

# DATA PROTECTION: ATHLETE PRIVACY NOTICE

It is important that the UK Sports Institute (“UKSI”) provides you with details about how it collects, shares and protects your personal data. This Privacy Notice provides that information.

This notice, issued in November 2022, replaces all previous notices provided to you.

## 1. INTRODUCTION

The UKSI is the country’s largest provider of sport science, medicine and technology. The UKSI works with coaches, national governing bodies (NGBs) and other organisations in the UK’s high-performance system to optimise athlete training programmes, maximise athlete performance in competition and improve athlete health and wellbeing.

For more information on the UKSI’s activities, please visit our website: [www.Uksportsinstitute.co.uk](http://www.Uksportsinstitute.co.uk) and

see section 11 below.

## 2. WHO DOES THIS PRIVACY NOTICE APPLY TO?

This privacy notice applies to athletes who receive services from the UKSI (also referred to in this notice as ‘you’). You may have been nominated to receive UKSI services by your NGB or another organisation in the UK’s high-performance system such as the British Olympic Association, the British Paralympic Association, a Commonwealth Games Association or a Home Country Sports Institute (HCSI).

You can view the NGBs that we work with here:

[Uksportsinstitute.co.uk/what-we-do](http://Uksportsinstitute.co.uk/what-we-do)

Please note that certain UKSI services are only available to athletes who receive funding from UK

# AN ATHLETE'S DATA JOURNEY

## STEP 1

**We collect your data whenever you receive services from us\***

- a. Your data will be held securely on systems belonging to UKSI or your NGB

## STEP 2

**We ensure your data is restricted to those who have a need to know about it**

- a. Your medical records are only shared where this is necessary for your direct care or where you have provided your express consent
- b. All UKSI staff are bound by strict contracts of confidentiality or professional codes of conduct issued by their regulatory bodies
- c. UKSI systems have appropriate restrictions to ensure that only those with proper permissions can access your data

## STEP 4

**We only share your data externally if the purpose is to continue to support your sporting performances\*\*\***

- a. We would always ask for your permission if we were to share your data for any new purpose
- b. We would always ask your permission if we were to use your data for marketing purposes
- c. We would always ask for your permission if we were to share data which identified you, with external research parties

## STEP 3

**We use your data to optimise your sporting performance and where applicable, to provide lifestyle support services \*\***

- a. We will share relevant performance data with multi-disciplinary teams made up of staff from UKSI and your NGB
- b. We may also use your data to improve our services for the purpose of supporting other athletes and sports across the High Performance System

## STEP 5

**If you move sport and your new sport receives services from the UKSI, your data will move with you, if you agree**

## STEP 6

**If you are asked to become a member of Team GB, Paralympic GB or your National Team for an Olympic, Paralympic or Commonwealth Games your data will be shared with the BOA, BPA or your CGA for the period of the Games.**

## FIND OUT MORE

If you have any questions about how UKSI protects your privacy, please contact the UKSI Data Protection officer:

[dataprotection@UkSportsInstitute.co.uk](mailto:dataprotection@UkSportsInstitute.co.uk)

## STEP 7

**When you retire from sport, we will hold on to your data while you transition and for a period of time afterwards\*\*\*\***

- a. You have a right to receive a copy of your data at any time and a copy of your medical records will be sent to your GP on request.\*\*\*\*\*

\* See types of services provided by UKSI (section 3) and the types of data collected (table 1.1)

\*\* See table of purposes (table 1.2)

\*\*\* See table of third parties with whom we share data (table 1.3)

\*\*\*\* See section 6 - how long UKSI holds on to the data

\*\*\*\*\* See table 1.4 which sets out each individual's rights

### 3. WHAT DATA DO UKSI PROCESS?

The type of personal data that is collected and held by the UKSI is set out in Table 1.1 below.

The UKSI will not necessarily hold all of this personal data about you. The data that is collected will depend on the type of UKSI services you receive. We only hold the data we need so we can provide those specific services to you.

### 4. WHAT DO UKSI USE YOUR DATA FOR AND WHO DO UKSI SHARE THE DATA WITH?

The UKSI uses your data for the purposes set out in Table 1.2. below.

Depending on the services you receive the UKSI will share your data with the organisations referred to in Table 1.3. below.

The UKSI can only collect, hold and share your personal data if it has a legal basis to do so. The legal bases which the UKSI use to process your data are set out in section 12 below.

### 5. WHAT HAPPENS TO YOUR DATA WHEN YOU MOVE FROM ONE SPORT OR PROGRAMME TO ANOTHER

If you move to another sport or programme (e.g. if you move from a centralised world class programme to a HCSI programme), all personal data held by the UKSI will be made accessible to your new NGB or HCSI. Before we provide access to that data, your new NGB or HCSI will be required to confirm to the UKSI that they have taken all steps required of them to comply with data protection law. This would include providing you with a privacy notice like this one.

### 6. HOW LONG WILL UKSI RETAIN YOUR PERSONAL DATA?

The UKSI will retain your full athlete medical records for 25 years from the date you last received medical services from the UKSI.

The reasons for retaining athlete medical records for a period of 25 years is due to the nature of training that an elite athlete will endure during sporting life. This retention period allows the UKSI to track back over a long period of time to establish any long-term health consequences (both physical and mental) of high intensity training in elite athletes which may arise and would otherwise be lost.

Non-medical data may be kept indefinitely as part of the UKSI' historic and statistical records. All reasonable steps shall be taken to de-identify such data.

### 7. HOW DO UKSI KEEP YOUR DATA SECURE?

The UKSI are committed to keeping your personal data secure. UKSI applies restrictions and safeguards that take into account the nature of the data and the risks involved. This will include access restrictions to systems holding athlete data, keeping a record of access to the data, staff confidentiality undertakings and encryption methods for transferring data. More specifically, the UKSI uses:

- a. Multi-factor authentication on its systems where this is technically possible;
- b. A secure standalone medical records database with access to the medical record restricted to UKSI Clinicians, UKSI Healthcare Professionals (both described below) or those working under their supervision ;
- c. A secure standalone database for psychology, nutrition and lifestyle data with access restricted to the practitioner working with you or, for quality assurance purposes

their line manager or the department head;

- d. Specialist and regular staff training on data protection which is mandatory for all UKSI staff;
- e. Confidentiality undertakings which are imposed on all UKSI staff under contract or by their membership of professional bodies such as the GMC (for doctors) or the HCPC (for physiotherapists, psychologists and dieticians);
- f. Encrypted email for transferring data;
- g. Written policies and procedures with which all UKSI staff must comply.

All UKSI staff work collaboratively with your NGB/nominating body and many will spend their working day away from UKSI sites, some personal data may be collected by UKSI staff and held on NGB/nominating body systems. You will be provided with more information about those systems in the privacy notice provided to you by your NGB/Nominating Body.

## 8. HOW CAN YOU FIND OUT MORE?

If you have any questions about this Privacy Notice, or if you wish to make a request in respect of any of your rights (see section 9 below), please contact the UKSI' Data Protection Officer ('DPO') at [dataprotection@Uksportsinstitute.co.uk](mailto:dataprotection@Uksportsinstitute.co.uk).

UK Sport (UKSI's parent company) and the UKSI have published a "Data Protection Protocol" which further details the type of personal data collected from athletes involved in the high performance system and specifically those athletes who are part of a world class programme. That Data Protection Protocol can be viewed at

[www.uk sport.gov.uk/resources/privacy-policies](http://www.uk sport.gov.uk/resources/privacy-policies) under the heading "Privacy Policy for Athletes".

## 9. YOUR RIGHTS AND RESPONSIBILITIES

Table 1.4 below sets out the details of the rights that you have in respect of your data.

You should also notify any changes of address or corrections to contact details to your usual UKSI contact.

Any queries, concerns or complaints about UKSI's processing of your data should be raised with your usual UKSI contact or the UKSI DPO at [dataprotection@Uksportsinstitute.co.uk](mailto:dataprotection@Uksportsinstitute.co.uk)

If you're not satisfied with our response to any complaint or believe the UKSI' processing of your personal data does not comply with data protection legislation, you have the right to lodge a complaint with the UK Supervisory Authority, the Information Commissioner's Office (ICO), who can be contacted using the following details:

Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire SK9 5AF

Telephone number: **0303 123 1113**

Website: [www.ico.org.uk](http://www.ico.org.uk)

**10. WHAT HAPPENS IF THE UKSI DECIDE TO CHANGE THIS PRIVACY NOTICE?**

We will review this notice regularly and update it with any minor changes so please do check back for updates. Any material changes will be notified to you directly.

**FOR THE PURPOSES OF THE TABLES BELOW, THE FOLLOWING TERMS HAVE THE FOLLOWING MEANINGS:**

**“HEALTHCARE PROFESSIONAL”**

means those members of staff who are nutritionists, dieticians, psychologists and soft-tissue therapists who work under strict obligations of confidentiality.

**“ CLINICIAN”**

means those members of staff who are doctors registered with the UK’s General Medical Council (GMC) or physiotherapists registered with the UK’s Health and Care Professions Council (HCPC).

**“UKSI FUNCTIONS”**

means those functions listed in section 11.

**“UKSI STAFF”**

means all employees of or contractors to the UKSI (including Healthcare Professionals and Clinicians).

**“DE-IDENTIFIED DATA”**

means data which has had information removed so that the identity of an individual is hidden.

It is important to note that not all the data noted in the tables below will be collected for you, nor will it always be shared with the named third parties. Data is only collected if the UKSI has a need to hold it to provide you with services and it will only be shared with others on a need-to-know basis.

You may only receive one or two of UKSI’s services therefore the UKSI will only hold the data required to provide those services. You can request details of the services you receive either from your NGB/ Nominating Body or from your usual contact at the UKSI.

## 1.1 WHAT TYPE OF DATA DO WE COLLECT?

### 1. IDENTITY AND CONTACT DATA

This includes the following types of data:

Tier 1: First name, last name, title, gender, age, nationality, sport and discipline, photograph, video, email address, residential address, contact numbers, username or similar identifier.

Tier 2: Academic Background, Religion, Next of Kin/emergency/GP contacts and social media accounts.

#### SOURCES:

Athlete  
NGB/Nominating Body  
Coach  
UKSI staff  
UK Sport  
BOA/BPA

#### RESTRICTED TO THE FOLLOWING UKSI FUNCTIONS:

Tier 1 may be shared with all UKSI Functions  
Tier 2 may only be shared with those in UKSI who have a need to know it in order to deliver a service (e.g. performance lifestyle or psychology)

### 2. PLANNING DATA

This includes performance plans; objectives; opinions from UKSI staff, training location, competition results and medals, attendance at training and competitions, home nation, time on programme, performance trajectory, NGB and coach feedback, athlete status (as set by UK Sport), ranking information, selection date, classification information, transition planning (for example, on exiting a funded programme).

#### SOURCES:

Athlete  
NGB/Nominating Body  
Coach  
UKSI staff  
Public sources  
International Federations  
Analysts and results providers

#### RESTRICTED TO THE FOLLOWING UKSI FUNCTIONS:

Performance Planning  
Athlete Health  
Human Performance  
Performance Innovation  
Performance Data  
Elite Training Environment  
Research

### 3. TRAINING AND PERFORMANCE DATA

This includes training exposure data, load monitoring, anthropometric data, physiological and physical profiles, haematology, biochemistry, sport psychology assessments, personality profiles, intervention plans, psychology strategies, numerical performance data, kinematic, kinetic, score-based data, biomechanics imaging, movement assessments, training and competition video footage and images.

#### **SOURCES:**

Athlete  
NGB/Nominating Body  
Coach  
UKSI staff  
External specialists

#### **RESTRICTED TO THE FOLLOWING UKSI FUNCTIONS:**

Performance Planning  
Athlete Health  
Human Performance  
Performance Innovation  
Performance Data  
Elite Training Environment  
Research

### 4. MEDICAL DATA

This includes injury, illness and mental health data which are recorded on to UKSI's PDMS (Performance Data Management System) system. It also includes medical assessments, treatments, blood test results, records from external consultations, medications.

#### **SOURCES:**

Athlete  
UKSI staff  
External specialists

#### **RESTRICTED TO THE FOLLOWING UKSI FUNCTIONS:**

Athlete Health  
Human Performance  
Research  
Performance Data

## 5. HEALTH DATA

This includes athlete height, weight, screening information (including screening using 3D images), physiology results, wellbeing reporting nutrition assessment, meal plans, supplement use, sleep patterns, summary medical data for multi-disciplinary meetings, rehabilitation programmes, classification portfolio, impairments and reasonable adjustments, statistical data on appointments made with UKSI Healthcare Professionals and UKSI Clinicians.

### SOURCES:

Athlete  
NGB/Nominating Body  
Coach  
UKSI staff  
External specialists

### RESTRICTED TO THE FOLLOWING UKSI FUNCTIONS:

Performance Planning  
Athlete Health  
Human Performance  
Performance Innovation  
Performance Data  
Elite Training Environment  
Research

## 6. LIFESTYLE DATA

This would include data relating to education, qualifications, career path or aspirations, criminal convictions, racial or ethnic origin, right to work, sexual orientation, agents and commercial sponsors, family members, personal and emotional disclosure, athlete performance awards, personal development awards.

### SOURCES:

Athlete  
Family members  
Education/training/career/business providers  
UK Sport  
NGBs  
HCSI

### RESTRICTED TO THE FOLLOWING UKSI FUNCTIONS:

Human Performance  
Performance Data



## 1.2 WHAT DO WE USE YOUR DATA FOR?

To provide sport science and performance support services (e.g. performance planning, performance lifestyle, nutrition, performance analysis, biomechanics, physiology, strength & conditioning, psychology, soft tissue therapists)

To provide medical services (doctors and physiotherapists)

To provide technology and engineering services  
(e.g. Performance Data or Performance Innovation services)

To provide performance rehabilitation services by our specialist performance rehabilitation team

To provide internal and external reporting services (e.g. to assess sickness, injury or incapacity issues).

To share knowledge internally

To carry out internal research

To carry out research with external parties

To provide safe environments for elite athletes

To obtain external specialist medical advice  
(including specialist mental health advice) and to support the delivery of the advice

To obtain external specialist or professional services for UKSI activities

For limited marketing purposes involving the promotion of third party goods or services

For promoting UKSI's services and for communicating information about UKSI services with you  
e.g. appointments

To comply with UKSI's obligations under regulations or legislation

To carry out audits or quality assurance

To report or respond to any suspected crime or investigation by appropriate authorities

To send you surveys about UKSI services

To notify the Athlete Medical Scheme of any claims and to process invoices from external medical specialists

To provide support with education, mental health & wellbeing, learning & development, financial health and career development.

**1.3 WHO DO WE SHARE YOUR DATA WITH?**

<b>RECIPIENT</b>	<b>TYPE OF DATA SHARED</b>	<b>REASON FOR SHARING</b>
<b>Nominating Body/NGB including coaches</b>	Identity and Contact Data Planning Data Training & Performance Data Health Data Medical Data Lifestyle Data	<p>Multi-disciplinary teams from the UKSI and your Nominating Body/NGB support your sporting performance and work collaboratively to ensure that they have the necessary information and data to optimise your sporting performance.</p> <p>Only Clinicians or Healthcare Professionals engaged by your Nominating body/NGB will receive access to your medical record held on PDMS.</p> <p>Lifestyle data by a performance lifestyle adviser in line with the More2Me guidance or as agreed with you.</p> <p>The Nominating Body/NGB and the UKSI are equally responsible for ensuring your data is processed in accordance with legislation. You will be provided by a privacy notice by your Nominating Body/NGB.</p>
<b>British Olympic Association and British Paralympic Association</b>	Identity and Contact Data Planning Data Training & Performance Data Health Data Medical Data Lifestyle Data (family member contact information only)	<p>The BOA or the BPA may be your Nominating Body to receive the UKSI services in which case they will receive data and information as set out above for the Nominating Body.</p> <p>If you are selected for Team GB or Paralympic GB, then the respective organisation will, in accordance with your team member agreement have access to your full medical record held by the UKSI for a period before, during and after the relevant Games or international competition. Any medical records held by the UKSI will only be shared with other Clinicians or Healthcare Professionals engaged by the BOA or BPA respectively (or those working under their supervision).</p> <p>The BOA and the BPA may also request contact information (Lifestyle Data) for you or family members in order to invite you and your family to events.</p> <p>The BOA and the BPA are equally responsible for ensuring your data is processed in accordance with all relevant legislation. They will therefore also provide you with a privacy notice.</p> <p>The administrator for the Athlete Medical Scheme (AMS) is employed by the BOA and therefore medical data of those athletes on the AMS will be shared with the BOA in order to arrange payment of relevant invoices.</p>

<b>RECIPIENT</b>	<b>TYPE OF DATA SHARED</b>	<b>REASON FOR SHARING</b>
<b>UK Sport</b>	Identity and Contact Data	UK Sport provides the UKSI with grant funding to operate its services. It allocates funding directly for the purpose of the UKSI providing Performance Lifestyle services to those athletes who are also in receipt of funding. The UKSI and UK Sport therefore share the identity and contact data of those athletes eligible to receive performance lifestyle services.
<b>Home Country Sports Institutes (HCSI)</b>	Identity and Contact Data Planning Data Training & Performance Data Health Data Medical Data Lifestyle Data	<p>If an athlete resides outside of England, the relevant HCSI for the location may provide the services normally provided by the UKSI (or the HCSI may arrange for the services to be provided by an external party). The data collected by the HCSI will be shared with the UKSI.</p> <p>If an athlete moves from an HCSI programme to a centralised national programme funded by UK Sport, the athlete records from the HCSI programme may be shared with the UKSI.</p> <p>If an athlete transitions from a centralised national programme supported by UKSI to a HCSI programme, the records for the athlete may be shared with the HCSI.</p> <p>The relevant HCSI will process such data in accordance with its own privacy policies and privacy notices.</p>
<b>Commonwealth Games Associations (CGA)</b>	Identity and Contact Data Health Data Medical Data	<p>If you are selected by your relevant CGA to participate at a Commonwealth Games, the relevant CGA may be provided with access to your personal data held by the UKSI on and from your selection. This will include your medical records which will be accessed by the relevant CGA Clinicians or Healthcare Professionals . This will be a requirement of your team selection agreement.</p> <p>The relevant CGA will hold this data in accordance with their data protection policies and privacy notices and will have access to such data for a short period after the Commonwealth Games in order that they may compile their post-Games reports.</p>
<b>Landlords or UKSI Site Operators</b>	Identity and Contact Data	The UKSI will share limited information with landlords or the UKSI site operators to allow them to manage reception, access to UKSI sites and appointments.

<b>RECIPIENT</b>	<b>TYPE OF DATA SHARED</b>	<b>REASON FOR SHARING</b>
<b>UKSI Contractors</b>	UKSI Contractors Identity and Contact Data  Planning Data  Training & Performance Data  Health Data  Medical Data	The UKSI engage temporary contractors to provide cover for travel, sick leave and to meet the demand of the sports.  All contractors will have access to such personal data as is necessary to allow them to perform their services.  Only Clinicians or Healthcare Professionals engaged by the UKSI as contractors will have access to Medical records held on PDMS.
<b>UKSI Suppliers</b>	Identity and Contact Data  Planning Data  Training & Performance Data  Health Data  Medical Data  Lifestyle Data	The UKSI requires support from external, expert suppliers to provide highly specialised services which cannot be provided by UKSI staff, such as IT (Information Technology) services, equipment and technology services, engineering services, testing services and software development services.  All such suppliers and contractors will have access to such personal data as is necessary for them to carry out their appointed role. All such appointments are carried out under strict obligations of confidentiality and compliance with data protection legislation.
<b>External Medical Experts</b>	Identity and Contact Data  Health Data  Medical Data  Lifestyle Data	An UKSI Clinician or UKSI Healthcare Professional may refer you to an external expert in order to obtain specialist advice on an injury or illness which is not available within the UKSI. This may require part of your medical record to be shared with that external expert.
<b>Education and Career Advice Providers</b>	Identity and Contact Data  Lifestyle Data	If you receive Performance Lifestyle services then certain data relating to your education and career aspirations may be shared with relevant providers.

<b>RECIPIENT</b>	<b>TYPE OF DATA SHARED</b>	<b>REASON FOR SHARING</b>
<b>UKSI professional advisers</b>	Identity and Contact Data Planning Data Training & Performance Data Health Data Medical Data Lifestyle Data	<p>The UKSI will share limited information with professional advisers, for example with external lawyers where this is necessary to receive required professional advice, for example in respect of any prospective legal claims.</p>
<b>External Research parties</b>	Identity and Contact Data Planning Data Training & Performance Data Health Data Medical Data Lifestyle Data	<p>The UKSI may work collaboratively with Universities and other research institutions to carry out a specific piece of research which will be used to further develop and benefit the high performance system in the UK</p> <p>Any research carried out on existing records would require such records to be de-identified as far as is possible, by a member of UKSI staff (which may include the Athlete Health and Performance Data teams).</p> <p>If identifiable data is to be used, you would be asked for your informed consent and would be provided with a participant information form which would provide further detail of the data to be collected and the parties with which it would be shared.</p> <p>Any research carried by the UKSI either internally or with an external party may lead to the publication of the research findings. Any such publication would not identify any of the athletes who participated in the research.</p> <p>The data shared for the purpose of the research depends on the terms of reference of the research project at the time.</p> <p>The UKSI may also request that a university or student carry out a one-off piece of analysis on athlete data under a data processing arrangement. Such research would be carried out under strict obligations of confidentiality and compliance with data protection legislation (with data de-identified as far as is possible) and the university or student would have no right to retain such data.</p> <p>The UKSI may occasionally allow work shadow students who are looking to gain the experience of working in the high performance sport system to have access to its premises to shadow UKSI staff. Such students will have access to athlete data and all such placements are carried out under strict obligations of confidentiality and compliance with data protection legislation.</p>

<b>RECIPIENT</b>	<b>TYPE OF DATA SHARED</b>	<b>REASON FOR SHARING</b>
<b>Regulatory Bodies (e.g. UKAD)</b>	Identity and Contact Data Planning Data Training & Performance Data Health Data Medical Data Lifestyle Data	The UKSI may be compelled by regulation to disclose personal data to certain regulators. For example, the UKSI is under a legal obligation to disclose data to the UK Anti-Doping agency.

## 1.4 WHAT ARE YOUR RIGHTS?

### 1. RIGHT TO BE INFORMED

You have the right to be provided with clear, transparent and easily understandable information about how we use your personal data and your rights. This is why we're providing you with the information in this Privacy Notice.

### 2. RIGHT OF ACCESS

You have the right to obtain access to your personal data (if we're processing it) and certain other information (similar to that provided in this Privacy Notice). This is so you're aware and can check that we're using your personal data in accordance with data protection law.

### 3. RIGHT TO RECTIFICATION

You are entitled to have your personal data corrected if it's inaccurate or incomplete.

### 4. RIGHT TO ERASURE

This is also known as 'the right to be forgotten' and, in simple terms, enables you to request the deletion or removal of your personal data where there's no compelling reason for us to keep it. This is not an absolute right to erasure; there are exceptions. Where the health condition for processing special category data applies, the individual right to erasure does not.

### 5. RIGHT TO DATA PORTABILITY

You have the right to obtain and reuse your personal data in a structured, commonly used and machine readable format in certain circumstances. In addition, where certain conditions apply, you have the right to have such information transferred directly to a third party.

### 6. RIGHT TO OBJECT TO PROCESSING

You have the right to object to certain types of processing, in certain circumstances. In particular, the right to object to the processing of your personal data based on our legitimate interests or on public interest grounds; the right to object to processing for direct marketing purposes (including profiling); the right to object to the use of your personal data for scientific or historical research purposes or statistical purposes in certain circumstances.

### 7. RIGHT TO WITHDRAW CONSENT

If you have given your consent to anything we do with your personal data, you have the right to withdraw your consent at any time (although if you do so, it does not mean that anything we have done with your personal data with your consent up to that point is unlawful).

### 8. RIGHT TO RESTRICT PROCESSING

You have rights to 'block' or suppress further use of your personal data in certain circumstances. When processing is restricted, we can still store your personal data, but may not use it further.

## II. DESCRIPTION OF UKSI FUNCTIONS (REFERENCED IN TABLE 1.1)

### PERFORMANCE PLANNING

Where applicable, a Head of Performance Support (whether UKSI employed or employed by the NGB/Nominating Body) ensures that there is a clear, targeted plan which directs energy and investment into the right areas to achieve performance improvements in a set period of time for a particular sport or athlete. This includes coordinating the provision of other relevant UKSI services as agreed with the Nominating Body in order to achieve specific targets.

### ATHLETE HEALTH

The UKSI Athlete Health Team support the management of athlete physical and mental health and drive the delivery of outstanding athlete health initiatives to optimise availability for preparation and performance.

This team brings together the work of several groups of UKSI employees including performance data, performance innovation, sports medicine, physiotherapy, mental health and injury rehabilitation. Athlete Health is made up of Healthcare Professionals, Clinicians and other members of UKSI staff working under their supervision.

### HUMAN PERFORMANCE

The Human Performance team enable athletes to pursue extraordinary human performances through the delivery and development of outstanding quality assured, interdisciplinary performance support services.

The sport science and performance support services which are available to your NGB/Nominating Body are set out on the UKSI website [www.Uksportsinstitute.co.uk/services](http://www.Uksportsinstitute.co.uk/services)

### PERFORMANCE INNOVATION

The UKSI Performance Innovation team deliver new and novel performance-impacting solutions through strong partnerships with sports and by harnessing the best available expertise. The team work with external experts to provide innovation to existing equipment, clothing and performance planning, for example heat acclimatisation or hormone testing.

### PERFORMANCE DATA

The UKSI Performance Data team support the high performance system by enabling and empowering people to create performance insight from data. The team provide data systems and deliver data capture, storage and analysis projects for the UKSI and the relevant NGB/Nominating Body.

### ELITE TRAINING ENVIRONMENTS

The UKSI aims to create and maintain a world class environment which optimises the delivery of performance impacting support by UKSI staff to sports and athletes.

The UKSI sites and our operations staff support all functions of service delivery to you as an athlete and therefore may process your data as required to deliver the bespoke UKSI services agreed with your NGB/Nominating Body.



## GOVERNANCE

The Governance function of the UKSI provide back office support to the above noted areas and includes Finance, Communications, HR (Human Resources), IT (Information Technology), Data protection, Legal, Audit and quality assurance.

## RESEARCH

Each of Performance Planning; Athlete Health; Human Performance; Performance Innovation and Performance Data may use athlete data for the purposes of research. When the research is carried out internally, steps will be taken to minimise the identifying data used for the research and no identifying data will be used in the research results. When the research is carried out with an external partner such as a University or university student, the data will either be de-identified before being shared or your specific consent will be obtained to participate in the research study.

## PERFORMANCE REHABILITATION

The UKSI Performance Rehabilitation team may draw upon each of the above noted UKSI functions to provide bespoke rehabilitation programmes for athletes. Depending on the agreed programme you may receive services from one or more of the above functions. If your programme includes on-site overnight stays, your contact data will be shared with the relevant landlord to book accommodation.

## 12. WHAT ARE THE UKSI' LAWFUL BASES?

The legal bases (which are defined by legislation) which the UKSI uses to process your personal data for the purposes noted in Table 1.2 are as follows:

### CONSENT

The UKSI may ask you to 'opt-in' to agree to processing your data in a certain way. The purposes for which we would use "consent" as a basis for processing your data would be: direct marketing; using your image for external promotional purposes; external research with identifiable data.

### CONTRACT

The UKSI may have entered into a contract which requires us to process your data. For example UKSI may have a contract with your NGB/ Nominating body to provide you with certain sport science services; medical services; an intensive rehabilitation service; technology and data services; and reporting services. The other purposes for which we would use contract as a basis for processing your data would be: to communicate with you e.g. times for appointments; to provide support with education, mental health & wellbeing, learning & development, financial health and career development; and to notify the athlete medical scheme administrator of claims under the scheme.

### LEGAL OBLIGATION

The UKSI may be required to process data to comply with certain legal obligations, this may include compliance with anti- doping obligations, care quality commission regulations and other legal or regulatory frameworks which apply. The other purposes for which we would use "legal obligation" as a basis to process your data would be: to provide a safe training environment; to carry our audits and quality assurance; to respond to, or report,

any crime.

#### **VITAL INTERESTS**

This lawful basis would only be used in limited circumstances for example, in the event of an accident or injury.

#### **SUBSTANTIAL PUBLIC INTEREST**

The UKSI may need to provide information to law enforcement or professional ethics (anti-doping) bodies or to help prevent crime. We may also be required to contribute to public health activities e.g. reporting data during a pandemic.

#### **LEGITIMATE INTERESTS**

As a public body, the UKSI are only permitted to use legitimate interest where another legal basis is not available and only where there is a clear benefit to you or others (not outweighed by your rights), and the processing can be reasonably expected. The purposes for which we would use “legitimate interest” as a basis for our processing are: reasonable communication; managing, auditing and developing UKSI business operations; to share

knowledge internally; to send you feedback surveys about our services; to obtain external professional advice about our services.

#### **SCIENTIFIC, HISTORICAL, OR STATISTICAL RESEARCH**

The UKSI will use this basis to process your personal data for innovation and/or research reasons, in order to benefit the UK’s high-performance sports system. The UKSI will take steps to de-identify data processed for this purpose with an external party otherwise your consent would be obtained as a research participant.

#### **PROVISION OF HEALTH SERVICES**

The UKSI will use this basis to provide you with medical services including medical diagnosis, health care, treatment and to manage our health and medical services. The UKSI also use this basis to refer your treatment to an external specialist medical expert.

#### **ESTABLISHING EXERCISING OR DEFENDING LEGAL RIGHTS**

The UKSI will use this basis to maintain records about the services we provide to you should a claim arise about treatment that the UKSI have provided.