VCDS.

4. **Assistant Chief of Defence Staff (Personnel Capability) (ACDS(Pers Cap))** is accountable to CDP for:

- a. Defence policy for sport.
- b. ensuring the continued recognition of the provision of Sport as a Condition of Service.

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<sup>1</sup> That which is authorised by the AFSB, single Service Sports Boards, formation/regional commanders and unit COs. Chapter 2 para 6 refers.

5. **UK Armed Forces Sports Board (UKAF SB).** The terms of reference for the UKAF SB are at Annex A to this section. The UKAF SB is:
- a. accountable to ACDS(Pers Cap) 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 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.
6. **Service Sports Boards.** The Royal Navy, Army and Royal Air Force have each established structures within their Services responsible for the policy, governance, development and delivery of sport. Each has constituted Sports Boards chaired at 2-star level. The single Service Directors of Sport, Captain Personal, Family, Community Support & Physical Development, Director Army Sport Control Board and Director RAF Sport respectively, are responsible within their Services for delivery of representational sport. For the three Services, the delivery of unit sport is supported by the Sports Boards, the chain of command and Physical Training staff. Each director represents their Service on the UKAF SB as Board members.
7. **National Governing Bodies (NGBs).** The majority of sports have well established NGBs which have comprehensive rules for the conduct of their sporting activities. NGBs are registered with the Sports Councils (UK/GB or England, Wales, Scotland and Northern Ireland). For a particular sport to exist within the UKAF, its NGB must be recognised by one of these Sports Councils; the register in Sport England is normally used for this purpose but to avoid confusion, the alignment of Service sports to NGBs is defined at Annex B.
8. **Service Sports Associations.** Sports Associations (the term includes Sports Unions and Clubs) are constituted under the authority of the Sports Boards. Managed by serving personnel, Sports Associations are the enablers for sport delivery supported by public and non-public Service funds. As such they are MOD bodies acting on behalf of their Service Sports Boards and are accountable to the Chairman of that Service Sports Board for the delivery of specific sports within their Service. The sports associations are to administer their sport in accordance with the directives of their sport's NGBs and Defence, Joint Service and single Service publications and instructions. As sports associations have charitable status, they are to abide by Charity Commission rules and regulations. UKAF Sports Associations are accountable to the UKAF SB and their structure and governance are defined at Annex C.
9. **Commanding Officers (COs).** COs' responsibilities for sport are detailed in Queen's Regulations, Training Directives and as directed by objectives in Command Management Plans, all of which encourage participation in sport, along with the provision of time, facilities and sports travel. COs may exercise this responsibility through Unit Sports' Boards, other similar committees or through Physical Training staff. Whilst recognising the benefits that sport brings to operational effectiveness, physical fitness, team building and the well-being of Service personnel, COs should also be aware of the potential impact of sports-related injury on operational capability. MOD's policy is clear

both to encourage sport and require COs to take sensible steps to reduce the risk of injury by following the appropriate NGB and MOD regulation, monitoring injury trends, evaluating risks and providing the appropriate supervision when necessary.

10. **Adaptive Sports.** Adaptive Sport (AS) plays an important role in the recovery of Wounded, Injured and Sick (WIS) personnel.

a. Battleback – Sport (BB-S)<sup>2</sup>, working to the UKAF SB and with the Defence Recovery Capability (DRC) and single Service Sports' Boards, is Defence's focus for AS. The Terms of Reference for BB-S are at Annex D to this Section. BB-S is:

- (1) accountable to the UKAF SB for representative sport.
- (2) responsible for:
  - (a) the identification and development of appropriate AS programmes.
  - (b) the governance of AS and the promotion of AS across Defence.
  - (c) the facilitation and organisation of representative AS fixtures.
  - (d) effective liaison with the British Paralympic Association (BPA) and appropriate NGBs, National / International Paralympic Committee (N / IPC), National / International Disability Sports Organization (N / IDSO) or other appropriate bodies recognised by UK Sport/Sport England as being the national lead.

b. There are significant parallels between Able Bodied Sport (ABS) and AS. Although AS was introduced primarily to support the DRC to support the recovery and rehabilitation of WIS personnel and their return to an active lifestyle and whilst this remains its focus, the delivery of AS alongside ABS is important, in particular for WIS personnel who return to active duty. The medium / long-term aspiration is to embed AS within our approach to and delivery of ABS.

c. The core AS programme is promulgated by the Defence Adaptive Sport and Adventure Training Centre, Lilleshall (DASATC).

## **Categorisation**

11. **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 National Governing Body (NGB) as approved by the Sports Council. 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.

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<sup>2</sup> Formerly known as the Combined Services' Adaptive Sport Association (CSASA).

- 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, be subject to a trial/monitoring/review period of 3 years before it can be considered for full recognition. At the end of this period, it is to be assessed by the UKAF SB against the MOD's capacity both to fund and support it. Automatic 'recognition' after 3 years should not be assumed.
- f. encourage or develop the following:
  - (1) good health, personal fitness and physical development.
  - (2) beneficial physical activity, especially for personnel in 'sedentary occupations'.
  - (3) physical fitness for performing operational tasks under stress.
  - (4) self-discipline.
  - (5) high morale and Esprit de Corps.
  - (6) co-ordination, determination, confidence and motivation.
  - (7) courage and character-building.
  - (8) leadership qualities.
  - (9) competitiveness (i.e. the sport should not be primarily a social or recreational activity).
  - (10) recruiting and retention.

12. **Categorisation.** Sports are to be categorised as follows:

- a. **Category 1 (Cat 1)**<sup>3</sup>. 'Cat 1 sports' are those which, by virtue of the large numbers of participants both in training units and in the Services at large, have facilities provided at public expense. Facilities are provided, as a maximum, to a 'scale' as laid down in JSP 315 Scale 48. 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<sup>4</sup>.
- b. **Category 2 (Cat 2)**<sup>5</sup>. 'Cat 2 sports' are those sports which do not justify Cat 1 status but nevertheless fully meet the criteria for public funding and are recognised as doing so by the UK AFSB. Because of the differing operating environments of

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<sup>3</sup> Formerly known as Synopsis Sports.

<sup>4</sup> See Chapter 2 para 6. Authority ensures conformity with the provisions and guidance of JSP 765 (Armed Forces Compensation Scheme).

<sup>5</sup> Formerly known as Recognised Sports.



the 3 Services, Cat 2 sports need not necessarily be common to all. Nevertheless, differences are to be minimised to avoid inconsistency of funding and duty status of personnel doing the same activity. Public funding may be used, within laid down criteria, for equipment, travel, grants for coaching courses and CILOR. Although dedicated facilities are not provided, those built for other primary purposes may be used by 'Cat 2 sports', e.g. basketball in a gymnasium. In exceptional circumstances and where budgets allow, single Services may, with the agreement of their D Res, authorise the use of public funds to pay for the hire and/or temporary construction of a facility when the requirement is to meet the safe and legitimate running of a winter sports event. Participation in Cat 2 sports must be formally authorised<sup>6</sup>.

c. **Category 3 (Cat 3)**<sup>7</sup>. 'Cat 3 sports' are those which do not meet, or have not yet met, fully the criteria for public funding but which are considered by single Service Sports' Boards with the endorsement of the UKAF SB, to merit support from non-public funds. Cat 3 sports are not eligible for any public funding. Authority for participation may only be granted for Single Service and Inter Service Championships where the provisions of JSP 765 can be applied. Activity outside these championships is conducted in a service person's own time and at their own risk.

d. **Category 4 (Cat 4)**<sup>8</sup>. 'Cat 4 sports' are those which do not fall into any of the above categories. The activity is conducted in a service person's own time and at their own risk without any eligibility for the provisions of JSP 765. Cat 4 sports may, on occasions, merit support from non-public funds.

13. **Current Status of Sports.** The current status of individual sports, including the sub disciplines of sports, is at Annex E to this section. This status is reviewed routinely by the UKAF SB. Certain sports have significant overlaps with Adventurous Training (AT) which is governed by JSP 419. To avoid confusion on what can be conducted as Service sporting activity, the table at Annex F provides:

a. clarity on what can be considered as Service sporting activity within each sport or sub discipline of sport.

b. where overlaps exist with AT, definition of the competitive activity that can be considered as Service sport.

14. **Change of Status.** To upgrade the status of a sport, the chairman of the single Service sport/activity must apply to the appropriate Service's Sports Board whose Director will make recommendations to the UKAF SB. The chairman 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.

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<sup>6</sup> See Chapter 2 para 6. Authority ensures conformity with the provisions and guidance of JSP 765 (Armed Forces Compensation Scheme).

<sup>7</sup> Formerly known as Approved Sports.

<sup>8</sup> Formerly known as Other Sports.

15. **Definition of 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 UK Armed Forces; within the single Services, the following additional levels of representation are applicable:

(1) **RN.** Region and Corps (for Royal Marines).

(2) **Army.** Corps.

(3) **RAF.** Region and Branch.

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

16. **Adaptive Sports.** The categorisation of adaptive sports is in principle the same as that of able bodied sports.

## The Development Pathway

17. Service Chiefs recognise that Sport enhances the 'will to win' and contributes to the fighting spirit of Physical Development and therefore operational capability. Within the Armed Forces, each Service supports, resources and develops a broad range of sporting activity to increase participation further. The majority of sport should take place within units and bases where sporting opportunity is not only available for all but commanders strongly encourage full participation.

18. Although the main effort remains participation for all Service personnel, those with particular aptitude are strongly encouraged to develop their skills and fitness through to perform at higher levels. These levels will vary in each of the Services but they come together when competing in Inter Service competitions or at the very top of Service sport, when representing the UKAF.

19. The Development Pathway provides a structure for the development of players and officials from unit level sporting activity to national representation. The level of attainment will depend on the aptitude, inspiration and determination of the individuals. The Pathway is described at Annex G to this section.

## Single Service Regulations

20. Each Service has its own regulations governing sport:

a. **RN** – [BRd51\(4\) - Sport in the Naval Service](#)

b. **Army** – [AGAI Volume 1 Chapter 5 - Sport](#)

c. **RAF** – [AP 3415 - Sport in the Royal Air Force](#)

## Single Service Sports Websites

21. Details of the single Service Sports Boards, their Sports Associations and sporting activity can be found at their websites as follows:

- a. **RN** – [www.pdevportal.co.uk](http://www.pdevportal.co.uk)
- b. **Army** – [www.armysportcontrolboard.org](http://www.armysportcontrolboard.org)
- c. **RAF** – [www.raf.mod.uk/rafsportsboard](http://www.raf.mod.uk/rafsportsboard)

## UK ARMED FORCES SPORTS BOARD (UKAF SB)

### GENERAL

1. The UKAF SB is formally constituted as an MOD Body under the authority of the Defence Personnel & Training Board (DPTB) through the Assistant Chief of Defence Staff (Personnel Capability) (ACDS (Pers Cap)). The lead MOD branch through which UKAF SB reports is Training, Education, Skills, Recruiting and Retention (TESRR). In addition to being an MOD body, the UKAF SB is also accountable to the Charity Commission as an Excepted Charity.

### PURPOSE OF THE UKAF SB

2. 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.

### COMPOSITION

3. The members of the UKAF SB are the 3 Single Services' Directors of Sport with the office of Chairman rotating biennially between the 3 Services. The Secretary is part of the staff of Chief of Defence People in MOD Main Building but his work place is collocated with the Army Sports Control Board. The Secretary is the focal point for all UKAF SB matters. The UKAF SB has a subordinate group, the Sports Board Deputies Group<sup>9</sup>, which provides the staff support for development of tri-Service sports policy and coherence in the delivery across the three single Services.

### ROLE OF THE UKAF SB

#### 4. Policy.

- a. Promote, develop policy on the conduct of sport within the UKAF (including Reserves).
- b. Maintain the currency of existing regulation, guidance and policy direction for sport within the UKAF, largely through DINs and JSPs.
- c. Advise the CDP through ACDS (Pers Cap) on matters of common interest affecting sport in the Services.
- d. Where feasible and appropriate, standardise sports policy across all three Services, including adaptive sports.

#### 5. Governance.

- a. Act as the authority for the UKAF Sports Associations and in particular:

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<sup>9</sup> Comprises Sec UKAF SB, SO1 NS HMS Temeraire, COS ASCB and DDRS.

- (1) advise and assist UKAF sports associations in the conduct of their sports.
- (2) appoint chairmen 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) appoint the chairman and approve the trustees of UKAF sports associations registered as separate charities.
- (5) scrutinise the annual accounts of all UKAF sports associations and unions.
- (6) authorise all fixtures and committee meetings of UKAF sports associations and unions.
- (7) adjudicate on matters referred to it by any UKAF sports association.
- (8) 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 2 and Cat 3 sports to ensure they meet established criteria.

c. Maintain a liaison where necessary with appropriate national sports governing bodies, councils and the Sports & Recreational Alliance.

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'.

## 6. **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 and supervise the management of Adaptive Sports through BattleBack-Sports.

f. Given the significance the charitable funding within Service sport, represent the interests of the single Service Sports Boards at The Confederation of Service Charities (COBSEO).

- g. Co-ordinate responses to Parliamentary Questions, Ministerial Correspondence and Defence Internal Audit reports involving sport within the UK Armed Forces.

## ENGAGEMENT

- 7. Key departments in the MOD with whom the UKAF SB interacts are:
  - a. MOD – CDP, ACDS(Pers Cap), TESRR, SPS Welfare, DDC, Sec, DIPR.
  - b. Navy Command – ACNS Pers & NavSec, CN Pers D Res, RN Infra.
  - c. Army HQ – D Pers, Hd Trg, D Res, Hd Infra.
  - d. Air Command – ACOS Pers, HQ 22 Trg Gp, D Res (FPP & CG).
  - e. DIO – Strat Pol.
  - f. Single Service Sports Boards – HMS Temeraire, ASCB, Directorate of RAF Sport.

## CONSTITUTION OF THE UKAF SB AS AN EXCEPTED CHARITY

- 8. With the majority of sporting activity in the UKAF non-publicly funded (see para 9 below), the UKAF SB has Excepted Charity<sup>10</sup> status for these funding arrangements.
  - a. **Purpose.** The (charitable) Purpose of the UKAF SB is to promote the efficiency of Her Majesty's Armed Forces.
  - b. **Trustees.** The 3 trustees of the UKAF SB are the 3 single-Service Directors of Sport.
  - c. **Responsibilities.** The trustees of the UKAF SB are responsible and accountable to the Charity Commission for:
    - (1) ensuring the board's purpose is for public benefit and fulfils the role in this Constitution.
    - (2) acting in the charity's best interests.
    - (3) managing the charities resources responsibly.
    - (4) acting with reasonable care and skill.
    - (5) ensuring the charity is accountable.

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<sup>10</sup> 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 UKAFSB, is a charitable Service Fund of the Armed Forces.

## FUNDING

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

a. The **Current Account** which is managed within the Army Sport Control Board Central Bank. The current account is maintained within an upper threshold of £35k to allow for seasonal variations of income and expenditure. The current annual operating budget is £25k.

b. The **Investment Account** is managed within the Blackrock Armed Forces Common Investment Fund (AF CIP). The Board accepts the return on investment and the level of risk management associated with the AF CIP. The Investment represents a reserve fund should income for the current account reduce significantly. The investment account was originally set between £300k and £350k but should be allowed to grow within inflation figures.

10. The Secretary is authorised to sign cheques up to £1,000. Beyond that threshold, cheques must be countersigned by DASCBC or his COS.

11. An excepted charity is not required by law to produce an annual report but recognising good practice, annually, the secretary will invite an independent inspection of accounts and the Chairman will produce a report to trustees.

**NATIONAL GOVERNING BODIES FOR SERVICES SPORT**

<b>Sport/Activity</b>	<b>NGB</b>
(a)	(b)
Angling (Competitive): a. Coarse b. Game c. Sea (Boat/Shore)	The Angling Trust
Athletics: a. Track and Field b. Cross-Country c. Tug of War d. Marathon/Road	UK Athletics UK Athletics Tug of War Association UK Athletics
Archery	Archery GB
Association Football	The Football Association
Badminton	Badminton England
Basketball	Basketball England
Boxing	England Boxing
Canoeing: a. Sprint and Marathon b. Slalom c. Surf d. Wild Water Racing e. Polo f. Freestyle	British Canoe Union
Cricket	England and Wales Cricket Board
Cycling: a. Road/Time Trials/Track b. Mountain Biking Downhill & Cross Country c. Cyclo Cross	British Cycling
Equestrian: a. Show Jumping / Eventing b. (Horse) Racing c. Tentpegging	British Equestrian Federation  British Horse Racing Authority
Fencing	British Fencing Association
Gliding	British Gliding Association
Golf	Royal and Ancient Golf Club of St Andrews
Hang Gliding and Paragliding	British Hang Gliding and Paragliding Association
Hockey	England Hockey
Ice Hockey	English Ice Hockey Association
Judo	British Judo Association
Lacrosse	English Lacrosse Association



<b>Sport/Activity</b>	<b>NGB</b>
(a)	(b)
Lawn Tennis	Lawn Tennis Association
Kitesurfing	British Kitesports
Martial Arts: a. Brazilian Jiu Jitsu b. WTF and ITF Taekwondo c. Karate d. Weapons Kata e. Kendo	Brazilian Jiu Jitsu Federation (UK BJJ yet to register) British Taekwondo and British Taekwondo Council World Karate Federation Not known British Kendo Association
Microflight Flying	British Microflight Aircraft Association
Modern Pentathlon	Pentathlon GB
Motor Sports: a. 2 Wheel Road b. 2 Wheel Trial c. 2 Wheel Enduro/Motocross d. 4 Wheel Car Racing (Sprint & Circuit) e. 4 Wheel Navigation f. Rally g. Karting	Auto-Cycle Union Auto-Cycle Union Auto-Cycle Union Motorsports Association Motorsports Association Motorsports Association Motorsports Association
Netball	England Netball
Orienteering (Competitive)	British Orienteering Federation
Polo	Hurlingham Polo Association
Power Lifting	British Drug Free Powerlifting Association
Rackets	Tennis and Rackets Association
Real Tennis	Tennis and Rackets Association
Rowing	British Rowing
Rugby League	Rugby Football League
Rugby Union	Rugby Football Union
Sailing: a. Offshore b. Dinghy c. Windsurfing	Royal Yachting Association
Shooting: a. Target Rifle b. Small Bore c. Clay Target d. Target Pistol e. Service Weapon	National Rifle Association NRA National Small-bore Rifle Association Clay Pigeon Shooting Association National Small-bore Rifle Association Small Arms School Corps
Sport Climbing	British Mountaineering Council
Sport Parachuting	British Parachute Association
Squash Rackets: a. Squash b. Racketball	England Squash and Racketball Association
Surfing	Surfing England

<b>Sport/Activity</b>	<b>NGB</b>
(a)	(b)
Swimming: a. Swimming b. Diving c. Water Polo d. Open Water	Swim England
Table Tennis	Table Tennis England
Ten Pin Bowling	British Tenpin Bowling Association
Triathlon	British Triathlon Federation
Volleyball	Volleyball England
Water Skiing / Wakeboarding	British Water Ski & Wakeboard
Winter Sports: a. Alpine Skiing b. Snowboarding c. Bobsleigh d. Skeleton Bobsleigh e. Luge f. Tobogganing (Cresta) g. Biathlon/Cross Country h. Telemarking	British Ski & Snowboard British Ski & Snowboard British Bobsleigh & Skelton British Bobsleigh & Skeleton International Luge Federation St Moritz Tobogganing Club <sup>11</sup> British Biathlon Union/British Ski and Snowboard British Ski and Snowboard

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<sup>11</sup> SMTC is not a NGB, it is a club with private rules.

## UK ARMED FORCES SPORTS ASSOCIATIONS

### STRUCTURE AND GOVERNANCE

1. Managed by serving personnel, UKAF Sports Associations are the enablers for sport delivery supported by public and non-public Service funds. As such they are MOD bodies acting on behalf of the UKAF SB for the delivery of their specific sports. UKAF Sports Associations are accountable to the UKAF SB. The sports associations are to administer their sport in accordance with the directives of their sport's NGBs and Defence, Joint Service and single Service publications and instructions.
2. 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<sup>12</sup>.
3. The organisation of UKAF sports associations vary considerably. Some are very small and comprise a single managerial post. Others such as Winter Sports and Cricket have significant management structures. Each Sports Association is to have a chairman appointed and a constitution approved by the UKAF SB Their organisation generally fits into one of 3 models.
  - a. **Permanent/Non-Rotating.** The management is a separate and independent structure where positions are filled by selected individuals whose roles are specific to the association. Members of single Service sports associations can be included in the management committees but the Chairman and other key appointments are separate.
  - b. **Rotational.** A separate UKAF association is not constituted and the single Services take it in turn to manage the Inter Service competition and UKAF sporting activity within their own single Service structure. The frequency of the rotation can vary but is usually on an annual basis.
  - c. **Hybrid.** Hybrid organisations have one or more permanent appointments such as secretary and treasurer but the responsibility for the overall leadership and management of the UKAF sports association rotates between the single Services. The frequency of rotation varies between one and three years.
4. The Chairman of the sports association is responsible for the leadership, management and conduct of the association. The generic terms of reference for the Chairman are set out in Appendix 1.
5. Each UKAF sports association is to operate within a constitution as an excepted charity (or Articles of Association if a registered charity) approved by the UKAF SB. A generic template for a constitution is at Appendix 2. This template is not prescriptive and should be used as a guide to drafting a constitution to suit the association.

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<sup>12</sup> Charity Commission Publication 3 (CC3) issued Jul 15.

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

## **RISK MANAGEMENT AND ASSURANCE**

7. UKAF sports association chairman are appointed by UKAF SB and they are to ensure that their associations conduct their sporting activity in an appropriately safe manner in accordance with NGB rules, in compliance with JSP 660 and using best practice within single Services sports boards, noting this may be more stringent than NGB rules. Where NGB rules fail to mitigate the risk to life adequately or to the standard required by MOD regulation, they are to establish risk management systems that ensure any risk is as low as reasonably practicable.

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

9. 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 the chairman of their single Service sports associations. Thus the chairman of the single Service sports association must satisfy himself/herself 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.

10. Assurance of UKAF representative sporting activity is conducted at 3 levels:

- a. Self-assurance (1st party audit) is conducted within the UKAF sports association.
- b. Internal assurance (2nd party audit) is to be managed by the appropriate single Service where the responsibility for managing/chairing the UKAF sports association rotates between the Services or the secretary position is permanent within a single Service.
- c. External assurance may be directed on a risk based approach or by NGBs.

## TERMS OF REFERENCE – CHAIRMAN UK ARMED FORCES (UKAF) SPORTS ASSOCIATION

### APPOINTMENT

1. Under the authority of the UK Armed Forces Sports Board (UKAF SB) and as Chairman of that Board, I formally appoint you as Chairman of the UKAF XXX Association with effect from '*date*'.

### ROLE OF UKAF SPORTS ASSOCIATION

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

### RESPONSIBILITIES

3. You are responsible for the promotion of 'name of sport' at the UKAF level and for the efficient administration and organisation of the sport for the benefit of Service personnel in accordance with an approved constitution. You are to act with reasonable care and diligence and in good faith in the best interests of the Association. If your duty to act in the best interests of the Association is in conflict with (or may conflict with) your personal interests you must disclose this responsibly. You should abide by the following:
- a. policy direction and guidance given in JSP 660, Sport in the UK Armed Forces.
  - b. policy, directives and guidance given for the conduct of the sport by its NGB.
  - c. as a de facto trustee of the Association in its guise as an Excepted Charity – Guidelines for Trustees of Charitable Organisations.

4. **Association Management.** As Chairman, you are to:
  - a. form and maintain a structure for management of the Association, constituting committees as necessary for long term development of the association, the proper and safe conduct of sporting activity within it and appropriate financial management of Association business. You are to ensure the effective and efficient management of the Association and the delivery of sporting activity within it, suitable officers are appointed for the management of the Association and a formal constitution is established.
  - b. chair a committee to govern and provide executive direction for the on-going business and best interests of the Association. You are to convene an annual general meeting (AGM). Proper records are to be kept of all proceedings at AGMs and executive committee meetings; these records are to be copied to Sec UKAF SB.
  - c. maintain a succession plan to ensure continuity of effective leadership and management.
5. **Financial Management.** You are responsible for the proper financial management of the Association and are to:
  - a. ensure that Association funds are managed in accordance with MOD regulation and Charity Commission rules. The Association is to have a five-year plan and activity is to be managed within budget. Any bids for funding support from the UKAF Sports Fund or BFBS sponsorship will require financial statements of income and expenditure for current and future years.
  - b. ensure that the accounts are audited annually and a copy of the audit report is sent to Sec UKAF SB.
  - c. develop and maintain sponsorship in accordance with current MOD regulation to support sporting activity within the Association.
6. **Safety Management.** As Chairman, you manage the risk with the appropriate safety management plan for your Association's activities. You are to:
  - a. ensure that the Association conducts its sport in an appropriately safe manner in accordance with NGB rules and compliance with MOD regulations. Where NGB rules fail to mitigate the risk to life adequately or to the standard required by MOD regulation, you are to establish risk management systems to ensure any risk is as low as reasonably practicable, using best practice within single Service sports boards. Single Service Heads of Sport hold the risk for the participation of their Service personnel and they manage that risk through the chairmen of their respective sports associations. Where necessary, you are assure the single Service sports association chairman that the risk management of UKAF sporting activity is appropriately safe for the participation of their Service personnel.
  - b. establish assurance procedures for your sport, conducting self-assurance (1<sup>st</sup> party audit) within the association. Internal assurance (2<sup>nd</sup> party audit) is to be managed by the appropriate single Service where the responsibility for managing/chairing the association rotates between the Services or the secretary

position is permanent within a single Service. External assurance may be directed on a risk based approach.

c. ensure all fixtures and overseas visits are authorised by the Secretary UKAF SB and organised in accordance with JSP 660.

7. **Promotion.** You are to:

a. encourage and develop opportunities for the sport to flourish across the three Services.

b. promote the sport through an active media and PR campaign.

c. maintain and foster links with the NGB and the single-Service Associations.

## UKAF ARMED FORCES SPORTS ASSOCIATION CONSTITUTION – TEMPLATE

This template is for associations to adapt to suit their specific needs; not every bullet will require action. It is a guide and provides topics to be considered in the drafting of a constitution.

### MISSION

To promote excellence of, and participation in, UK Armed Forces (UKAF) representative 'name of sport'.

### AIM

The aim of the association is to encourage, promote, develop and co-ordinate 'name of sport' at UK Armed Forces level.

### OBJECTIVES/ROLE

The objectives of UKAF 'Name of Sport' Association are to:

- provide the high-performance players within Services 'name of sport' with an opportunity to play together against quality opposition.
- provide direction and management to ensure the organisation and successful delivery of the annual Inter-Services Competition.
- organise an overseas visit once every X years as appropriate.
- maintain appropriate links with the NGB.
- provide alternatives as appropriate.

Collectively, these objectives support the charitable purpose of the Association – to promote the efficiency of Her Majesty's Armed Forces.

### GOVERNANCE

- **Chairman.** Permanent/ Rotational?
- **Dedicated Officials.** Secretary, Treasurer, Team Manager, etc – as required. Duties can be described or attached as annexes.
- **Committee Structure and Role.**
  - Council, General Committee Executive Committee, AGM – as required.



- Composition for each – president, chairman, secretary, treasurer, representatives from each Service, Sec UKAF SB in attendance.
- Voting – majority or unanimous vote? Veto? Single vote for each Service?
- Frequency – max of AGM annually, ECM 3 times a year.

## UKAF SQUAD

- Selection Policy – merit first single Service proportions secondary – JSP 660 Part 2.
- Fixtures and Championships – level (likely opposition), frequency, number.
- Overseas Visits – frequency, management (separate or by association officials).

## INTER-SERVICES COMPETITION

- Format – single discipline, multi-discipline time in the year. Who hosts etc.

## ADMINISTRATION AND MANAGEMENT

- **Authorisation.** Process to UK AFSB approval.
- **Risk Management and Safety.** Chairman holds the risk. Duty of care arrangements for the association, structure for event organisation and management. Self-Assurance (1st party) and Internal Assurance (2nd party audit).
- **Finance.**
  - Supervisor and treasurer.
  - Accounting year, authorised signatories, counter signing, delegations.
  - 5-year plan, forecasts of income and expenditure, audit.
  - Audit report to Sec UK AFSB.
  - Sponsorship.
- **UKAF Colours Policy.** Application of policy in JSP 660 for the sport – qualifying events.

## REFERENCES

- JSP 660.
- RN - BRd51(4).
- Army - AGAI Vol 1 Ch 5.
- RAF - AP 3415.

**SEPARATE ANNEX**

TORs for secretary, treasurer and other association officials as required.

## **BATTLEBACK SPORTS (BB-S)**

1. BB-S is pivotal to the successful management of representative AS. At its heart is a small proactive team<sup>13</sup> with close links with the The British Paralympic Association (BPA), appropriate National Governing Bodies (NGBs), the DRC, the DASATC and 3rd sector partners (in particular RBL and H4H) and the ability to identify and enable the delivery of appropriate, effective and proportionate AS programmes normally by a lead Service to ensure a resource effective approach and generate, where possible, economies of scale.
2. BB-S promotes AS by:
  - a. supporting work to raise awareness of AS and the benefits and opportunities it offers.
  - b. working to embed, where appropriate, AS within ABS:
    - (1) exploiting, wherever possible, existing military facilities, training expertise and resources.
    - (2) promoting the education and training of military staff involved in, and supporting, able-bodied sports Associations / Unions / Clubs / Teams so they can gradually integrate AS within existing programmes.
    - (3) facilitating / organising representative fixtures for AS teams and individuals.
    - (4) developing and maintaining relationships with BPA, NGBs or disability / Paralympic sports equivalents, National Disability Sports' Organisations (NDSOs) and Service Sports' Associations/Unions.
    - (5) identifying talented disabled personnel and facilitating access to elite level sporting opportunities using established pathways.
    - (6) developing and maintaining relationships with relevant Civilian and Service charities, disabled Service personnel and their families, covering all BB-S activities.
    - (7) advertising the role of BB-S to internal and external audiences.
  - c. acting as a central body for AS within the UK Armed Forces to:
    - (1) deliver a common administrative infrastructure to support individual athletes and individual AS associations.
    - (2) co-ordinate all matters associated with AS.
    - (3) gain support and identify resources to facilitate AS.

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<sup>13</sup> President, Chairman, Treasurer and Secretary.

(4) provide assurance to ACDS (Pers Cap) as chair of the Defence Decovery Group that, where possible, AS activities complement physical, cognitive, social and psychological rehabilitation / recovery programmes.

(5) provide advice to the UKAF SB and the Defence Adaptive Sports and Adventurous Training Board on AS to support work to develop policy.

(6) work with the UKAF SB to ensure that SP Pol and single Service Personnel Policy Branches are kept informed of BB-S activities and direction and that the endorsed policy underpinning AS is in place.

d. advising the UKAF SB and single-Service Sports' Boards on matters concerning all AS<sup>14</sup>.

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<sup>14</sup> In particular the BB-S will endorse all AS programmes.

**STATUS OF SPORTS WITHIN THE SERVICES**

<b>Sport/Activity</b>	<b>RN</b>	<b>Army</b>	<b>RAF</b>
(a)	(b)	(c)	(d)
Angling (Competitive):			
a. Coarse (Match/Carp)	See Note 1	See Note 1	See Note 1
b. Game	See Note 1	See Note 1	See Note 1
c. Sea (Boat/Shore)	See Note 1	See Note 1	See Note 1
Athletics:			
a. Track and Field	Cat 1	Cat 1	Cat 1
b. Cross-Country	Cat 2	Cat 2	Cat 2
c. Tug of War	Cat 2	Cat 2	Cat 2
d. Marathon/Road	Cat 2	Cat 2	Cat 2
Archery	Cat 3	Cat 3	Cat 3
Association Football	Cat 1	Cat 1	Cat 1
Badminton	Cat 2	Cat 2	Cat 2
Basketball	Cat 2	Cat 2	Cat 2
Boxing	Cat 2	Cat 2	Cat 2
Canoeing:			
a. Sprint and Marathon	Cat 2	Cat 2	Cat 2
b. Slalom	Cat 2	Cat 2	Cat 2
c. Surf	Cat 2	Cat 2	Cat 2
d. Wild Water Racing	Cat 2	Cat 2	Cat 2
e. Polo	Cat 2	Cat 2	Cat 2
f. Freestyle	Cat 2	Cat 2	Cat 2
Cricket	Cat 1	Cat 1	Cat 1
Cycling:			
a. Road	Cat 2	Cat 2	Cat 2
b. Track Racing	Cat 2	Cat 2	Cat 2
c. Dirt	Cat 2	Cat 2	Cat 2
Equestrian:			
a. Show Jumping /Eventing	Cat 2	Cat 2	Cat 2
b. (Horse) Racing	Cat 3	Cat 3	Cat 3
c. Tentpegging	Cat 4	Cat 3	Cat 4
Fencing	Cat 2	Cat 2	Cat 2
Gliding	Cat 2	Cat 2	Cat 2
Golf	Cat 2	Cat 2	Cat 2
Hang Gliding	Cat 4	Cat 4	Cat 4
Hockey	Cat 1	Cat 1	Cat 1
Ice Hockey	Cat 2	Cat 2	Cat 2
Judo	Cat 2	Cat 2	Cat 2
Lacrosse	Cat 3	Cat 3	Cat 3
Lawn Tennis	Cat 1	Cat 1	Cat 1

<b>Sport/Activity</b>	<b>RN</b>	<b>Army</b>	<b>RAF</b>
(a)	(b)	(c)	(d)
Kitesurfing (see note 2)	Cat 2	Cat 2	Cat 2
Martial Arts:			
a. Brazilian Jiu Jitsu	Cat 2	Cat 2	Cat 2
b. WTF and ITF Taekwondo	Cat 2	Cat 2	Cat 2
c. Karate	Cat 2	Cat 2	Cat 2
d. Weapons Kata	Cat 2	Cat 2	Cat 2
e. Kendo	Cat 2	Cat 2	Cat 2
Microflight Flying	Cat 4	Cat 4	Cat 2
Modern Pentathlon	Cat 4	Cat 2	Cat 4
Motor Sports:			
a. 2 Wheel Road	Cat 2	Cat 2	Cat 2
b. 2 Wheel Trial	Cat 2	Cat 2	Cat 2
c. 2 Wheel Enduro/Motocross	Cat 2	Cat 2	Cat 2
d. 4 Wheel Car Racing (Sprint & Circuit)	Cat 2	Cat 2	Cat 2
e. 4 Wheel Navigation	Cat 2	Cat 2	Cat 2
f. Rally	Cat 2	Cat 2	Cat 2
g. Karting	Cat 2	Cat 2	Cat 2
Netball	Cat 1	Cat 1	Cat 1
Orienteering (Competitive)	Cat 2	Individual Military Training (See note 3)	Cat 2
Paragliding	Cat 2	Cat 2	Cat 2
Polo	Cat 2	Cat 2	Cat 2
Power Lifting	Cat 2	Cat 2	Cat 2
Rackets	Cat 3	Cat 3	Other
Real Tennis	Cat 3	Cat 3	Cat 3
Rowing	Cat 2	Cat 2	Cat 2
Rugby (League and Union)	Cat 1	Cat 1	Cat 1
Sailing:			
a. Offshore	Cat 2	Cat 2	Cat 2
b. Dinghy	Cat 2	Cat 2	Cat 2
c. Windsurfing	Cat 2	Cat 2	Cat 2
Shooting (see note 4):			
a. Target Rifle	Cat 2	Ind Mil Trg	Cat 2
b. Small Bore Target Rifle	Cat 2	Ind Mil Trg	Cat 2
c. Clay Target	Cat 2	Cat 2	Cat 2
d. Target Pistol	Cat 2	Ind Mil Trg	Cat 2
e. Service Weapon	Ind Mil Trg	Ind Mil Trg	Ind Mil Trg
Sport Climbing	Cat 2	Cat 2	Cat 2
Sport Parachuting	Cat 2	Cat 2	Cat 2
Squash Rackets			
a. Squash	Cat 1	Cat 1	Cat 1
b. Racketball	Cat 3	Cat 3	Cat 3

<b>Sport/Activity</b>	<b>RN</b>	<b>Army</b>	<b>RAF</b>
(a)	(b)	(c)	(d)
Surfing	Cat 2	Cat 2	Cat 2
Swimming:			
a. Swimming	Cat 2	Cat 2	Cat 2
b. Diving	Cat 2	Cat 2	Cat 2
c. Water Polo	Cat 2	Cat 2	Cat 2
d. Open Water	Cat 2	Cat 2	Cat 2
Table Tennis	Cat 2	Cat 2	Cat 2
Ten Pin Bowling	Cat 4	Cat 4	Cat 3
Triathlon	Cat 2	Cat 2	Cat 2
Volleyball	Cat 2	Cat 2	Cat 2
Water Skiing/Wake Boarding	Cat 2	Cat 2	Cat 2
Winter Sports			
a. Alpine Skiing (Note 5)	Cat 2	Cat 2	Cat 2
b. Snowboarding	Cat 2	Cat 2	Cat 2
c. Bobsleigh	Cat 2	Cat 2	Cat 2
d. Skeleton Bobsleigh	Cat 2	Cat 2	Cat 2
e. Luge	Cat 2	Cat 2	Cat 2
f. Tobogganing (Cresta)	Cat 3	Cat 3	Cat 3
g. Biathlon / Cross Country (Note 6)	Cat 2	Individual	Cat 2
h. Telemarking	Cat 2	Military Training Cat 2	Cat 2

Notes:

- Travel at public expense to competitive angling fixtures is limited to 2 intra-Service fixtures, 4 single Service Representative fixtures and 4 AF fixtures per discipline per year approved by the appropriate UK AFSB or Single Services Sports Boards. Such fixtures are designated 'Cat 2 Sport'. All other competitive angling fixtures and angling events are designated 'Cat 3 sport' and travel to them is to be non-publicly funded.
- For the RAF, Kitesurfing includes the wider range of activities embraced by Powerkiting.
- For Overseas Visits, Inter-Service events and UKAF sports teams, Army personnel conduct orienteering as a 'Cat 2' sport.
- Individual Military Training status 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.
- 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-Services Championships and for UKAF teams is classified as 'Cat 2 sport' under the auspices of the Army Sport Control Board.
- Participation of the Royal Marines in Biathlon/Cross Country activities can be designated as individual military training.
- In addition, the RAF treats Model Aircraft Flying and Powered Flying as 'Cat 3' sports.

## DEFINITION OF SPORTS WITHIN CATEGORIES

### CATEGORY 1 SPORTS

<b>Sport/Activity</b>	<b>Recognised Activity</b>	<b>Not Recognised<sup>15</sup></b>
(a)	(b)	(c)
Athletics	Track and Field Cross-Country (Team & Relay) Tug of War Half & Full Marathon/Road	Ultra Marathon Mountain Running
Association Football	Full side (11) Small sided (5, 6 and 7 a side)	Beach Football Walking Football
Cricket	Limited Overs: One Two and Three Day declaration games	Indoor Cricket
Hockey	Indoor Hockey (6 a side) Outdoor Hockey (6 a side and 11 a side)	Unihoc Roller Hockey Street Hockey
Lawn Tennis	Singles Doubles	Mini Tennis Fast4 Tennis Cardio Tennis Tennis Xpress Beach Tennis
Netball	7 a side	High 5 Nets Fast Net
Rugby League	13 a side 9 a side	Touch Rugby
Rugby Union	15 a side 7 a side	Touch Rugby Beach Rugby
Squash Rackets	Squash Singles Squash Doubles	

<sup>15</sup> The list of activities in the Not Recognised column for all categories is not exhaustive but provides a guide.



## CATEGORY 2 SPORTS

Sport/Activity	Recognised Activity	Not Recognised
(a)	(b)	(c)
Angling (Competitive)	Coarse (Match/Carp) Game Sea (Boat/Shore)	Kayak fishing Lure fishing Predator fishing
Badminton	Singles Doubles	
Basketball	Basketball (only one discipline)	
Boxing	AIBA Open Boxing	
Canoeing and Kayaking	The competitive elements of: Freestyle Marathon Polo Slalom Sprint Surf Wild Water Racing	All other forms of canoeing. Also not recognised as sport: Canoe/Kayak Sailing Sea Kayaking White Water Rafting Kayak Fishing White Water Canoe/Kayaking (river running) Stand-up Paddle Boarding
Cycling	Road <ul style="list-style-type: none"> <li>• Road Racing</li> <li>• Time Trial (10, 25, 50 &amp; 100 miles, 3Up TTT &amp; 12Hr)</li> </ul> Track Racing <ul style="list-style-type: none"> <li>• Sprint - Ind &amp; Team</li> <li>• Pursuit - Ind &amp; Team</li> <li>• Time Trial</li> <li>• Scratch</li> </ul> Dirt <ul style="list-style-type: none"> <li>• Mountain Bike <ul style="list-style-type: none"> <li>○ Cross Country</li> <li>○ Downhill</li> <li>○ Gravity Enduro</li> </ul> </li> <li>• Cyclo Cross</li> <li>• BMX</li> </ul>	Road - Road Racing <ul style="list-style-type: none"> <li>• Sportives</li> <li>• Commuting</li> <li>• Touring</li> <li>• Audax</li> </ul> Road - Time Trial <ul style="list-style-type: none"> <li>• Ultra &amp; 24 hr time trial</li> </ul> Track Racing <ul style="list-style-type: none"> <li>• Keiran</li> <li>• Madison</li> <li>• Omnium</li> <li>• Points</li> <li>• Cycle Speedway</li> </ul> Dirt - Mountain Bike <ul style="list-style-type: none"> <li>• Four Cross</li> <li>• Dual Slalom</li> <li>• Pump Track Racing</li> <li>• Hill Climb</li> <li>• Urban Races: XCU or DHU</li> <li>• Mixed Competitions: MMX</li> <li>• MTB Orienteering</li> <li>• MTB Eliminator</li> <li>• MTB Marathon</li> </ul>

<b>Sport/Activity</b>	<b>Recognised Activity</b>	<b>Not Recognised</b>
(a)	(b)	(c)
Equestrian	Show Jumping Dressage Cross Country (incl hunter trials)	Hunting
Fencing	Foil Epee Sabre	
Gliding	Unpowered cross country racing	All other forms of Gliding.
Golf	Matchplay Strokeplay	
Ice Hockey	Ice Hockey (Full side only)	Bandy Broomball Special Hockey Roller Hockey
Judo	Judo (only one discipline)	
Kitesurfing	Kitesurfing Powerkiting (only for RAF)	Snowkiting Kite Buggy Kite Boat Kite Landboard
Martial Arts	Brazilian Jiu Jitsu WTF and ITF Taekwondo Karate Weapons Kata Kendo	All other forms of Martial Arts
Microlight Flying	Cat 2 for RAF (Cat 4 for RN and Army)	
Modern Pentathlon	Army only (Cat 4 for RN and RAF)	
Motor Sports	2 Wheel <ul style="list-style-type: none"> <li>• Road</li> <li>• Trial</li> <li>• Enduro/Motocross</li> </ul> 4 Wheel Car <ul style="list-style-type: none"> <li>• Racing (Sprint &amp; Circuit)</li> <li>• Navigation</li> <li>• Rally</li> <li>• Karting</li> </ul>	All other Motorsport activity
Orienteering (Competitive)	Foot Orienteering, including: <ul style="list-style-type: none"> <li>• Long (Classic) distance</li> <li>• Middle distance</li> <li>• Sprint/Ultra-sprint distance</li> <li>• Score</li> <li>• Relay (including Harris)</li> </ul>	Mountain Bike Orienteering Ski Orienteering Trail Orienteering Ultra long mountain

<b>Sport/Activity</b>	<b>Recognised Activity</b>	<b>Not Recognised</b>
(a)	(b)	(c)
Paragliding	Competitive cross country Paragliding	All other forms of paragliding.  Also not recognised as sport: Parascending Paramotoring Human Powered Flight
Polo	Polo (Horse only) Arena Polo	Snow Polo Beach Polo Camel Polo Elephant Polo
Power Lifting	Squat Bench Press Deadlift	All other forms of weightlifting
Rowing	Inland River Rowing (Sculling & Sweep, Fine Boats and training boats) Pilot Gig Racing Coastal Rowing Racing	Ocean Rowing Skiff Racing Surf Rowing Touring Rowing
Sailing	Small boat racing Yacht Racing Windsurfing	Power Boat Racing Motor Boating RIBs & Sports Boats Personal Watercraft (Jet skis) Canal & River Cruising Canoe Kayak Sailing
Shooting	Target Rifle Small Bore Rifle (incl air) Clay Target Target Pistol (Air and .22 only) Service Weapon	Practical Shotgun Practical Pistol Practical Rifle Field Target Benchrest
Sports Climbing	Competitive indoor sports climbing including leading and bouldering. Outdoor competitive sports climbing including lead climbing on bolted routes.	All forms other forms of climbing and mountaineering.
Sport Parachuting	Competitive elements of Sport Accuracy Canopy Formation Canopy Piloting Formation Skydiving Freeflying – 2 or 4 way teams Freestyle - Individual Speed Skydiving Wingsuit Flying – Performance and Acrobatics	All other forms of Parachuting.

<b>Sport/Activity</b>	<b>Recognised Activity</b>	<b>Not Recognised</b>
(a)	(b)	(c)
Surfing	Long Board Surfing Short Board Surfing	Paddle boarding Sea Kayaking Bodyboarding Kneeboarding SUP Surfing Surf Kayaking Bodysurfing
Swimming	Competitive Pool Swimming. Platform & Springboard Diving Water Polo Open Water	Synchro Swimming Free Diving
Table Tennis	Singles Doubles	
Triathlon (Swim/Cycle/Run)	Triathlon (Swim/Cycle/Run) <ul style="list-style-type: none"> <li>• Sprint (750m/20km/5km)</li> <li>• Olympic (1.5k,40k, 10k)</li> <li>• Long Course (1.9k/90k/21.1k)</li> <li>• Ironman (3.8k/180.2k/ 42.2k)</li> </ul> Duathlon (run/cycle/run) <ul style="list-style-type: none"> <li>• Sprint (5k/20k/2.5k)</li> <li>• Standard/Olympic (10k/40k/5k)</li> </ul>	Any other form of triathlon including Cross Triathlon. Aquathon Aquabike
Volleyball	6 a side Volleyball	Beach Volleyball
Water Skiing & Wakeboarding	Water Skiing <ul style="list-style-type: none"> <li>• Slalom</li> <li>• Trick</li> <li>• Jump</li> </ul> Wakeboarding <ul style="list-style-type: none"> <li>• Cable</li> <li>• Boat</li> </ul>	Barefoot Kneeboard

<b>Sport/Activity</b>	<b>Recognised Activity</b>	<b>Not Recognised</b>
(a)	(b)	(c)
Winter Sports	Alpine Skiing <ul style="list-style-type: none"> <li>• Slalom</li> <li>• GS</li> <li>• Super GS</li> <li>• Downhill</li> </ul> Snowboarding <ul style="list-style-type: none"> <li>• Parallel Slalom</li> <li>• Bordercross</li> <li>• Slopestyle</li> </ul> Bobsleigh - 2 man Skeleton Bobsleigh Olympic Luge Natural Luge for RAF only Biathlon racing Nordic <ul style="list-style-type: none"> <li>• Cross country racing</li> </ul> Telemarking <ul style="list-style-type: none"> <li>• Classic</li> <li>• Sprint Classic</li> <li>• Giant Slalom</li> <li>• Parallel Sprint</li> </ul>	Alpine <ul style="list-style-type: none"> <li>• Freestyle</li> <li>• Aerials</li> <li>• Moguls</li> <li>• Half-pipe</li> <li>• Ski Cross</li> <li>• Speed Skiing</li> <li>• Grass skiing</li> </ul> Snowboarding <ul style="list-style-type: none"> <li>• Big Air</li> <li>• Freeriding</li> <li>• Freestyle</li> <li>• Half-pipe</li> </ul> Nordic <ul style="list-style-type: none"> <li>• Ski Jumping</li> <li>• Nordic Combined</li> </ul> Ski Biking Ski Orienteering Ski Touring Skijoring Speed Skating Bobsleigh - 4 man Natural Luge for Army and RN

### CATEGORY 3 SPORTS

Sport/Activity	Recognised Activity	Not Recognised
(a)	(b)	(c)
Archery	Target Archery Field Archery	Clout Archery Flight Archery Crossbow
Equestrian	Horse Racing Tentpegging - Army only (Cat 4 for RN and RAF)	Hunting
Lacrosse	Lacrosse	Pop Lacrosse
Powered flying (for RAF only)	Aerobatics (different levels) Rally flying: <a href="#">RAC</a> and <a href="#">FAI</a> Navigation Precision Flying Record Breaking	
Rackets	Doubles Singles	Cat 4 for RAF
Real Tennis	Doubles Singles	
Rowing	Indoor Rowing Racing	
Squash	Racketball Singles & Doubles	
Ten Pin Bowling	RAF only (Cat 4 for RN and Army)	
Winter Sports	Tobogganing (Cresta)	

## THE DEVELOPMENT PATHWAY

1. **Aims and Objectives of the Development Pathway.** 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 d'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.

2. **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 the focus.
- b. **Ship/Establishment/Unit.** Sports fixtures and Regional sports leagues 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, but fun and enjoyment are still important.
- c. **Command, Corps & Regional Representative Competitions.** Competitions specialise in specific sports and disciplines where individuals can become serious about sport refining their skills and involvement to compete to win or officiate at a higher level of representation.
- e. **Single Service & Inter Service Representation.** Competition provides a formal high 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.
- f. **UKAF Representation.** This level recognises individuals that have established themselves as high performers; training and coaching or achievement of enhanced qualifications become a significant part of their life with a serious focus. Participants are committed to achieving an elite level of performance in a focussed way.
- g. **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.



# 2 Conduct of Services Sport

## General

1. Defence policy encourages Service personnel to participate in the full range of authorised sporting activities at all levels of ability as an individual or as a team member in Section, Unit, Command, Service, Inter-Service and UKAF competitions. Outside the framework of Service sport, Service personnel may compete as members of national, regional or other civilian teams but do so out of Service and in their own time.
2. The Whole Force Concept and Future Reserve 2020 sought greater integration of Regular and Reserve Forces. Sport is recognised as a significant component of operational effectiveness and in an integrated force is as applicable to reserve forces as it is for the regular element.

## Eligibility

3. All Service personnel on a regular Service, Full-time Reserve Service (FTRS) or Additional Duties Commitment (ADC) engagement are eligible to participate in authorised Service sport.
4. Part-time Volunteer Reserve (PTVR)<sup>16</sup> Forces personnel are also eligible to participate in authorised Service sport. As the Terms of Service for personnel in the Reserve Forces differ, reservist participation in representative sport requires additional eligibility criteria to prevent enlistment purely for sport. To be eligible, PTVR personnel:
  - a. **must** have been attested and are actively participating in Phase 1 and 2 training to meet the trade/capbadge Formal Training Standards iaw JSP 822 or have completed Phases 1 and 2.
  - b. **will** be liable for mobilisation.
  - c. **must** meet the annual training requirements in the preceding year (qualified for bounty /Certificate of Efficiency). This is not applicable for those in their first year of Service but para 4a applies.

5. The eligibility of Service personnel both regular and reserve to participate in representative sport is defined in the matrix at Annex A. This matrix draws distinction between the levels of Service sport from unit level to UKAF representation. Exceptionally and for the clear benefit of the Service, sport or championship, dispensation to include an ineligible participant at the Inter Service or UKAF level can be granted by the UK AFSB. At single Service level and below, the dispensation can be granted by single Service Sports Boards.

## Authorisation

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

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<sup>16</sup> Royal Naval Reserve, Royal Marine Reserve, Army Reserve and Royal Auxiliary Air Force.

- a. **Unit Level.** Unit commanding officers (COs) authorise unit level sporting activity within their home theatre or theatre of operations. Such activity need not be confined to the sports categorised in Part 1 of this JSP provided the CO has the necessary resources to fund the activity, is operating within chain of command direction or guidance and has ensured the activity has a direct contribution to the personal development of Service personnel in the unit and thereby to operational capability.
- b. **Formation/Regional Level.** Formation and Regional commanders authorise sporting activity and competitions within their respective commands.
- c. **Single Service Representational Level.** Single Service Sports Boards authorise all representative sporting activity within their respective Services.
- d. **UKAF Level.** The UKAF SB authorises the participation of teams representing the UKAF in sporting events.
- e. **Adaptive Sports.** The adaptive sports events are organised through the BattleBack programme and participation of individuals or unit activity will be authorised by unit commanders. The tri-Service representative level is authorised by Secretary UKAF SB. Sporting activity that is defined as part of an Individual's Recovery Plan (IRP) is authorised by the medical chain of command.

## Duty Status of Participants

7. When participating in an authorised sport, Service personnel are representing their respective Service and the UKAF and therefore acting in the course of their duty and service.
8. For reservists, the conditions for duty status are covered in the [Reserve Forces Act 1996](#) (RFA96).
  - a. Obligatory training – Section 22.
  - b. Commitments to perform additional duties – Section 24 for FTRS and Section 25 for ADC.
  - c. Voluntary Training and Other Duty – Section 27 (covering paid and unpaid duty).
9. Ideally PTVRs should participate in representative sports as part of normal training under Category A (on duty, paid and eligible to claim travel costs for authorised events). Participation in representative sport could also be conducted in categories:
  - a. **C1: RFA96 Section 27** – personnel are categorised as on duty, eligible for expenses but unpaid.
  - b. **C2: RFA96 Section 27** – personnel are categorised as on duty, ineligible for expenses and unpaid.
  - c. **H: RFA96 Section 27** – personnel are categorised as on duty, eligible to travel at public expense and are paid.

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

11. The majority of sports associations are led and managed by Service personnel acting in a voluntary capacity, undertaking duties that are ancillary to their main function. Those duties are directed and defined by an appropriate Service authority<sup>17</sup>. Any Service personnel engaged as part of their duties in Service activities, such as Chairman, Secretary and Treasurer, in support of Service sports obligations, including those non-publicly funded, would be acting in the course of their employment within the MoD or the UKAF. As such MOD would be vicariously<sup>18</sup> liable for an individual's actions in the pursuance of their duty.

## Armed Forces Compensation Scheme (AFCS) – JSP 765

12. Authorised Service sport is covered by [JSP 765](#) - The Armed Forces Compensation Scheme (AFCS). Service personnel both regular and reserve participating in authorised sporting activity are covered by the Scheme which provides compensation for illness, injury or death where caused (wholly or partly) by an individual's service in the UKAF. A payment is made from the Scheme where the claimant shows that on the balance of probabilities, their injury is more likely than not to have been caused by service. Each case is decided on its individual merits taking account of all relevant evidence. Compensation is only paid for injuries which are sustained during sporting activity where the activity was authorised on behalf of the Defence Council and prior to it taking place by the UK AFSB, single Service Sports Boards or unit commanders. Activities include personnel participating in, officiating at or organising official sporting events.

13. To minimise the risk of injury, Service personnel have a personal responsibility to ensure they are medically fit to undertake sporting activity.

14. As compensation cases are open to interpretation and judgement by SPVA, all Service personnel are to be 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.

## Safety in Sport

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

16. **Duty of Care.** When sporting activity is authorised by the appropriate body, participants, both players and officials, are placed on duty and the MOD has a duty of care responsibility for that activity. The principles in both [DSA01.1](#) (formerly JSP 815), Defence

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<sup>17</sup> Appropriate Service authority can be an officer commanding a formation/station/base/unit or a Director of a Sports Board.

<sup>18</sup> In the context of employment, 'vicarious liability' means that the employer is liable to pay compensation to anyone who may suffer injury or property damage as a result of the negligent actions of his employees which they may commit in the course of their normal employment.

Policy for Health, Safety and Environmental Protection, and [JSP 375](#), Management of Health & Safety in Defence, apply to authorised Defence activity and it is therefore incumbent on unit COs and the sports associations to demonstrate that the appropriate risk management structures are in place and that safety risk has been reduced to 'as low as reasonably practicable (ALARP)'. Sport differs from the majority of Defence activity because sports are regulated by National Governing Bodies (NGBs). The regulation of sporting activity in 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.

**ELIGIBILITY TO PLAY IN SERVICES SPORT**

<b>Category of Personnel</b>	<b>Single Service Events (Unit, Corps &amp; Regional)</b>	<b>Represent Single Service (Non-Inter Service Events)</b>	<b>Represent Single Service (Inter Service Events)</b>	<b>UKAF</b>
(a)	(b)	(c)	(d)	(e)
All personnel on a regular engagement <sup>1</sup>	Yes	Yes	Yes	Yes
Personnel Seconded to another Service <sup>2</sup>	Yes	Parent Service only	Parent Service only	Yes
Reserves <sup>3</sup>				
a. FTRS and ADC	Yes	Yes	Yes	Yes
b. Maritime Reserve List 1	Yes	Yes	Yes	Yes
c. Army Reserve Gp A	Yes	Yes	Yes	Yes
d. RAuxAF (serving on a RAux AF Sqn)	Yes	Yes	Yes	Yes
Ex-Regular Reserves <sup>4</sup>	No	No	No	No
Sponsored Reserves	No	No	No	No
DTUS Cadets - All 3 Services	Yes	Yes	Yes	Yes
University Cadets at URNU, UOTC and UAS	At discretion of the single Service	At discretion of the single Service	No	No
Foreign and Commonwealth Personnel appointed to UK Armed Forces units				
a. for less than 6 months.	Yes	Yes <sup>5</sup>	No	No
b. for over 6 months	Yes	Yes <sup>5</sup>	Yes <sup>5</sup>	Yes
Defence Sixth Form College (teams)	As 'hors concours' participants	No	No	No
Defence Sixth Form College (Individuals)	No	No	No	No
MOD Civilians	Clearance for RAF only	No	No	No
Other civilians including contractors	No	No	No	No

Notes:

1. Sporting commitment must have no detriment to Phase1 training and participation requires College Commander/Training Unit CO's approval.
2. Personnel are only permitted to compete as individuals in their parent single Service and joint/Armed Forces Championships.

3. **Reserves.**

a. PTVR trainees conducting Phases 1 and 2 training must be actively committed to the completion of their training in an appropriate timescale.

b. PTVRs in their second and succeeding training years must have met the training requirement in the preceding training year (ie be awarded the Certificate of Efficiency and Training Bounty).

c. The following are excluded: Maritime Reserve Lists 2, 3 and Sponsored Reserve List; Army Reserve Gp B and Gp C; RAF (Civilian Component); and RAF Volunteer Reserve (Training).

4. Ex-Regular Reserves are no longer serving but may have a liability to be recalled into permanent service if they meet the criteria and are required. Ex-Regular Reserves include:

a. **RN** - Regular Reserve comprising the Royal Fleet Reserve and Recall Reserve.

b. **Army** - Regular Reserve.

c. **RAF** - Reserve of Officers and Reserve of Airmen.

5. Equivalent Parent Service only, e.g. US Air Force Officer serving in RN Unit eligible to play for RAF not RN. Non-UK personnel serving in HQ ARRC are excluded as HQ ARRC is not a UK Armed Forces unit.