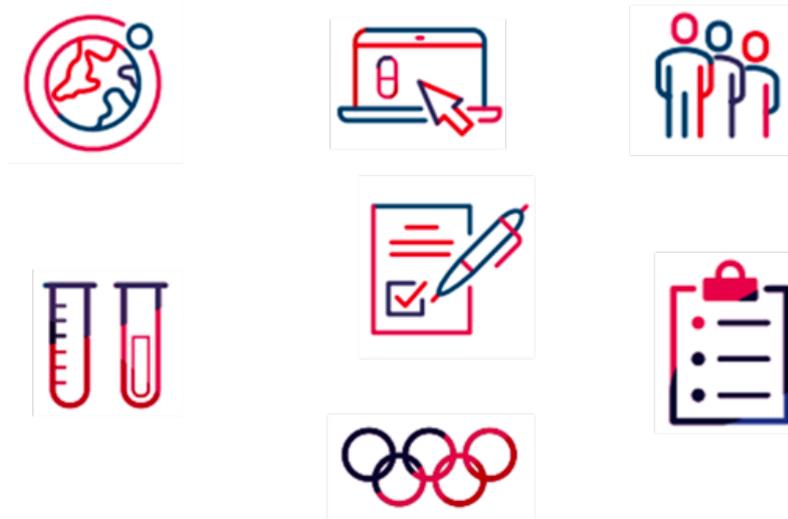


# Weightlifting Wales Clean Sport Education Strategy and Implementation Plan 2022 - 2025



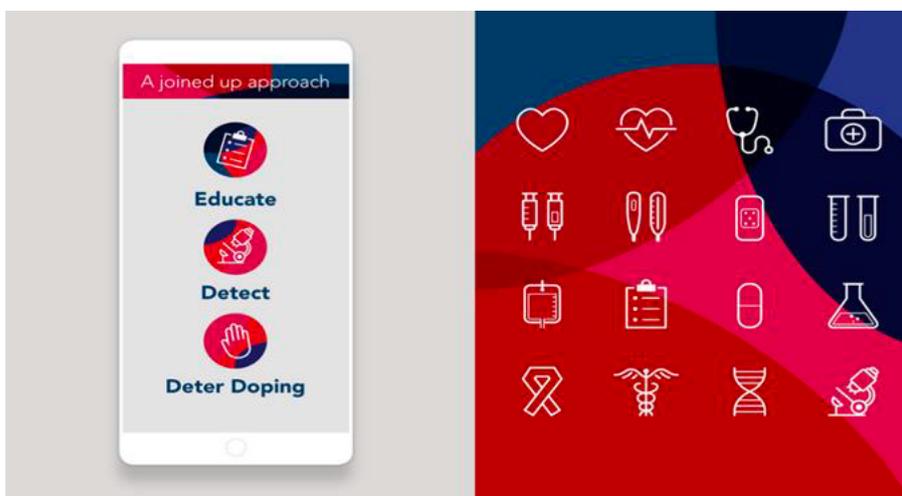
  
**WEIGHTLIFTING WALES**  
CODI PWYSAU CYMRU

## 1. Introduction

The key principle of the Weightlifting Wales (WW) clean sport education programme is to preserve the spirit of sport, as described in the introduction to the World Anti-Doping Code ('the Code'). The primary goal of such programmes is prevention. Education, as one prevention strategy, seeks to promote behaviour in line with the values of clean sport and to help prevent Athletes and other Persons from doping.

WW prevention programmes are values-based and directed towards athletes and athlete support personnel (ASP) with a focus on young people, through implementation from grassroots through to podium.

The Clean Sport Education Strategy identifies key priorities for WW to consider in order to meet the needs of the athletes and ASP across Weightlifting in Wales. It allows our organisation to set its direction, communicate intent, describe desired values and guide the implementation of clean sport systems and interventions.



The WW Education Strategy is a structured and well-considered approach to educating athletes, support personnel and members. The implementation plan is regularly updated to keep track of what has been developed or delivered, who is responsible for the task, the cost in human and financial resource and whether monitoring and evaluation took place. It also allows WW to provide detail about the specific objectives for content to each target group.

## **Seven key components of a clean Sport Education Strategy**

UKAD has identified seven core components which aligns to the WADA International Standard for Education (ISE). To ensure that WW Education Strategy achieves the standards to meet the Assurance Framework and comply with the ISE, the following will be addressed:

### 1.0. Strategic Priorities

#### 2.0. Current Position:

- (2.1.) Risk Analysis,
- (2.2.) Sports System & Significant Partners and
- (2.3.) Identification of Target Groups

### 3.0. Clean Sport Curriculum

4.0. Education Programme: including (4.1.) Values-based Education, (4.2.) Awareness including PR & Communication, (4.3.) Information Programmes, and (4.4.) Clean Sport Education

### 5.0. Education Programme Audience

### 6.0. Resources: Workforce and Financial

### 7.0. Monitoring and Evaluation: Delivery and Workforce

## **1.0 Strategic Priorities 2022 - 2025**

Weightlifting Wales will reach its Mission and Vision through adopting a positive and clean sport approach to all those involved.

‘Inspiring individuals to take up the sport, improve health and nurture champions’

‘An active nation where weightlifting and para-powerlifting are foundations for health and all sports; a nation whose champions perform consistently at major intentional competitions’

### **Three core principles will underpin this Education strategy**

1. Short term - Weightlifting Wales will fulfil their obligations within the UKAD Assurance Framework. Monitoring compliance and going beyond.
2. Medium term - Ensure doping-free sport, by promoting and protecting clean sport through education. Implementing innovative and tailored education programme.

3. Long term – Reduce the likelihood of unintentional doping, ensuring target groups have received the necessary education, in line with the implementation plan.

#### Our values

Inclusivity - being open to all and working in productive partnerships.

Excellence - committing to improvement and striving to achieve the highest standard possible.

Openness - being transparent and accountable.

#### Clean Sport Priorities

Our clean sport priorities are:

- We enforce a strict zero-tolerance approach to doping and have a duty to protect clean sport
- We will abide by the WADA and UKAD anti-doping rules
- We expect all our athletes and clubs to take personal responsibility for adhering to the rules
- We will embed a culture of clean sport and provide an education and information programme
- We value our sport and will work hard to retain our reputation.

## 2.1 Risk Analysis

<u>Strengths</u>	<u>Weaknesses</u>
<ul style="list-style-type: none"> <li>• Proactive board, discuss and support UKAD framework</li> <li>• Board sub-group, supporting and guiding UKAD development</li> <li>• Board Anti Doping Lead with excellent first hand knowledge</li> <li>• Directors attending UKAD training</li> <li>• Excellent knowledge via two enthusiastic and motivated educators</li> <li>• Good levels of education for elite and top end development athletes</li> <li>• Good social media presence</li> <li>• Good website material</li> <li>• Good communication with members</li> <li>• No temporary memberships</li> <li>• Performance and Development employed staff have a good understanding of UKAD requirements and up to date Clean Coach education *</li> <li>• Weightlifting Wales (WW) UKAD educator and Strategy and Development manager involved to drafting strategy</li> <li>• All members have access to a free British Weightlifting (BWL) online resource</li> <li>• Strong partnership with BWL</li> </ul>	<ul style="list-style-type: none"> <li>• Difficulty in delivering workshops at academy/club level.</li> <li>• Limited method to track athlete education</li> <li>• Limited ability to host education at events</li> <li>• As a small NGB there is limited budget for delivery and low amount of staff</li> </ul>
<u>Opportunities</u>	<u>Threats</u>
<ul style="list-style-type: none"> <li>• Utilise UKAD's free eLearning as a cost-effective way of reaching the community level</li> <li>• Filter education to coaches, parents and academy/club level athletes</li> <li>• To host education at events to a wide audience, where lifters and parents are located together</li> <li>• Use athlete ambassadors to drive clean sport messages</li> <li>• Closer work with British Weightlifting</li> </ul>	<ul style="list-style-type: none"> <li>• Small NGB with a low amount of employees</li> <li>• Dedicated Anti-Doping Lead, however, has many other roles within the NGB</li> <li>• Resource and time</li> <li>• Education fatigue with elite athletes</li> <li>• Access to athletes and parents on a regular basis</li> <li>• High risk sports with poor reputation for doping on an international basis.</li> </ul>

\* WW employed staff also act as performance coaches

## Tackling areas of weakness

- Difficulty in delivering workshops at academy/club level.

Recreational athletes and club coaches based at clubs and academies have been placed in the WW optional group. Allowing for education to take place via social media, e-newsletters, website and workshops / outreach at events.

- Limited method to track athlete education

WW educators have redesigned a master monitoring form to keep accurate records of mandatory groups attending educational sessions.

- Limited ability to host education at events

WW will select one annual National event the Welsh Age groups u12 to u23, where education can be held for the WW optional groups. Work with the competition manager will allow the management of the competition day to include UKAD workshop or outreach method.

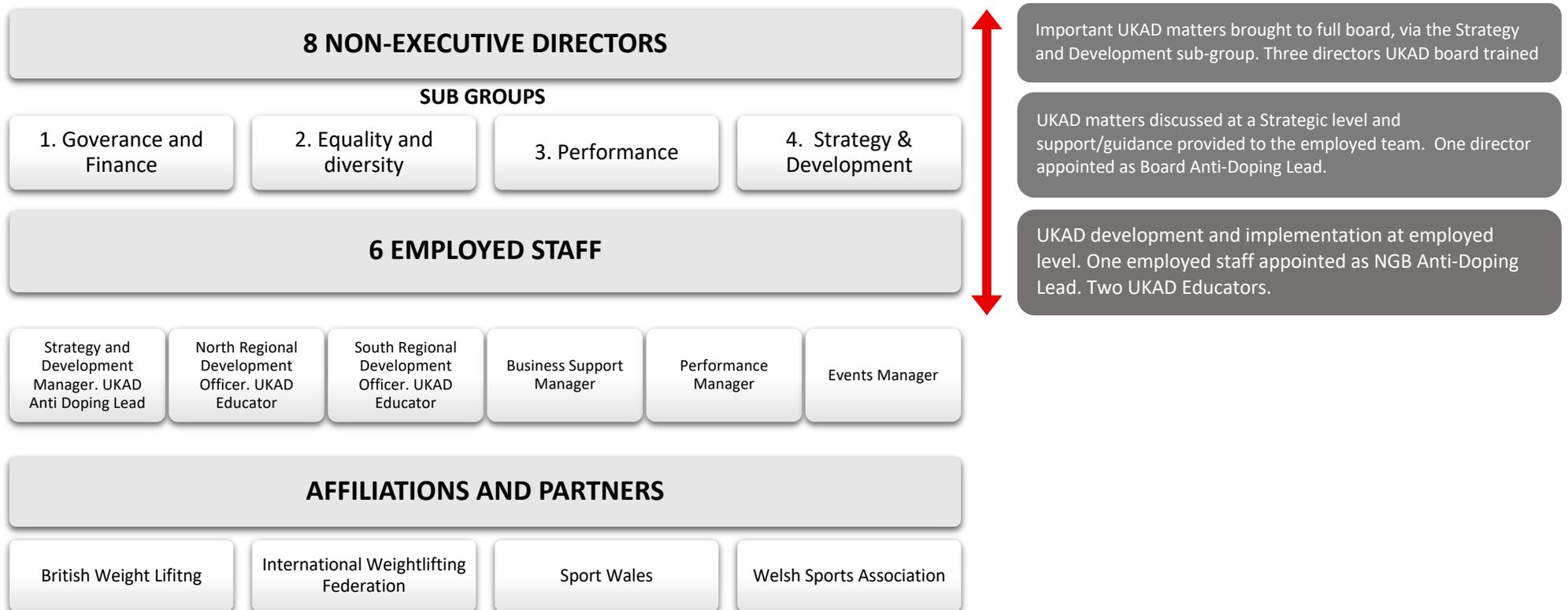
- As a small NGB there is limited budget for delivery and low amount of employed staff

UKAD roles have been incorporated into the workload of 3 employed staff, supported by a board sub-group. Educators will use UKAD resources for education delivery.

## 2.2 Sports Systems and significant partners

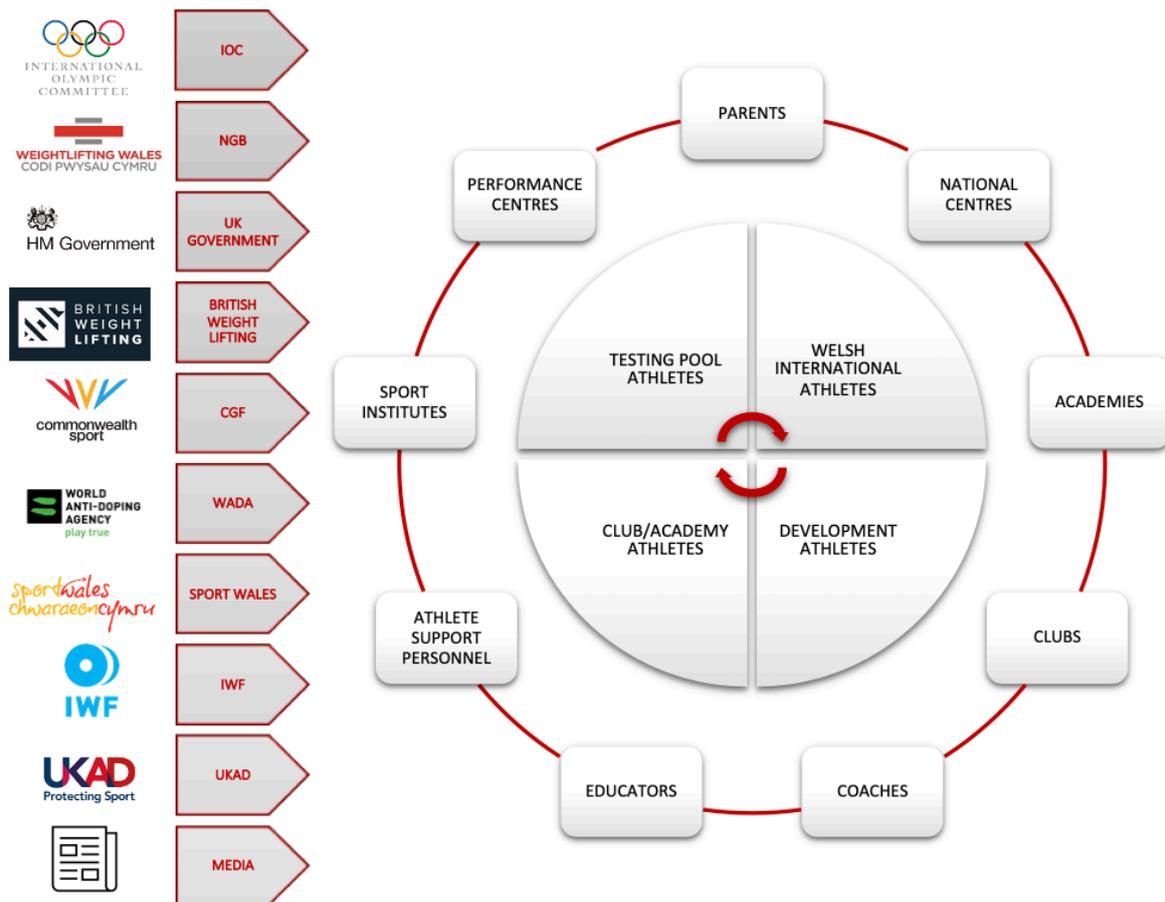
### a) Governance structure

The NGB for Olympic Weightlifting and Paralympic Powerlifting in Wales. A proactive board of 8 non-executive directors lead the NGB. Board sub groups inclusive of directors and employed staff make recommendations to the full board, support the employed staff and guide the strategic direction of the organisation. The Strategy and Development sub group discuss UKAD development and implementation.



## b) Landscape

WW has relationships with a number of stakeholders and each of them has a distinct type of interest and level of involvement.



## 2.3 Identification of target groups

### Athletes

#### a) Mandatory

<u>Group</u>	<u>Numbers</u>
Testing Pool Athletes	10
Major Games Athletes	10-12
Welsh International Athletes	10-12
Development Athletes	15
Employed Staff*	5
Sport Wales ASP**	
Physiotherapist	1
Strength and conditioning coach	2
Nutritionist	1
Psychologist	1

*\*Employed Staff are required to have the Accredited Advisor Course and Clean Coach (however can receive education via our Educators). Employed staff are also the National coaching team*

*\*\*ASP educated through Sport Wales*

#### b) Optional groups

<u>Group</u>	<u>Education received from</u>
Parents/Guardians	WW
Club coaches	WW
Other WW non-competitive members (Technical Officials)	WW
Clubs/Academy lifters (Grass roots / recreational)	WW

### 3.0 Clean Sport Curriculum

Unit	Topic	Name	Events	Club/ Academy	Youth & Junior Development	Senior Development	Elite
Unit One: Global and National Anti-doping Governance	1	Global and National Anti-Doping Governance	X	1	2	3	3
Unit Two: Good Practice in Anti-Doping	2	Principles of 100% me	3	3	3	3	3
	3	The Prohibited List (the List)	X	1	2	3	3
	4	Checking Medications	1	1	3	3	3
	5	Therapeutic Use Exemptions (TUEs)	X	1	2	3	3
	6	Food First/Supplements	1	2	3	3	3
	7	Report Doping in Sport	1	2	3	3	3
Unit Three: Preparation and Procedures for Testing Athletes	8	Testing Procedures for Blood and Urine	X	1	2	3	3
	9	Testing Pools	X	X	X	3	3
	10	Whereabouts Requirements	X	X	X	3	3
	11	Anti-Doping Administration and Management Systems (ADAMS)	X	X	X	3	3
	12	Athlete Biological Passport (ABP)**	X	X	X	3	3
Unit Four: ADRVs and the consequences of Doping	13	Results Management Process	X	1	2	3	3
	14	Anti-Doping Rule Violations (ADRVs)	1	2	3	3	3
	15	Consequences of Doping	1	2	3	3	3
Unit Five: Societal Factors	16	Image and Performance Enhancing Drugs (IPEDs)/ Intravenous (IV) Infusion	1	1	3	3	3
	17	Psychoactive Drugs	1	1	3	3	3

1	The individual is aware of
2	The individual understands
3	The individual will be able to apply these principles in everyday life

\*\* WW has no athletes on ABP, education will be provided for an athlete is placed on the list.

<u>Group</u>	<u>Level</u>
Testing Pool Athletes	Elite
Major Games Athletes	Elite
Welsh International Athletes	Youth, Junior and Senior development
Development Athletes	Youth, Junior and Senior development
Clubs/Academy lifters	Grass roots / recreational
Employed Staff* and Sport Wales ASP	Support Personal
Parents/Guardians	Events

\* WW Employed staff are Support Personal

#### **4.0. Education Programme**

**4.1 Values-Based Education:** Weightlifting Wales will deliver activities that emphasise the development of an individual's personal values and principles. Building the learner's capacity to make decisions to behave ethically and implement the clean sport attitude. Delivery method via case studies and 100% me introductory workshops. The delivery of sessions will be tailored to the audience.

**4.2 Awareness Raising:** Weightlifting Wales will highlight topics and issues related to clean sport.

Weightlifting Wales will communicate to all athletes, parents and members via social media and email with updates on any changes, the clean sport hub and free courses that are available.

A close working team of four employed staff, consisting of two educators (WW Regional Development officers), Antidoping Lead (Strategy and Development Manager) and the Business Support Officer work together ensuring the Awareness, including PR & Communications sections of the implementation plan are completed at the correct times throughout a cycle. For example, promoting Clean Sport week through social media and membership emails.

Within the implementation plan, there are specific periods for communication to take place. For example, the Antidoping lead communicates with funded athletes the deadline for athlete agreements and codes of conduct to be signed and returned.

Every January, the implementation plan timetables the communication of event forms via the events manager, checked by the antidoping lead and submitted to UKAD.

UKAD workshops are delivered to pathway athletes only, except at the Welsh Age Groups. At this annual event with athletes aged from u12 to u23, our team deliver outreach workshops open to all that attend the event (parents, guardians, new athletes, club coaches), workshop themes provide an understanding of Clean Sport and 100% me applying these principles in everyday life, with additional information on food first, Global Dro and Informed sport.

**4.3 Information Provision:** Making available accurate, up-to-date content related to clean sport.

We shall make all members aware of the annual updated prohibited list along with any additional changes associated via email and social media, this will include the latest updates from the International Standards and UKAD.

There is information provided during the workshops and on the Weightlifting Wales website regarding obtaining a TUE. The aim is to identify those who require one and who they should contact in this instance.

The WADA prohibited list (major changes) is promoted on social media in December and January; And also emailed to all members, with supporting information during these times.

In-addition to social media promotion and membership emails, also timetabled into the implementation plan, the antidoping lead emails directly the funded athletes, employed staff/ASP the prohibited list factsheet, TUE information and link highlighting the updated UKAD page on the Weightlifting Wales website. This coincides with the communication and signing of athlete agreements and codes of conduct.

**4.4 Anti-Doping Education:** Weightlifting Wales will ensure access to a bespoke values-based education programme, delivering training on anti-doping topics to build competencies in clean sport behaviours, make informed decisions and understand the testing protocols.

Athletes will require to undergo UKAD workshop every 18-24 months, this reduces the Education fatigue.

We can monitor those educated via the attendance sheet and provide updates in an email between workshops on any updates and changes to the Code and associated International Standards to the relevant personnel.

## Implementation of the strategy 2022 - 2025

### 3 Year plan

<u>Month</u>	<u>Method of provision</u>	<u>Topic</u>	<u>Group</u>	<u>Staff</u>
<b>December</b>	Information Programmes	Major changes to Prohibited List	Information emailed to all members (Link to website / factsheet – major changes)	HP
			Information promoted on social media	CW/AN
	Awareness, including PR & Communications	Major changes to Prohibited List	Weightlifting Wales UKAD web page updated Available to all members and those outside of WW	HP
<b>January</b>	Information Programmes	Major changes to Prohibited List (Repeat of the above)	In January the above groups are reminded of the Major changes via the same format and methods of communication	HP CW/AN
	Awareness, including PR & Communications	- Athlete funding agreements (With Anti-Doping statement) - Prohibited list factsheet - TUE information	Information is emailed to Funded athletes and Employed staff/ASP Agreements signed/returned and checked completed and received	SR (HP)
	Awareness, including PR & Communications	Weightlifting Wales Code of Conduct (With Anti-Doping statement)	Information is emailed to Funded athletes and Employed staff/ASP Code of conducts signed/returned and checked completed and received	SR (HP)
	Awareness, including PR & Communications	Training and competition form Events contact form	The events manger in-conjunction with the Strategy and Development manager prepare and submit the events forms to UKAD	JH SR

<b>February</b>	Awareness, including PR & Communications	Re-branding	One off, not annually. All event signage to be re-branded with the UKAD logos and phrase.	SR
	Values-based education	2, 4, 6, 7, 14, 15, 16, 17	Outreach workshops at Welsh Age groups. Open to all groups - parents, guardians, athletes, coaches	CW/AN
	Values-based education	*1, 2, 3, 4, 5, 6, 7, 14, 15	Development Youth and Junior Squad	CW/AN
<b>March</b>	Values-based education	*1, 2, 3, 4, 5, 6, 7, 14, 15	Senior Development Squad	CW/AN
	Values-based education	*1, 2, 3, 4, 5, 6, 7, 14, 15	Elite Squad	CW/AN
	Awareness, including PR & Communications	100% ME Squeaky clean	Information promoted on social media and emailed to all members	HP CW/AN
<b>May</b>	Awareness, including PR & Communications	Clean Sport Week	Information promoted on social media and emailed to all members	HP CW/AN
<b>June</b>	Anti-doping Education	Educator training Clean Coach Clean Sport Advisor Course UKAD Clean Sport Hub	Opportunities for employed staff and other members (such as club coaches) to refresh their qualifications and/or enrol onto new qualifications  Training opportunities promoted via social media, via membership email and through staff communication	SR HP CW/AN
<b>September</b>	Anti-doping Education	*8, 13, 14, 15, 16, 17	Development Youth and Junior Squad	CW/AN
	Anti-doping Education	*8, 9, 10, 11, 12, 13, 14, 15, 16, 17	Senior Development Squad	CW/AN

	Anti-doping Education	*8, 9, 10, 11, 12, 13, 14, 15, 16, 17	Elite Squad	CW/AN
<b>October</b>	Awareness, including PR & Communications	Informed sport Global Dro Reporting doping in sport	Information promoted on social media and emailed to all members	HP CW/AN
<b>December</b>	Awareness, including PR & Communications	Annual summary of Anti-doping activities	Information promoted on social media and emailed to all members. Copy on website	SR (HP)

**\*To be completed once within the 18-24 month period**

**In-addition to the fixed dates....**

Ongoing	Minors consent Member / Membership renewal
At Selection	Communication about TUE's
At Retirement	Guidance about retirement
Games 1	Leading to Commonwealth Games
Games 2	Leading to Commonwealth Games

**Delivery for the mandatory groups takes place via the following methods:**

Welsh camp or squad training days

Virtually where required either by UKAD or WW

Unit	Topic	Name	Planner
Unit One: Global and National Anti-doping Governance	1	Global and National Anti-Doping Governance	Questioning the learners on their knowledge prior to presenting the slides. <ul style="list-style-type: none"> <li>1 slide covering UKAD and what their role is in the UK</li> <li>1 slide covering WADA and what their role is worldwide</li> </ul> Checking the understanding of the learners on topic 1.
Unit Two: Good Practice in Anti-Doping	2	Principles of 100% me	Questioning the learners on their knowledge of the 100% me logo prior to providing any information. <ul style="list-style-type: none"> <li>What is 100% me?</li> </ul> Questioning the learners on their knowledge on the principles of 100% me prior to providing any information. <ul style="list-style-type: none"> <li>5 key principles of 100% me</li> <li>What is 100% me? Information slide</li> </ul> Checking the understanding of the learners on topic 2.
	3	The Prohibited List (the List)	Questioning the learners if they have seen The Prohibited List before and if they can tell me what it is, prior to providing any information. <ul style="list-style-type: none"> <li>What is it?</li> <li>Publication and updates</li> </ul>

			Checking the understanding of the learners on topic 3.
	4	Checking Medications	<p>Questioning the learners on their knowledge on taking medication, prior to providing any information.</p> <ul style="list-style-type: none"> <li>• GlobalDro and what it is</li> <li>• Activity – learners to get out their mobile phones, we give a specific medication to each learner, and they must search it. We then discuss the findings.</li> <li>• How GlobalDro works <ul style="list-style-type: none"> <li>- Searches</li> <li>- Specific medication</li> <li>- What the traffic light system means</li> <li>- How to save the searches</li> </ul> </li> </ul> <p>Checking the understanding of the learners on topic 4.</p>
	5	Therapeutic Use Exemptions (TUEs)	<p>Questioning the learners on their knowledge of what a TUE prior to is providing any information.</p> <ul style="list-style-type: none"> <li>• What a TUE is</li> <li>• Why you would require one</li> <li>• How to obtain one</li> </ul> <p>Checking the understanding of the learners on topic 5.</p>
	6	Food First/Supplements	<p>Questioning the learners on taking supplements and their knowledge prior to providing any information.</p> <ul style="list-style-type: none"> <li>• No guarantee</li> <li>• Risks</li> <li>• Identifying Informed sport logo</li> <li>• Informed sport website</li> <li>• Assess all aspects of life before supplements</li> </ul> <p>Checking the understanding of the learners on topic 6.</p>
	7	Report Doping in Sport	<p>Questioning the learners on their knowledge of reporting doping prior to providing any information.</p> <ul style="list-style-type: none"> <li>• 1 slide showing different ways to report doping and 100% confidential</li> </ul>
Unit Three: Preparation and Procedures for Testing Athletes	8	Testing Procedures for Blood and Urine	<p>Questioning the learners on their knowledge of testing throughout topic 8.</p> <ul style="list-style-type: none"> <li>• Testing Procedure – the Basics</li> <li>• Colour coded activity – place them in order</li> <li>• Watch video on Testing procedures</li> <li>• Sample storage</li> </ul> <p>Checking the understanding of the learners on topic 8.</p>
	9	Testing Pools	<ul style="list-style-type: none"> <li>• Testing pools</li> <li>• Requirements</li> <li>• ADAMS</li> </ul> <p>Checking the understanding of the learners on topic 9, 10 and 11.</p>
	10	Whereabouts Requirements	
	11	Anti-Doping Administration and Management Systems (ADAMS)	
	12	Athlete Biological Passport (ABP)**	<p>Questioning the learners on their knowledge of ABP prior to providing any information.</p> <ul style="list-style-type: none"> <li>• Explaining what ABP is and how it works</li> </ul> <p>Check the understanding of the learners on topic 12.</p>
Unit Four: ADRVs and the consequences of Doping	13	Results Management Process	Covered in topic 8.
	14	Anti-Doping Rule Violations (ADRVs)	<p>Questioning the learners on their knowledge of what ADRV stands for, prior to providing any information.</p> <ul style="list-style-type: none"> <li>• How many ADRVs are there?</li> <li>• Everyone must give an answer on what they think one of the ADRVs are</li> <li>• Why are half the rules in red and other in blue?</li> <li>• Discussing the ADRV and what the definition is for each</li> <li>• What the consequences are for each ADRV</li> <li>• What the consequences are to your day-to-day life</li> </ul> <p>Check the understanding of the learners on topic 14 and 15.</p>
	15	Consequences of Doping	
Unit Five: Societal Factors	16	Image and Performance Enhancing Drugs (IPEDs)/ Intravenous (IV) Infusion	Covered in topic 6.
	17	Psychoactive Drugs	

## **5.0 Education Programme Audience**

### **5.1. The NGB shall prioritise the mandatory groups for receipt of anti-doping education.**

WW mandatory groups inclusive of

<u>Group</u>	<u>Level</u>	<u>Education received from</u>	<u>Timeline on update</u>
<b>Testing Pool Athletes</b>	Elite	UKAD & WW	18 - 24 months
<b>Major Games Athletes</b>	Elite	UKAD & WW	18 - 24 months
<b>Welsh International Athletes</b>	Youth, Junior and Senior development	WW	18 - 24 months
<b>Development Athletes</b>	Youth, Junior and Senior development	WW	18 - 24 months
<b>Employed Staff* and Sport Wales ASP</b>	Support Personal	UKAD	n/a
<b>Athletes returning from a sanction</b>	n/a	UKAD	n/a

\* WW Employed staff are Support Personal

### **5.2. The NGB shall consider optional groups for exposure to clean sport education activities.**

<u>Group</u>	<u>Education received from</u>
<b>Parents/Guardians</b>	WW
<b>Club coaches</b>	WW
<b>Other WW non-competitive members, such as Technical Officials</b>	WW
<b>Clubs/Academy lifters (Grass roots / recreational)</b>	WW

WW will provide opportunities to raise awareness for optional groups via the below methods. However, will not record exposure or attendance.

Events – physical workshops / outreach stand displays  
Social media posts  
WW website  
Membership Newsletters and membership emails

### **5.3. The NGB shall include a rationale for groups not included.**

WW has discussed groups not to be included in the educational programme. Reasons for non-inclusion into the educational programme include:

- WW is a small NGB with a small amount of employed staff
- Employed staff have many other roles in-addition to UKAD development
- It is important to dedicate time to the Mandatory groups, followed by the optional groups.
- Those groups not included in WW educational programme may find relevant UKAD information via the WW website and social media channels.

Groups not included:

Physiotherapists outside of Sport Wales	Strength and Conditioning coaches outside of Sport Wales
Doctors outside of Sport Wales	Psychologists outside of Sport Wales
Nutritionists outside of Sport Wales	Agents and managers
Media	Education establishments (Schools / FE and HE)

### **6.0 Resources – Workforce & Financial**

WW clean sport workforce who contributes to the delivery of the required anti-doping education utilising internal and external expertise with the aim to be developing a sustainable and effective workforce of Educators.

Weightlifting Wales is a small National Governing Body, with a membership of 185, inclusive of athletes, coaches, technical officials and the employed staff. The NGB is able to manage good standards of delivery with it's small team of employed staff and directors, consisting of:-

#### **Board Anti-Doping Lead**

WW Board Anti-Doping Lead will ensure a high-level oversight of our clean sport strategy.

- Gareth Evans (BWL Board member)

*Several directors complete UKAD training.*

## Board sub-group

The Strategy and Development sub-group will ensure the implementation of the WW clean sport strategy including regular monitoring and evaluation

The Strategy and Development subgroup discuss UKAD development and implementation, make recommendations to the full board, support the employed staff and guide the strategic direction of the organisation.

## Anti-Doping Lead

Simon Roach (Strategy and Development Manager)

## Educators

WW have the following accredited educators:

- Christie Williams – North Wales Regional Development Officer
- Ania Negele – South Wales Regional Development Officer

## Maintaining a sustainable workforce

The Anti-Doping lead ensures all employed staff and directors involved in UKAD roles are educated correctly and that education is renewed where necessary.

Within the wider membership and throughout the month of June, the implementation plan dedicates time promoting the UKAD training / educational opportunities which are available. There is a drive to encourage club coaches to complete the appropriate education.

## **7.0. Monitoring and Evaluation: Delivery and Workforce**

WW will evaluate the implementation plan, through monitoring and an evaluation process to deliver the most effective interventions to help protect clean athletes.

### Monitoring

- Tracking education including collecting registers for all sessions where anti-doping education is delivered to mandatory groups
- Collating data from attendance registers onto an overarching tracking spreadsheet.
- Retain tracking data for the recommended period.
- Ensuring UKAD monitoring information is fulfilled appropriately.

## Evaluation

- Receiving feedback from education sessions and reviewing the data/information gathered
- Receiving feedback from learners via impact surveys

## Reporting

- Annually publishing an overview of anti-doping activities carried out by WW