DATA PROTECTION: ATHLETE PRIVACY NOTICE

1: Introduction (what this Notice is for)

UK Sports Institute ("UKSI", "we", "us") provides sport science, medicine, technology and performance services to athletes in the UK high-performance system. This Privacy Notice explains what personal data we collect, why we collect it, how we use it and who we share it with.

For most activities described in this Privacy Notice, UKSI acts as an independent data controller. This means UKSI decides what personal data it needs, the purposes for which it is used, and the lawful bases that apply.

However, we may also process personal data as a data processor on behalf of a sport or national governing body where we provide support or access to systems that they operate. In such cases, we process the data only in accordance with their instructions, and the relevant sport remains the data controller. Their privacy notice will explain how your personal data is used in those circumstances.

For more information about UKSI, visit: www.uksportsinstitute.co.uk.

2: Who this Notice applies 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 National Governing Body ("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) (the "Nominating Body").

You can view the NGBs that we work with here:
https://www.uksportsinstitute.co.uk/what-we-do/

3: What personal data we collect

We only collect the data we need to provide the services agreed with your NGB or Nominating Body.

This may include:

- Identity and contact details
- Planning and performance data
- Training and physiological data
- Medical and health information
- Lifestyle and educational information

This includes personal data collected directly by UKSI and personal data received via secure technical connections from NGB and third-party performance and training platforms or wearable technologies used by your NGB or Nominating Body, which may be ingested into UKSI's central performance data systems. This data is provided to UKSI via secure automated data feeds, such as application programming interfaces (APIs).

A more detailed description of each category of data and the source of such data is available in Appendix A.

4: How we use your data

We use your personal data for:

- Service Delivery (e.g. sport science, medical care, rehabilitation, performance analysis, education, wellbeing, career support)
- Performance and Health Projects such as Female Athlete Health; Brain Health; Respiratory Health.
- Operational & Communication Purposes (e.g. appointments, feedback surveys, internal reporting)
- Administrative Purposes (e.g. AMS claims processing, updates about our systems)
- Legal and regulatory obligations (e.g. audits, quality assurance, to cooperate with safeguarding, anti-doping, law-enforcement or other investigations by appropriate authorities)
- Internal and External Research & Innovation (using de-identified data wherever possible)
- Ingesting, aggregating, quality-assuring and analysing performance and training data within UKSI's central performance data systems, and generating dashboards, reports and insights to support athletes, practitioners and NGBs.

More details are provided about these purposes and the associated legal bases in Appendix D.

5. Athlete App

We may collect certain personal data directly from you through the UKSI Athlete App. The app is used as an alternative method for you to provide information that UKSI already collects through existing processes. The app does not change the categories of personal data we collect or the purposes for which that data is processed. It simply provides an additional digital channel for submission, management and review of athlete-related information. All data collected through the app is processed in accordance with this Privacy Notice.

6.**Use of AI Tools**

UKSI may use AI-assisted tools to enable efficient and effective operations, for example, to support performance analysis (e.g., to collate results data), medical transcription (voice to text) for medical records, and support functions - for example, for coding to support UKSI systems which store performance data.

What this means for you:

- AI tools do not make decisions about you on their own.
  Any assessment, recommendation or interpretation involving your personal data is always reviewed and confirmed by qualified UKSI staff, such as clinicians or performance data analysts.
- AI is used to support human expertise, not replace it.
- We continually assess and monitor AI tools for fairness, accuracy and data protection compliance (e.g., no use of data to train public AI models).

7. **Sharing your data**

We may share your information with:

- NGBs and nominated support staff
- British Olympic Association / British Paralympic Association
- Commonwealth Games Associations
- Home Country Sports Institutes
- External specialists
- Technology or data service providers working under contract with us
- UK Sport

- Regulatory bodies where legally required (e.g., UK Anti-Doping)

Where UKSI receives performance or training data from NGB and third-party platforms used by your NGB, this data may be processed within UKSI systems and shared back with your NGB and authorised practitioners in the form of relevant performance information, analysis, dashboards or reports.

Further detail is set out in Appendix B.

We only share what is necessary, and always under strict confidentiality and data protection controls.

We only collect, hold and share your personal data if we have a legal basis to do so. The legal bases which the UKSI use to process your data are set out in Appendix D below.

Your NGB or other Nominating Body is also an independent data controller in respect of the personal data it collects from you or receives from UKSI. Each organisation is responsible for its own compliance with UK data protection law and will provide you with its own privacy notice. UKSI shares only the personal data necessary for your support, subject that:

- **Medical data** may only be shared by UKSI with Clinicians or Healthcare Professionals engaged by your NGB (or under their supervision). This ensures continuity of care.
- **Psychology data** is **not shared** with the NGB unless you provide explicit consent.
- **Performance Lifestyle data** is **not shared** with the NGB unless agreed with you.

Your NGB should provide you with a separate privacy notice which sets out how they share your data with any third parties.

8. Moving between programmes

If you move to a new sport or new programme (for example a HCSI programme), your new organisation will receive access to the data held by UKSI which is necessary for them to support you. They must confirm they comply with data protection law before receiving your data. This would include providing you with a privacy notice like this one.

9. How long we keep your data

- Medical records are kept for 20 years after your last UKSI service. This is required for clinical safety and long-term health monitoring within elite sport. The only exception to this is for images of medical scans held on compact discs which are kept for 10 years from the date of the scan.
- All data may be kept indefinitely in a de-identified form for historical, research and statistical purposes.
- Where NGB and third-party platforms or wearables make additional data available beyond what UKSI requires for defined performance or athlete support purposes, UKSI will only retain and process the specific data elements necessary for those purposes. Data that is not required will not be used and may be filtered out or deleted.

10: How we protect your data

We use a range of technical and organisational safeguards, including:

- Access controls and multi-factor authentication
- Encryption of data transfers
- Separate secure system for medical, psychology, nutrition and lifestyle data
- Confidentiality obligations for all staff

- Regular staff training
- Strict oversight of contractors and suppliers
- Not holding personal data on paper by default and destroying confidentially if it is held on paper.
- Conducting data protection impact assessments for high-risk processing activities, especially involving health data or AI.

Some of our IT and data service providers are located outside the UK. Where we transfer your personal data internationally, we do so using UK GDPR compliant safeguards such as UK adequacy regulations, the International Data Transfer Agreement (IDTA), or the UK Addendum to the EU Standard Contractual Clauses. You can request further details of these safeguards by contacting us.

11: Questions or concerns

To exercise your rights or ask questions, contact us:

dataprotection@uksportsinstitute.co.uk

You can also contact the Information Commissioner's Office (ICO) at www.ico.org.uk.

12: Your rights

You have rights under UK data protection law, including:

- Accessing your data
- Having incorrect data corrected
- Restricting or objecting to certain processing
- Asking for deletion (where applicable)
- Data portability
- Withdrawing consent (where consent is used)

Details of these rights are set out in Appendix C.

13: Updates to this notice

We review this notice regularly. Significant changes to the way we process your data will be communicated directly to you**.**

APPENDICES

The following Appendices refer to the following UKSI service areas:

1. Athlete Services

This includes UKSI practitioners and teams involved in:

- Sports medicine (including doctors, physiotherapists, nurses, medical administrators)
- Mental health and psychology services
- Performance Lifestyle support (including support provided directly to the athlete though UKSI Hub locations rather than through their sport)
- Paralympic specialist services
- Clinical governance and safeguarding
- Hub-based sport services and athlete support roles
- Rehabilitation services (including Performance Rehab Unit roles)

- Athlete investment and award services

2. Performance Services

This includes UKSI staff working in:

- Human Performance (strength & conditioning, biomechanics, physiology)
- Technology, Engineering & Data
- Performance Innovation
- Performance Planning and Training Design
- Specialist equipment, apparel and engineering services
- Sport science, performance analytics and related disciplines

3. Embedded Practitioners (within Sports)

These are UKSI staff based day-to-day within sports (under a contract between UKSI and the NGB).. They may include:

- Embedded sport science practitioners (strength & conditioning, biomechanics, performance analysis, data scientists, physiology, nutrition)
- Embedded Performance Lifestyle practitioners
- Embedded physiotherapists, Chief Medical Officer or psychologists
- Any other UKSI-employed practitioners integrated into a sport's daily training environment

4. Business Services

This includes UKSI staff working in: Performance Data Systems; IT, HR, Finance, Communications and Legal/Data Protection.

APPENDIX A - WHAT DATA DO WE COLLECT ?

The UKSI will not necessarily hold all of the following 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.

The purposes listed in this Appendix summarise how each category of data is used. Full details of the lawful bases that apply to each purpose are provided in Appendix D.

1. Identity and Contact Data

This includes the following types of data:
first name, last name, title, gender, age, nationality, sport and discipline, photograph, video, email address, residential address, contact numbers, username or similar identifier; academic background, religion, Next of Kin/emergency/GP contacts and social media accounts.

Sources:	**Used by the following UKSI Service Area**:
Athlete NGB/Nominating Body Coach UKSI staff UK Sport	• Athlete Services • Performance Services • Embedded Practitioners • Business Services
	Purpose: • To deliver UKSI services to you • To communicate with you about UKSI services and systems • To manage your access to UKSI sites and digital systems • To support coordination with your NGB and multidisciplinary team • To administer grant programmes, funded services and AMS claims • To comply with legal or regulatory obligations (e.g., safeguarding, anti-doping) • To support internal and external performance reporting • To conduct service feedback and surveys

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:	**Used by the following UKSI Service Area:**
Athlete **NGB/Nominating Body** **Coach** **UKSI staff** **Third-party performance and training platforms used by your NGB** **Public sources/International Federations/Analysts and results providers (e.g. for results data)**	• Athlete Services • Performance Services • Embedded Practitioners • Business Services
	Purpose: • To plan, deliver and monitor your training and performance programmes • To support multidisciplinary team (MDT) decision-making • To assist with selection, classification and pathway management • To enable NGBs and UK Sport to manage funding, programme oversight and governance • To support internal and external reporting on programme performance • To contribute to research and system evaluation (usually in de-identified form)

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	**Used by the following UKSI Service Area**: • Athlete Services • Performance Services

Athlete **NGB/Nominating Body** **Coach** **UKSI staff** **External specialists** **Third-party performance and training platforms and wearable technologies used by your NGB**	• Embedded Practitioners • Business Services **Purpose:** • To analyse your training load, biomechanics, physiology and performance trends • To design and adapt training interventions • To help coaches and practitioners understand risks, patterns and opportunities • To contribute to MDT discussions • To support performance data reporting • To support UKSI performance and innovation projects (de-identified wherever possible) • To obtain external specialist advice and services • For internal and external 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**	**Used by the following UKSI Service Area**: • Athlete Services • Embedded Practitioners • Performance Services • Business Services **Purpose:** • To provide safe and effective clinical care • To manage referrals and MDT discussions • To diagnose, treat and manage injuries, illness and medical conditions • To maintain accurate and complete medical records

	• To support clinical risk assessments and medical reviews • To refer you to external medical specialists where necessary • To comply with clinical governance, safety and regulatory obligations • To support AMS claim administration

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**	**Used by the following UKSI Service Area:** • Athlete Services • Performance Services • Embedded Practitioners • Business Services
	Purpose: • To monitor wellbeing, recovery, female athlete health and readiness to train • To support nutrition, physiology and rehabilitation services • To contribute to MDT discussions and care planning • To ensure safe training environments and appropriate adjustments • To support classification and eligibility processes • To contribute to internal and external research (de-identified wherever possible)

6. Lifestyle Data

<table>
<tr><td colspan="2">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.</td></tr>
<tr><td rowspan="2">Sources

Athlete
Family members
Education/training/career/business providers
UK Sport
NGBs
HCSI</td><td>Used by the following UKSI Service Area:
Athlete Services
Embedded Practitioners
Business Services</td></tr>
<tr><td>Purpose:
To deliver Performance Lifestyle services (education, career, wellbeing, financial guidance)
To support transitions, dual-career planning and athlete development
To manage access to certain UK Sport funded programmes
To coordinate referrals to education, employer or welfare support providers
To administer awards, grants and support schemes
To meet safeguarding and duty-of-care obligations</td></tr>
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APPENDIX B: WHO DO WE SHARE YOUR DATA WITH ?

UKSI only shares your personal data where it is necessary, appropriate, lawful and proportionate to do so. We do not share your psychology data or Performance Lifestyle data without your agreement, and we only share your medical data with appropriately qualified clinicians.

Recipient	Type of Data Shared	Purpose of sharing
Nominating Body/NGB including coaches	• identity & contact data • Planning, performance and health data • Medical data (clinician to clinician only) • Lifestyle data only if agreed with you Psychology data not shared unless you provide explicit consent	To deliver agreed performance and medical support in a multidisciplinary team (MDT) environment.
British Olympic Association, British Paralympic Association and Commonwealth Games Association	• identity & contact data • Planning, performance and health data • medical records for Games periods (clinicians only) Limited lifestyle data for family invitations	Team selection, medical care, AMS administration (BOA only), Games-time support.

	Medical records for administration of the Athlete Medical Scheme (restricted to the scheme administrator only)	
UK Sport	• **identity and contact data** for the administration of UK Sport funded services (e.g., Performance Lifestyle eligibility, athlete grants). • **Planning and performance related data** where required for programme funding, oversight and system reporting. • **Lifestyle and grant related information** • **Limited medical data** only where required for the Athlete Medical Scheme (AMS) administration (via BOA mechanism) or regulatory obligations. • **De-identified research data** where UK Sport collaborates on system-wide research.	To administer and verify eligibility for UK Sport funded athlete support services, including Performance Lifestyle, grants and related programmes. To support UK Sport's regulatory and governance responsibilities across the high performance system. To support the administration of the Athlete Medical Scheme (AMS). To maintain accurate records of funded athletes, to support sport planning and to report on athlete progress, system performance and investment outcomes. To contribute to de-identified research and system evaluation activities. .
Home Country Sports Institutes (HCSI)	Identity and Contact Data Planning Data Training & Performance Data	Where services are delivered by or transferred to HCSIs, or when athletes move between programmes.

	Health Data Medical Data Lifestyle Data	
UKSI Contractors (cover for UKSI embedded practitioners)	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.
UKSI Suppliers	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.
External Medical Specialists	Identity and Contact Data Health Data Medical Data Lifestyle Data	Referral, second opinions, diagnostics and treatment. .

Education and Career Advice Providers	Identity and Contact Data Lifestyle Data	Performance Lifestyle support (education, career, financial wellbeing).
External Research parties	Deidentified data wherever possible Identifiable data only with informed consent	Research and innovation to support the UK high performance system.
Regulatory Bodies (e.g. UKAD)	As required by law - may include identity, performance, health or medical data	Legal obligations, anti-doping compliance, safeguarding, incident investigations. .

APPENDIX C	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.	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.
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.	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.
3. Right to rectification	You are entitled to have your personal data corrected if it's inaccurate or incomplete.	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).
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.	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.

APPENDIX D: What are the UKSI's lawful bases?

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

Purpose of Processing	Description (Plain English)	Lawful Basis (Article 6 UK GDPR)	Special Category Condition (Article 9 UK GDPR)
Delivering sport science & performance support services	Providing analysis, biomechanics, S&C, psychology, nutrition, performance lifestyle support	Contract – required to deliver agreed services	Provision of health or social care / Performance of a contract with health professionals
Delivering medical services	Diagnosis, treatment, physiotherapy, injury/illness management	Provision of health services (Statutory basis under Article 6(1)(e)/(c) as applicable)	Health or social care (Article 9(2)(h))
Delivering technology & engineering services	Data systems, performance innovation tools, equipment analysis	Contract / Legitimate interests (system improvement)	Where medical/health data is involved: Health care; otherwise n/a
Delivering intensive rehabilitation services	Multi-disciplinary rehab including on-site stays	Contract / Provision of health services	Health or social care (9(2)(h))
Internal & external performance reporting	Internal dashboards, injury/sickness reporting, programme evaluation	Legitimate interests (service management)	Substantial public interest (e.g., safeguarding, integrity of sport) where needed
Sharing knowledge internally	Ensuring practitioners work consistently and safely across teams	Legitimate interests	Where data includes health information → Health or social care
Internal research	UKSI-run research to improve performance, training methods, health outcomes	Scientific research	Scientific research (with de-identification wherever possible)
External research (universities)	Research collaborations to support UK high performance system	Consent (where identifiable data used) or Scientific research (with de-identification)	Explicit consent OR Scientific research (9(2)(j))
Ensuring safe environments	Health & safety, safeguarding, site access, incident reporting	Legal obligation	Substantial public interest (safeguarding; preventing crime)

Purpose of Processing	Description (Plain English)	Lawful Basis (Article 6 UK GDPR)	Special Category Condition (Article 9 UK GDPR)
External specialist medical advice	Referrals for advanced diagnostics or specialist care	Provision of health services	Health or social care
External professional advice and services	Legal, IT, engineering, bespoke technical support	Legitimate interests / Legal obligation	Only if special category data is shared → Legal claims or Health care bases
Communications (appointments, updates)	Direct contact and scheduling with athletes	Contract	n/a
Regulatory compliance	Anti-doping, Care Quality Commission requirements, law enforcement	Legal obligation / Substantial public interest	Substantial public interest / Public health
Quality assurance & audits	Internal audits, external accreditation, CQC inspections	Legal obligation / Legitimate interests	Where health data involved → Health care / Public interest
Reporting/responding to suspected crime or investigations	Disclosures to law enforcement, safeguarding inquiries	Legal obligation	Substantial public interest
Surveys & service feedback	Asking athletes for service evaluations	Legitimate interests	n/a
Athlete Medical Scheme administration	Claim processing, invoice handling, sharing data with BOA administrator	Contract	Health or social care
Education, career & wellbeing support	Delivery of performance lifestyle services	Contract	May involve limited special category data → Explicit consent or Health/social care where relevant
Use of AI assisted tools (with human oversight)	Supporting performance analysis, monitoring, early risk detection	Legitimate interests / Provision of services under contract	If processing health data → Health or social care / Scientific research

Version: 7.0
Date: April 2026

Summary of changes to v7:*Updates to clarify automated ingestion of performance and training data from third-party platforms used by NGBs, central processing within UKSI performance data systems, purpose-limited data retention, and reporting back to authorised NGB practitioners*.