**Duty of Care Review**

**Terms of Reference and Group Membership**

**Terms of Reference**

To make recommendations to government and its agencies on the establishment and content of a formal ‘Duty of Care’ to athletes and participants, in both elite and grassroots sport, with the aim of ensuring that as many people as possible can engage in sport and that they can do so in a safe way, with their career and life after their career supported. These recommendations may include matters relating to the following:

**Elite sport**

Supporting participants:

* education and support in specific sport-related areas, including anti­-doping, anti­-corruption, match-­fixing
* safeguarding for children and adults (participants, employees and volunteers) including medical screening and education of employees/volunteers
* mental health support - both preventative and reactive, and building on the Mental Health Charter for Sport and Recreation
* support for those with issues with, for example, recreational drugs, gambling, alcohol or eating disorders
* formal education (especially for young participants)
* career guidance
* life skills (including networking, management of personal finances).

Management and support of those entering or leaving elite talent pathways (the latter including people leaving at a young age, those forced to leave through injury, non-selection and retirement)

* Support to those entering talent pathways
* Support offered whilst on a talent pathway
* Support offered after leaving a talent pathway.

Concussion and management of catastrophic sporting events:

* prevention and management of catastrophic incidents
* prevention and management of concussion and other medical issues (e.g. medical checks, defibrillators, rules on concussion)
* timely and appropriate incident reviews, and embedding lessons learned.

Athlete representation and governance

* Role of athletes in performance management
* Recruitment and retention post-transition
* Selection policies and processes
* Agency representation.

Equality and diversity - any specific considerations about the above-mentioned topics in relation to:

* Women
* Ethnic minorities
* Lesbian, Gay, Bisexual and Transgender people
* Disability.

**Grassroots sport**

Supporting participants:

* safeguarding for children and adults (participants, employees and volunteers) including medical screening and education of employees/volunteers
* education and support in specific sport-related areas, including anti­doping

Concussion and management of catastrophic sporting events:

* prevention and management of catastrophic incidents
* prevention and management of concussion and other medical issues (e.g. medical checks, defibrillators, rules on concussion)
* timely and appropriate incident reviews, and embedding lessons learned.

Equality and diversity - any specific considerations about the above-mentioned topics in relation to:

* Women
* Ethnic minorities
* Lesbian, Gay, Bisexual and Transgender people
* Disability.

Notes:

The review will involve sporting organisations from the devolved nations where discussions relate to elite athletes at the UK level. Discussions about grassroots participation in sport will focus on England only.

The review will look at what can be learned from existing practices in sport, other sectors and other countries.

The review will also recommend a key performance indicator to measure the impact of the report and its recommendations, as mentioned in Sporting Future: A New Strategy for an Active Nation.

Recommendations will be proportionate and will consider in particular the burdens placed on volunteer sports. The Government has a clear aim to get more people playing sport and more people volunteering in sport, and recommendations from this review should support that.

A public call for evidence will be issued, seeking contributions to the review.

Secretariat support will be provided by the sport team from the Department for Culture, Media and Sport.

**Review groups**

There will be two groups involved with the review - an independent working group to provide independent expertise and offer constructive challenge, and a virtual stakeholder group to provide expert advice and information.

**Independent Working Group**

*Will provide independent expertise and constructive challenge. Will meet approximately three times:*

1. *To provide initial thoughts and agree the plan of work*
2. *To review and discuss the review’s emerging recommendations*
3. *To agree the final report*

* Baroness Tanni Grey-Thompson (chair)
* Annamarie Phelps (former Olympic rower, now chair of British Rowing, vice-chair of the British Paralympic Association and board member at the British Olympic Association)
* John Amaechi (former basketball player, now broadcaster, consultant and academic)
* Baroness Sue Campbell (chair of the Youth Sport Trust, Head of Women’s Football at the Football Association)
* Paul Farmer (chief executive, MIND, the mental health charity)
* Anne Tiivas (Director, Child Protection in Sport Unit)
* Jason Roberts (former footballer)
* Brian Moore (former rugby player)

**Stakeholder Group**

* *A wider stakeholder group to provide information on the current position, including strengths and weaknesses.*
* *Members will represent their organisations/sectors and in some cases lead specific areas of work.*
* *Will meet as a group infrequently but will mainly work individually with the review team and bring in other expertise from bodies they represent.*
* *Will include organisations such as the Sport and Recreation Alliance, British Athletes’ Commission, UK Sport, English Institute of Sport and Sport England.*

**Call for Evidence**

Alongside the public announcement of the terms of reference, a call for evidence will be launched to gather views and ideas from the wider sector and members of the public with experience of the issues covered by the review. Respondents may answer any number of the following questions.

**Elite sport**

At an elite sport level, what could be done to improve:

* the experience of entering sport talent pathways?
* the experience of leaving sport talent pathways?
* the prevention and management of concussion and other medical issues?
* the prevention and management of catastrophic sporting injuries?
* the mental health support offered to sport participants?
* the representation of athletes' interests within sport governance?
* the educational support (formal or otherwise) for sportspeople?
* safeguarding of young people in sport?
* safeguarding of adults in sport?

**Grassroots sport**

At a grassroots sport level, what could be done to improve:

* the prevention and management of concussion and other medical issues?
* the prevention and management of catastrophic sporting injuries?
* safeguarding of young people in sport?
* safeguarding of adults in sport?