



UK Sport

PREGNANCY **GUIDANCE**

and Support for UK Sport Funded Athletes

Document for Athletes



This guidance has been developed to support Sports Governing Bodies (SGBs) and Athletes throughout the Athlete's pregnancy and post-childbirth. It should be considered as a framework to follow.

This guidance is primarily aimed at UK Sport (UKS) funded SGBs and Athletes, however, it can also be applied to non-Olympic and non-Paralympic sports/disciplines.

There are broader topics relating to pregnancy covered within this guidance and the supporting Appendices, which you may also find useful.

Note: The information contained within this document is for guidance purposes only and whilst UKS make every effort to ensure that the information provided is accurate and up to date it should not be relied upon as a substitute for specialist professional advice tailored to your situation. So far as is permitted by law, UKS does not accept liability in relation to the use of any information contained within this guidance, or third-party information or websites included or referred to within it.



INTRODUCTION

Raising a family and being an elite Athlete should not be mutually exclusive. Having a child dramatically changes your life, and for many parents can give a new meaning too. It is a key milestone in life to be celebrated.

To ensure support is provided for Athletes who wish to have a child whilst they are a member of a high-performance programme, UKS has developed this guidance with the mother and child's welfare at the heart of it. Pregnancy, including pre- and post-childbirth can be physically and mentally challenging for a mother and it's essential that resources and guidance are available for the Athlete and SGBs to best support them and their partner.

UKS recognises the responsibility as a distributor of public funding to ensure that SGBs owe Athletes a duty of care and it is important that their wellbeing and performance are managed effectively during pregnancy and post-childbirth. UKS has created two separate guidance documents, for both SGBs and Athletes.

The aim of this guidance is to provide you with the confidence that your pregnancy will be supported fairly and appropriately by your SGB to ensure the health and safety of you and your baby, and support your return to training and competition post-childbirth.

This guidance document will:

- Provide you with advice about how and when to announce your pregnancy to your SGB
- Recommend a framework which you and your SGB may follow, to ensure a responsible and reasonable approach is adopted during pregnancy and post-childbirth (including return to training and competition)
- Provide guidance relating to your programme membership and Athlete Performance Award (APA) received.

UKS aims to develop further guidance specifically on surrogacy, adoption, egg freezing, IVF, same-sex parents (as examples) and for partners, to signpost Athletes and SGBs to.

UK Sport and Department for Digital, Culture, Media, and Sport (DCMS)

As an arms-length body of DCMS, it is important that UKS considers how policies and decisions impact on the 'Protected Characteristics', of which pregnancy and maternity is included. Please note that whilst this guidance can be applied to any Athlete in receipt of funding from UKS, not all Athletes receive an APA.

This guidance should be considered for Athletes.

Please note that this guidance will be reviewed annually. Should you have any feedback or comments on the guidance, please email pregnancyguidance@uksport.gov.uk.

Should you believe that your SGB has not followed this guidance correctly or if you feel mistreated, UKS recommend contacting the British Athletes Commission (BAC) at support@britishathletes.org.



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OVERVIEW:

- As a funded Athlete, you are encouraged to read and understand your Athlete Agreement and seek support from your SGB or the BAC where necessary.
- It is reasonable for your SGB to set performance targets for when you return to the programme, however, the time it takes for you to meet those requirements will depend on the type of birth delivery and any birth/post-childbirth experiences. For example, recovery times will differ depending on whether the Athlete has experienced a natural vs assisted birth, an uncomplicated pregnancy vs complicated pregnancy and/or multiple births. It is important that you are not pressured to return to training and competition before your body is mentally and physically ready as this can lead to injury (acute and long term), mental and physical illness, and under-performance. Your SGB and Home Country Sports Institute (HCSI) should provide you with guidance on managing this effectively.
- UKS recommend that this guidance and other supporting appendices relating to care and support during your pregnancy are made available to you. You may also access this document and the supporting appendices on the UKS website here: [Athlete Pregnancy Guidance](#).
- The English Institute of Sport (EIS) and Sport Scotland Institute of Sport (SIS) have services known to UKS, which are set out below:
 - SmarTHER is a multi-disciplinary team whose role is to support the optimal health and performance of female elite Athletes by education, delivery of services, and innovation. You may also wish to sign up to the SmarTHER newsletter, published each month. Please contact smarther@eis2win.co.uk.
 - The SIS operates a Female Athlete Performance working group – a multi-disciplinary team of practitioners who work together to develop support for female Athletes. Please contact femaleathletehealth@sisport.com.
- Your programme induction may encompass education on female Athlete health, delivered by your respective HCSI, but if you feel you require further support specifically on pregnancy it is advised that you speak with your SGB medical and support team, and HCSI.

INFORMING THE SGB:

- It is your responsibility to inform an SGB staff member as early as possible when you are pregnant as this will protect the safety and wellbeing of you and your baby. It is your choice as to whether you confirm verbally or in writing. You will have a designated point of contact (POC) at your SGB to inform first of your pregnancy. If you are unsure who this person is, please speak to your Performance Lifestyle Practitioner in the first instance.
- As soon as you have informed your POC of your pregnancy, it is strongly encouraged that you speak with your SGB doctor as early as possible to discuss the risks of training and/or competing whilst pregnant. You should be aware that failing to announce your pregnancy to your SGB is at the risk of your health and that of your baby.
- There are clauses within the Athlete Agreement template provided by UKS and we would suggest you review these and make yourself aware of the obligations to notify.
- It is advised that you notify your medical and support team early in your pregnancy as the risk of miscarriage (**✈Miscarriage - NHS**) in the first trimester (this risk decreases in the second trimester) may be reduced by appropriate awareness and changes to training (e.g. the type of training), as well as other considerations such as nutrition. It is also likely that you will have symptoms of pregnancy early on (in the first trimester) therefore you and your SGB need to recognise these (**✈Signs and symptoms of pregnancy - NHS**).
- Your SGB medical and support team (if this is not available, please contact your HCSI) will be able to determine who the appropriate external experts may be to support you throughout your pregnancy. It is recommended that you seek support from within the high-performance community before looking elsewhere as this will ensure that you are provided with an updated Individual Athlete Development Plan (IADP).
- If you are a para-Athlete, your SGB or HCSI should consider any additional support you may need during your pregnancy and post-childbirth and be willing to discuss this with you.

- It is recommended you request a MAT B1 certificate (issued after 20 weeks of pregnancy by your GP or midwife), e.g. if you are employed outside of being a funded Athlete. Note that it is your choice to have a scan **✈20-week scan - NHS**. You may also wish to provide your SGB with your MAT B1 certificate.
- The utmost sensitivity and care should be given to you upon notification of your pregnancy to your SGB member of staff. Your pregnancy should always remain confidential, unless you provide consent for it to be shared, or if a risk to you and your baby has been identified.
- Where there is an identified risk to you or your baby, steps should be taken to remove or reduce the risk. If this is not possible, an alternative IADP should be developed. It is important that you understand why additional Athlete Support Personnel (ASP) need to be informed as confidentiality regarding your pregnancy should always remain unless there is an identified risk to you and your baby. Please note this decision may vary between SGBs.
- It is therefore important that the communication of your pregnancy (both internally and externally) is mutually agreed with your SGB and that you are ready to share your news with team-mates more publicly.

Key Takeaways

1. Understand your Athlete Agreement responsibilities and obligations and inform your SGB of your pregnancy as soon as possible to mitigate any risks
2. Your IADP may need to be adapted based on any identified risks
3. Provide consent for your pregnancy to be shared

Training and Competition



- Once you have announced that you are pregnant and given consent to share this information, an initial meeting should take place between your Performance Director, Chief Medical Officer (CMO) (HCSI Doctor if CMO is unavailable) and your main coach/personal coach to discuss and agree an appropriate IADP for the remainder of your pregnancy. It is recommended that relevant members of your support team attend this meeting, e.g. Performance Lifestyle Practitioner, Performance Psychologist, Strength and Conditioning Coach or Physiotherapist. You may also wish for your partner to attend.
- It is your responsibility to liaise with your SGB and the relevant support staff (in advance) regarding any care and midwife appointments during your pregnancy. Should you need to take time away from training and competition. This should be permitted without question.
- Each pregnancy will differ and your planned approach to training and competition will also vary depending on how you are feeling during your pregnancy. Frequent informal reviews are therefore expected.
- It is advisable for you to seek expert medical advice from your SGB doctor in conjunction with an Obstetrician GP or other suitably qualified professionals outside of your SGB throughout your pregnancy, to ensure any training and competition risks can be managed appropriately. Your midwife and GP will monitor the development of your baby and your overall health and providing there are no complications, your SGB doctor may advise on appropriate training and competition.
- When adapting your IADP, a risk assessment (see Appendices A and B) should be conducted to consider sport-specific and contextual risks. It is advised that your obstetric care providers are consulted when planning your IADP. Your risk assessment should be ongoing throughout your pregnancy and updated regularly and completed post-childbirth. Should your SGB require guidance on completing this, they are advised to contact their local HCSI or Health and Safety Executive.
- This is particularly important for managing risks if you are training or competing abroad (e.g. it is recommended airline and travel insurance policies are reviewed to establish how safe it is and what cover is provided respectively, particularly when you are nearing the end of your pregnancy).

Key Takeaways

1. After informing your SGB, consider who should attend the initial meeting
2. Inform your SGB of any care and appointments during your pregnancy, in advance
3. Ensure a risk assessment is conducted when adapting your IADP
4. Understand the implications of you training and competing abroad whilst pregnant



DURING PREGNANCY

- Your SGB should offer you the opportunity to invite a partner, friend, relative or other suitable person (e.g. HCSI support staff or the BAC) to accompany you to any SGB meetings relating to your pregnancy.
- It is recommended that your main/personal coach proactively checks in with you during your pregnancy, and a conversation should take place between you and your SGB to determine how this will work, and what communication methods would be most suitable (e.g. in person, phone, text, email).
- To ensure you continue to feel engaged with the programme (if you are no longer training), there may be alternative roles which you may wish to discuss with your SGB (e.g. an ambassadorial role or supporting the coaching team). Equally, this may involve you watching training or attending a meeting in person/online. This attendance will help to minimise any concerns you have about returning to the programme and provide you with the opportunity to discuss any concerns.
- You may also wish to sign up to antenatal classes through the  NHS (free) and/or the National Childbirth Trust  (NCT). As well as providing education and preparation for the birth, these classes provide good opportunities to form friendships. It is important that you are aware that the UKS Personal Development Award (PDA) may be used to cover these costs.
- A proposed timeline for returning to training and competition may be put in place prior to giving birth (this may be adapted based on how you are feeling and once your intent to return is clear). By agreeing this timeline pre-childbirth, it will minimise miscommunication between you and your SGB post-childbirth and you will be aware of when you are expected to engage with your SGB. You are encouraged to take notes at all meetings you attend with your SGB, and your SGB should also provide you with a record of what was discussed during every meeting. This timeline should be adaptable and reviewed at appropriate intervals, e.g. if your pregnancy becomes complicated or you experience challenges with your pregnancy.
- You and your SGB may also discuss your plans post-childbirth (e.g. childcare, approximate timings of when you plan to come back, etc.). It would be reasonable for you to notify your SGB 12 weeks (or earlier if you want to return sooner and have been 'signed off' by your SGB doctor) in

advance of your return to training. If possible, this should also be tied in with you speaking to a female Athlete health specialist and physiotherapist. The EIS has a network of pelvic health physiotherapists based all over the UK, which you should be encouraged to access.

- It is recommended that you discuss with your SGB undertaking a pelvic health screen during your pregnancy, as this may influence your ability and time to return to training post-childbirth and reduce the risk of pelvic trauma during the delivery of your baby.
- Your SGB should proactively discuss with you the support mechanisms for when you return to training and competition (e.g. childcare arrangements around travel, training and competition, breastfeeding, training sessions, any post-childbirth consultations, and frequency of communication). Should you have any questions specifically on this, please contact pregnancyguidance@uksport.gov.uk or your HCSI.

Key Takeaways

1. Ensure frequency of communication with your SGB is mutually agreed
2. How will you remain engaged with your SGB throughout your pregnancy?
3. Do you have a proposed timeline post-childbirth including returning to training?

Training and Competition

- Once a training plan is in place, regular communication should be maintained between you, your main/personal coach, Performance Director, and other ASPs up until the birth, so your mental and physical health can be supported. A clear timeline of events of what you and your SGB expects during your pregnancy should be agreed.
- Should there be a concern that your participation in training or competition presents a risk to you or your baby, your SGB must discuss with you how to manage this risk effectively.
- In some cases, your SGB may wish to seek external advice from a pregnancy health expert or contact your respective HCSI (as stated in the Overview section) for further guidance.

- It is the responsibility of both you and your SGB to adapt your IADP as necessary, and this may be informed by guidance provided by your female Athlete health representatives. **All parties should remain flexible and accept that things may change over the course of your pregnancy.** SGBs are encouraged to collaborate with HCSIs (they will signpost) to ensure both you and your SGB understand the impact of your pregnancy on your health and performance.
- The physical demands on the body during pregnancy will vary, and each Athlete's body will adapt differently. It is therefore essential that a mutually agreed IADP for your return to training and competition is in place. After nine months post-childbirth your potential should be assessed and confirmed to UKS to continue to access your APA, but it is important to note that this assessment should indicate your future medal potential and not necessarily performance outcomes. Medical and physiological experts (e.g. SGB doctor) must contribute to this IADP, which is then signed off and communicated to you in writing.

Key Takeaways

1. Has an ongoing risk assessment been completed?
2. Has your IADP been adapted?
3. After 9 months post-childbirth, your potential rather than performance outcomes should be assessed

Additional Support:

It is recommended that you check what financial and other support you may be eligible for via [the Government](#) throughout your pregnancy and post-childbirth.

This includes, but may not be limited to the following:

- Free prescriptions and NHS dental treatment
- Sure Start Maternity Grant
- Healthy Start Vouchers (England, Wales and Northern Ireland). If you live in Scotland you cannot get Healthy Start. You can apply for Best Start Foods instead
- Child Benefit
- Tax-free Childcare.

This is detailed further in Appendix C.



POST-CHILDBIRTH/ RETURN TO TRAINING

- It is important that you still feel included within the programme throughout your pregnancy and post-childbirth. This should be on your terms (you may for example wish to initially have 'Walk and Talk' meetings with your main/personal coach or another ASP). Consider how frequently you check in with your main/personal coach, and whether you would like to be invited to programme events, e.g. updates on the programme, selection, and funding meetings. It is however anticipated that you will engage with your SGB within three months post-childbirth.
- It is recommended that your Performance Director and all relevant ASPs have regular 'check ins' post-childbirth, so that appropriate performance planning and review processes can resume within an agreed and appropriate timeframe to support your health and performance.
- Initially, it may be more appropriate for your main/personal coach to check in with you, and for you to contact other ASPs as and when required. It is appropriate for you and your SGB to monitor:
 - Your health and wellbeing, and appropriate levels of training/return to fitness post-childbirth
 - Your intent to return to the sport and programme. As described in the APA Policy Framework, this intent should be discussed and confirmed no later than six months post-childbirth
 - Whether you are engaging in any training, and if so, assess your commitment and/or progress against your IADP
 - Your training/life balance as an Athlete and as a parent
 - The role of your partner (if applicable) and whether they are also an Athlete/on a funded programme, and how this will be managed.
- Once you have been signed off by your midwife and SGB or HCSI doctor, it is recommended you continue to work with your SGB or HCSI doctor and the appropriate ASP to ensure you have the support needed to return to training and competition safely.
- You and your SGB should both be aware that your nutritional wellbeing can have a significant impact on your physical and mental health (see Appendix

D), as well as your baby, particularly if you are breastfeeding. It is suggested that dietary requirements are discussed with your HCSI nutritionist.

Key Takeaways

1. How frequently would you like to engage with your SGB post-childbirth?
2. Ensure you have been 'signed off' to return to training and competition

Training and Competition – Supporting the Athlete's return

- It is important that you acknowledge and respect what your body has been through during your pregnancy and birth before returning to training and competition.
- Being a mother may be a new experience for you, and how you balance both roles will require flexibility.
- Your updated IADP will activate once you, your SGB, midwife and SGB doctor are satisfied you can resume training, evidenced by a risk assessment completed during pregnancy and post-childbirth. It is recommended that you have:
 - Been discharged by the NHS post-natal maternity team (the timeframe on this will depend on the birth, any complications, multiple births, premature birth for example)
 - Communicated with your SGB whether you have experienced any complications during childbirth
 - Confirmed whether you have been referred to any specialists (urogynae nurse or pelvic health physiotherapist) before resuming training.
- The timeframe by which Athletes return to the same level of training and competition pre-pregnancy must be considered on a case-by-case basis, as no one case will be the same. **You should however signal your intent within six months post-childbirth, and at nine months your potential should be assessed and confirmed to UKS, for you to continue to access your APA.**

- For effective rehabilitation post-childbirth, a strength and conditioning programme and an adapted IADP to suit your needs (whilst considering the necessary childcare) should be discussed and implemented.
- It is recommended that a multi-disciplinary approach is adopted with your main/personal coach, strength and conditioning coach, and your physiotherapist (including a pelvic health physiotherapist) to adapt your IADP. A pelvic health physiotherapist will recommend the correct type of exercises for you. The EIS SmarHER team have a pelvic health physiotherapist referral network that your SGB/HCSI doctor can refer you to if required, and you will be able to access this service through the Athlete Medical Scheme (AMS).
- Prior to your return to training and competition you may wish to speak with your SGB regarding the following topics:
 - The extra support you may need from your SGB
 - Appropriateness and implications of bringing your baby to training and/or competitions (especially if you are away for long periods of time)
 - Breastfeeding and a breastfeeding friendly environment (if you have chosen to do this) whilst at training
 - Your training schedule being adapted to suit your baby's feeding times, or whether you will need to consider other options (expressing and storing milk for your baby whilst you are training)
 - Your initial routine for your baby (including sleep and feeding time).
- It is important that your SGB discusses your expectations of support with you to determine how these can be accommodated.

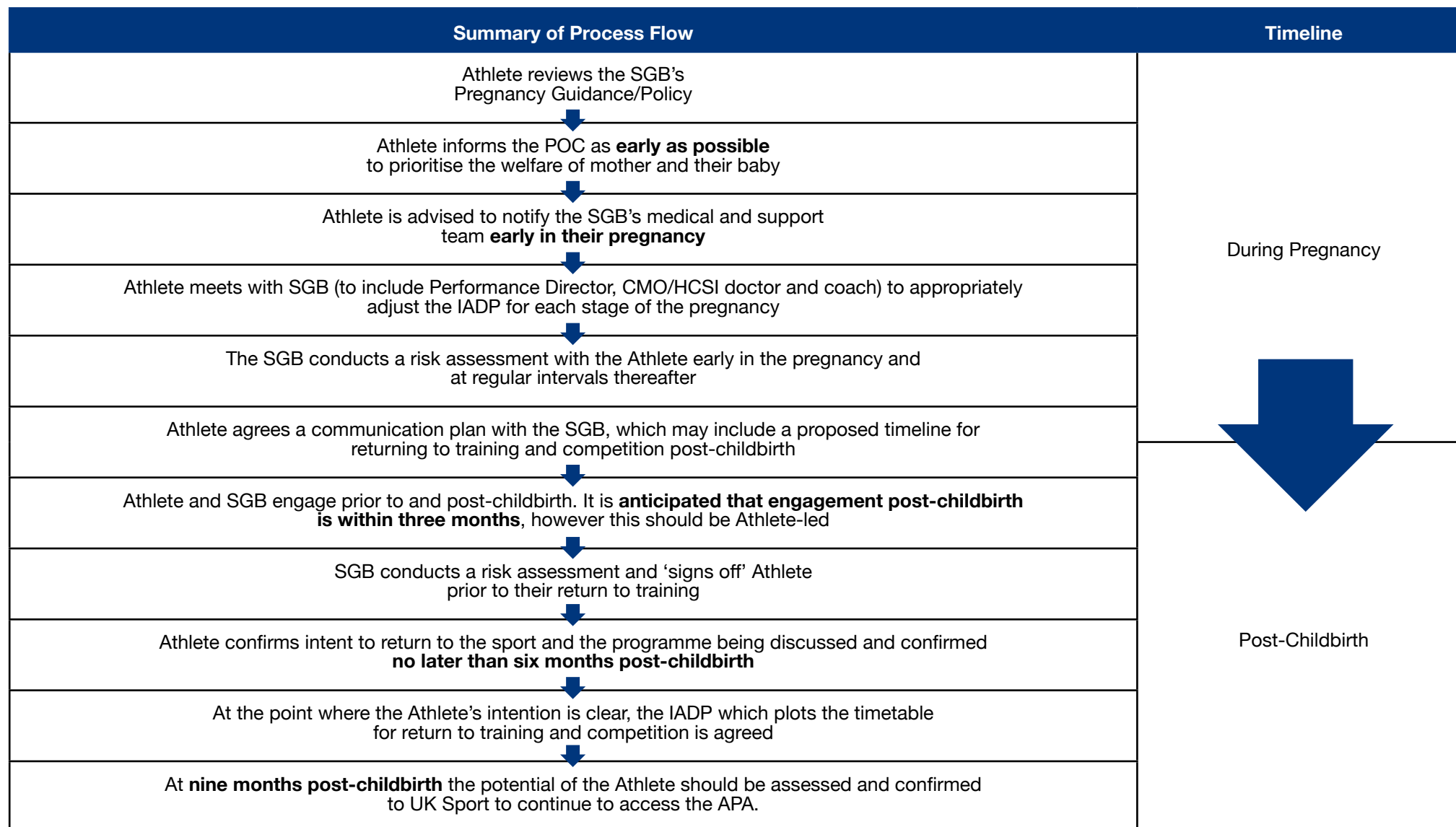
Key Takeaways

1. Acknowledge how your pregnancy and lifestyle has impacted you
2. Ensure your adapted IADP is supported through a multi-disciplinary approach
3. Consider what additional support you need from your SGB

Do you require this guidance in the Welsh language or other formats, e.g. large print/Braille? To order these please email pregnancyguidance@uksport.gov.uk



SUMMARY OF PROCESS FLOW



APPENDICES

The information contained within this document is for guidance purposes only and whilst UKS make every effort to ensure that the information provided is accurate and up to date it should not be relied upon as a substitute for specialist professional advice tailored to your situation. So far as is permitted by law, UKS does not accept liability in relation to the use of any information contained in this guidance, or third-party information or websites included or referred to in it.

APPENDIX A:

Pregnancy Risk Assessment for SGBs

Disclaimer: Please note that this form is a template Risk Assessment for SGBs to review and adapt as appropriate. It is the SGB's responsibility to ensure that a Risk Assessment meets their needs.

This form is to help SGBs manage the health and safety of pregnant athletes and new mothers on funded programmes.

The risk assessment should be reviewed regularly to monitor changes and specific health issues.

Athletes who are new or expectant mothers may also wish to complete their own risk assessment if self-employed and share their findings with their SGB to agree on specific measures to maintain their health.

What is a Risk Assessment?

You are not required to be an expert on risk assessment; however, you will need to:

- **Identify** what could cause injury or illness – these are the hazards
- Determine the **likelihood** that the hazard could cause harm or serious injury – this is the risk
- Take **action** to eliminate the hazard, or to control the risk.

These are particularly important when assessing the Athlete's training and/or competition environment. It is your responsibility as the SGB to ensure a duty of care to your Athletes throughout their pregnancy and post-childbirth.

- The risks specified in this document are ones which are reasonably foreseeable. Recommendations from a GP or midwife must feed into this.
- Where uncertainty exists over any risks, then further advice should be sought from the Health and Safety Executive or a qualified medical practitioner within a HCSI.
- It is recommended that you discuss potential risks with the Athlete and any concerns they may have. This open dialogue will encourage early reporting of any issues.
- Please notify UK Sport (pregnancyguidance@uksport.gov.uk) when the Athlete informs you that they are pregnant and confirm that you have completed the Risk Assessment Form.
- A copy should be sent to the Athlete for their records. This should not be shared with UKS.

PREGNANCY RISK ASSESSMENT TEMPLATE

Name of Athlete:		
SGB:		
Sport/Discipline:		
Name of SGB staff member:		
Signature of Athlete:		
Signature of SGB staff member:		
Date of Risk Assessment:		
Is this the first assessment for this pregnancy?	Yes/No	Reference*:
Has the Athlete taken part in this assessment?		

* There is a responsibility for SGBs to monitor the Athlete's pregnancy as it progresses, in addition to when the Athlete returns to training and competition post-childbirth.

Risk	Yes	No	Control Measures
Movement and Posture			
Does the athlete's training and competition involve awkward twisting or stretching?			
Does the athlete need to stand for long periods, for example, more than two to three hours without a break?			
Does the athlete need to sit for long periods, for example, more than two to three hours?			
Does the athlete's training and competition involve restrictions in space? If yes, will these cause more restricted movement as the pregnancy develops?			
Will the athlete be exposed to any shocks or vibrations?			

Risk	Yes	No	Control Measures
Manual Handling			
Will the Athlete be twisting, stooping, or stretching to lift objects?			
Will the Athlete be lifting, pushing, or pulling heavy loads?			
Will the Athlete be rapidly and repeatedly lifting (regardless of weight)?			
Will the Athlete be lifting objects that are difficult to grasp or awkward to hold?			

Risk	Yes	No	Control Measures
Training and Competition related stress			
Will the Athlete be expected to train and compete for periods of long hours?			
Does the Athlete have flexibility to adapt their IADP?			
Will training and competitions involve very early starts or late finishes?			
Will the Athlete be training or competing alone?			
Have measures been put in place at all training and competition facilities (inc. toilets) to minimise slips, trips and falls?			

Risk	Yes	No	Control Measures
Training and Competition related stress			
Are there any tasks which are known to be particularly stressful?			
Are teammates and ASP supportive towards the pregnant Athlete?			
Is the Athlete aware of what to do if they feel they are being bullied or victimised?			
Has this risk assessment considered any concerns the Athlete has about their own pregnancy?			

Risk	Yes	No	Control Measures
Extremes of cold or heat			
Does training or competition involve exposure to temperatures that are uncomfortably cold (below 16°C) or hot (above 27°C)?			
If clothing is provided against the cold, is it suitable for the pregnant Athlete?			
Is the Athlete exposed to cold draughts even when the average temperature is acceptable?			
Are there arrangements for sufficient breaks and access to hot or cold drinks, and snacks?			

Risk	Yes	No	Control Measures
Training at height			
Does training or competition involve a lot of climbing up and down, including the use of steps or ladders?			
Does training or competition involve lifting, or carrying items up or down, including the use of stairs or ladders?			
Does training or competition involve being at altitude or an environment that replicates this?			

Risk	Yes	No	Control Measures
Training or competition related violence (Violence and the fear of harm to the baby can increase the risk of miscarriage, premature birth, and problems with breastfeeding)			
During training or competition in all combat sports e.g. boxing, taekwondo, judo, what are the specific control measures and equipment in place to protect the Athlete and their baby. Please detail these and the agreement of use, in the Control Measures box			
Is support available should the Athlete be threatened or abused by teammates or ASP?			
Are teammates and ASP aware of the added risks posed by violence to pregnant women?			

Risk	Yes	No	Control Measures
Welfare			
Is there somewhere quiet for pregnant Athletes to rest or lie down?			
Are toilets easily accessible and Athletes given sufficient breaks?			
Is there a clean and private area to express breast milk?			
Is there a safe place for Athletes to store expressed milk?			
What support is in place for the Athlete should they experience pre- or post-natal depression?			

Risk	Yes	No	Control Measures
Covid-related			
Is the Athlete under 28 weeks' gestation?			
Does the Athlete have any underlying health conditions such as heart or lung disease? (Refer to current Government guidance for at-risk conditions)			
Is the Athlete required to wear a face covering, which may impact on breathing?			

Risk	Yes	No	Control Measures
Emergency Evacuation			
In a training and competition environment, are there different evacuation procedures for a pregnant Athlete?			
Does the pregnant Athlete require a PEEP (Personal Emergency Evacuation Plan)?			
Has the Athlete been allocated a buddy for evacuation?			

Risk	Yes	No	Control Measures
Other			
Will the Athlete be exposed to any other risks which have not been highlighted above? Additional risks should be added to the appropriate section or below (within this 'Other' section)			
Comments (include confirmation of any changes adopted or new control measures introduced)			

APPENDIX B:

Risk Assessment Considerations

The below information has been provided by the British Safety Council and will help to ensure the Risk Assessment assessor understand why each question within the Risk Assessment is being asked.

The Risk Assessment assessor may also wish to familiarise themselves with the following information provided by the NHS too: [Keeping well in pregnancy](#)

Problem — working conditions	Nature of the risk
Movement and posture	<p>A variety of factors linked to pace of training and competition, rest breaks, training and competition area can be involved.</p> <p>Hormonal changes during and shortly after pregnancy affect ligaments and can increase chances of injury.</p> <p>Postural problems may get worse as pregnancy advances.</p> <p>Standing in one position for long periods can cause dizziness, faintness, fatigue. It also increases the chances of premature birth or miscarriage.</p> <p>Sitting for long periods increases the risk of thrombosis.</p> <p>Backache is also associated with long periods of standing or sitting.</p> <p>Confined space may be a problem particularly in the latter stages of pregnancy.</p>
Manual Handling	<p>The hormonal changes in pregnancy increase the risk of manual handling injuries.</p> <p>Postural problems can also increase as pregnancy progresses.</p> <p>There may be risks for mothers who have recently given birth.</p> <p>Breastfeeding mothers may have problems associated with increased breast size and sensitivity.</p>

Problem — working conditions	Nature of the risk
Training and competition time	Long hours can affect the health of pregnant mothers and can disrupt breastfeeding.
Training or competition-related stress	New and expectant mothers can be vulnerable to stress due to hormonal, psychological and physiological changes during pregnancy. Additional stress may occur if the woman has reason to be anxious about their pregnancy.
Extremes of cold or heat	Pregnant mothers are less able to tolerate heat or extreme cold.
Training at heights	Because of the risk of fainting and high blood pressure, it is hazardous for pregnant mothers to train/compete at heights.
Training or competition-related violence	Violence and the fear of violence can increase the risk of miscarriage, premature birth, and problems with breastfeeding.
Welfare issues	Rest facilities: rest is particularly important for new and expectant mothers. Hygiene: easy access to toilets is essential to protect against risks of infection and disease. Storage facilities: appropriate arrangements for expressing and storing breast milk are needed for breastfeeding mothers.

APPENDIX C

Pre, During Pregnancy and Post-Childbirth Resources

Please see below for a list of useful links to apps, Instagram pages, podcasts, and websites pre-birth, during pregnancy and post-childbirth, which have been gathered by UKS as part of their ongoing research in this area.

UKS hope this Appendix will grow and develop over time. Please email pregnancyguidance@uksport.gov.uk if you have any resources to add to the list below. UKS aim to review this Appendix annually, to establish whether the content is still relevant and to consider additional resources to include.

These links and resources are being provided as a convenience and for information purposes only. They do not constitute an endorsement or an approval by UKS of any of the products, services, or opinions of the organisation or individual. UKS bears no responsibility for the accuracy, legality, or content of the external site or for that of subsequent links. Contact the external owners for answers to questions regarding its content.

UKS recommend that you speak with your SGB doctor, your HCSI or your Performance Lifestyle Practitioner regarding further useful resources, which are more relevant to the Athlete population.

Pre-Birth

Charities:

➤ [Pregnant Then Screwed](#) (Website)

and ➤ [@pregnant_then_screwed](#) (Instagram)

Charity lead by women with lived experience of pregnancy and maternity discrimination.

The work they are doing has a positive impact on women and their families because so many women tell them that they were there for them when they felt their world was falling apart.

They also have a helpline which you can call: 0161 222 9879

Their helpline advisers will do their best to support you with your query but in certain circumstances, they may need to refer your call to our legal advice line for further support.

➤ [MIND](#) (Website)

Provides information about maternal mental health.

Provide support for perinatal and postnatal mental health problems, including possible causes, treatments and support options.

Also has information for friends and family, including support and advice for partners.

MIND's Free helpline number is: 0300 123 3393.

🚩 **PANDAS** (Website)

PANDAS is a community offering peer-to-peer support for you, your family and your network and a charity with a mission: 'To be the UK's most recognised and trusted support service for families and their networks who may be suffering with perinatal mental illness, including prenatal (antenatal) and postnatal depression.

Their aim is to make sure no parent, family or carer feels alone. They have a variety of support services available to ensure help is delivered in a way that is right for you. No one suffering any form of mental illness should feel they're on their own.

They only offer motivational and positive content through their social media channels, which adds to our value for parents who need their help the most.

They have a team of trained and dedicated volunteers, many of whom are studying and/or working within healthcare, midwifery or health services.

The free helpline number is: 0808 1961 776.

🚩 **Tommy's** (Website)

Tommy's host a midwife-led hub which covers everything you need to know about having a safe and health pregnancy from conception to birth.

🚩 **Create Fertility** (Website)

CREATE Fertility are the UK's number one Mild and Natural IVF specialists.

They provide women-friendly treatment that delivers better health outcomes for mothers and babies. Their pioneering approach focuses on the quality of eggs, not the egg quantity.

During Pregnancy

Tracking your Pregnancy:

🚩 **Bounty Pregnancy, Birth and Baby** (App)

This app is available on Apple and Android phones.

From the best known parenting club, use the award-winning, bump-to-baby Bounty pregnancy and parenting app for:

- Practical advice on health, preparing for baby, best buys, birth and more
- Connecting to your local NHS hospital to access leaflets and advice
- Collecting your FREE Bounty packs
- Day by day articles and updates for you and your baby
- Organising your appointments, baby shopping list and midwife details
- Womb with a view and actual baby foot size tracker
- Exclusive vouchers on top brands.

🚩 **Ovia Pregnancy** (App)

This app is available on Apple and Android phones.

Watch your baby grow, log your symptoms and learn what to expect week by week.

Tracks your weekly progress, allows you to learn more about your baby's development, and countdown to your due date.

🚀 **Peanut** (App)

This app is available on Apple and Android phones.

Provide a safe space for mothers, expectant mothers and those trying to conceive to build friendships, ask questions and find support in.

Introducing you to women nearby who are at a similar stage in life, Peanut provides access to a community of women who are there to listen, share information and offer valuable advice.

Whether it's understanding IVF, adoption, pregnancy, first years or nursery and beyond, Peanut is a place to connect with women like you.

Pregnancy Education:

🚀 **At Your Cervix** (Podcast)

At Your Cervix is a podcast dedicated to pelvic health. Pelvic health issues such as incontinence, pelvic pain or sexual dysfunction can affect both men and women. Shrouded in stigma, these issues are often poorly understood and considered embarrassing and taboo.

As a result, there is often a delay in accessing help. Grainne Donnelly and Emma Brockwell are two pelvic health physiotherapists on a mission to myth bust, empower and educate the public and non-specialised health and fitness professionals about pelvic health. Join them as they converse honestly and authentically with a variety of interesting guests on the taboo topics' others don't discuss.

🚀 **What to Expect When You Are Expecting by Heidi Murkoff**

(Book – 5th Edition)

What to Expect When You're Expecting answers every conceivable question expectant parents could have, including dozens of new ones based on the ever-changing pregnancy and birthing practices, and choices they face.

Advice for partners is fully integrated throughout the book.

🚀 **The Positive Birth Company** (Website)

🚀 **@thepositivebirthcompany** (Instagram)

Founded in 2016 by Siobhan Miller, The Positive Birth Company is on a mission to support people as they embark on the most exciting journey of their lives: parenthood.

The PBC is committed to empowering women, birthing people and birth partners around the world to create positive experiences from conception through to birth and the postpartum period with their unique, accessible and fully comprehensive approach to prenatal, antenatal and postnatal education.

🚀 **Pregnancy Confidential** (Podcast)

A series of 32 podcasts designed to be accessed weekly by expectant mums.

Hosted by editors from Parents and Fit Pregnancy and Baby magazines, each 10-20-minute podcast walks listeners through the physical, emotional and/or lifestyle markers of that week of pregnancy.

🚀 **Truly Happy Baby...It Worked for Me: A practical parenting guide from a mum you can trust by Holly Willoughby** (Book)

This book is to help you find out what will work for you and your baby. Holly has included all the information and friendly advice she wished she had been given before she became a mum for the first time, alongside the routines, shortcuts and tips that worked for her.

🚩 **Made by Mamma's** (Podcast)

TV Presenter and Radio Broadcaster Zoe Hardman combined with Georgia Dayton bring their mummy blog to life as they discuss the baby brands they love, the products they swear by and the experiences they've been through during the first years of motherhood.

Each episode sees Zoe and Georgia chat to a famous face or an expert in their field on a host of topics ranging from pregnancy to sleep to activities to do with little ones and so much more.

🚩 **Why Did No One Tell Me? By Emma Brockwell** (Book)

For too long, women have been told that debilitating conditions following pregnancy are normal, to be expected, and something to just put up with.

Emma Brockwell is on a mission to change this. Having been through two difficult pregnancies herself, Emma combines her expertise as a specialist women's health physiotherapist with personal experience to create a warm, honest, informative and essential handbook to help pregnant women and new mums take control and care for their changing bodies.

Find out how to: Protect your pelvic floor, heal effectively from birth – both vaginal deliveries and caesarean sections, tackle common – and treatable – post-birth problems, exercise safely after birth.

🚩 **BabyCentre** (App and Website)

This app is available on Apple and Android phones.

The BabyCentre vision: A world of healthy pregnancies, thriving children and confident parents.

BabyCenter is the world's number 1 digital parenting resource, with information and support that reaches more than 100 million people monthly.

BabyCentre provides useful updates on what to expect at every stage of pregnancy, in addition to when your baby grows into a toddler and you are experiencing something new for the first time.

Aptaclub Ireland (Website and You Tube Channel)

🚩 www.aptaclub.ie and 🚩 www.youtube.com

Their team of experts are here to support you on the exciting journey from pregnancy to toddlerhood.

You can join Aptaclub for week by week pregnancy development updates tailored to your stage and emails packed full of helpful tips, recipes and more from a team of midwives, nutritionists and mothers.

🚩 **Expecting Twins? (One Born Every Minute): Everything You Need to Know About Pregnancy, Birth and Your Twins.** (Book)

The book describes the fascinating ways that identical and nonidentical twins are conceived, how your pregnancy might develop and how to deal with the symptoms and other problems associated with a twin pregnancy.

There is up-to-date information on current antenatal tests and how they are performed when two babies are being carried. The book fully illustrates how your babies may present in the womb and how this can affect your options of delivery, as well as the birth itself.

Many expectant mothers worry about how they will feed two babies; the book provides all the information to enable a mother to understand her options fully.

The authors also advise on whether the babies should sleep together or apart, how to manage getting out and about and how to look after yourself in this busy time. Case studies from real parents and medical advice from twin consultants make this a practical, emotional and professional guide to support you in this joyous yet overwhelming time.

🚩 **The Baby Academy** (Website)

Deliver Live Online Classes for expectant parents across the UK, all delivered on our tailored and interactive platform, where you can ask questions in real-time.

A number of classes on the Baby Academy website are free for you to access.

🚩 **Emma's Diary** (Website)

Emma's Diary believe that being a new mum is the best thing ever but they know it can be a time for questions and seeking reassurance, which is where they can provide a supportive hand.

Pregnancy, birth and motherhood opens a whole new world of emotions, wonder and options, with every mum's journey being unique to them.

Over the past 27 years, Emma's Diary's mission has been to make sure that every mum-to-be and new parent has the information and tools needed to provide you with the support to make those important decisions.

At Emma's Diary they are there to support every mum through her amazing, personal experience of pregnancy, birth and early motherhood.

🚩 **How to Grow a Baby and Push it Out: Your no-nonsense guide to pregnancy and birth by Clemmie Hooper** (Book)

Everything you wanted to know but were too embarrassed to ask – a guide to pregnancy and birth straight from the midwife's mouth.

🚩 **The Positive Birth Book: A New Approach to Pregnancy, Birth and the Early Weeks by Milli Hill** (Book)

Challenging negativity and fear of childbirth and brimming with everything you need to know about labour, birth, and the early days of parenting, The Positive Birth Book is the must-have birth book for women of the 21st century.

Wellbeing:

🚩 **Jennis Pregnancy Programme** (App)

Available on Apple and Android phones.

Subscription of 1, 3, 6 or 12 months.

Jess Ennis-Hill, mum of two and Olympic gold medallist, has created the Jennis fitness app to help you great results in short amounts of time.

All Jess's pregnancy fitness app workouts have been created by Jess and her physio team to help you have the best possible pregnancy.

Jennis Fitness app Pregnancy Programme includes:

- Workouts that automatically update to suit your trimester and due date
- Trimester-specific pregnancy workouts – designed by expert physios to suit your changing body and growing bump
- Pregnancy ache and cramp-relieving exercises
- 5-min arm, bum and leg workouts
- Access to Jess's team for all your pregnancy fitness questions.

🚩 **Kim Perry Co** (Website)

Pre-natal and post-natal fitness specialist.

Created fitness programmes to inspire and motivate new and soon-to-be mothers to live a happy, healthy life through time-saving workouts and energy-boosting shifts.

The workouts are designed for you to stay fit throughout your pregnancy and motherhood without the worry of childcare, gym memberships or complex fitness programs.

📌 **Lucy Flow: Pregnancy, Birth and Beyond** (App)

📌 **@lucyflow_yogabirth** (Instagram)

Lucy is a yoga teacher specialising in childbirth preparation, and is also qualified in fertility yoga, pregnancy yoga and postnatal yoga.

Lucy aims to educate expectant mothers about birth with her free social media content and talks (Instagram: 📌 **@lucyflow_yoga**) and she also runs an online Yoga for Birth course that you can do at home to work around your training and competition schedule, and energy levels.

📌 **Active Pregnancy Foundation** (Website)

Women often face criticism if they continue an active lifestyle, and many are told to 'take it easy'. They also know that there is little consistent advice and support for women who wish to stay active, especially those from poorer socio-economic backgrounds. They intend to change this.

Their aims are to remove traditional barriers and social stigmas, ensuring there is easily accessible provision in expertise, information and support for women who choose to be active throughout pregnancy and motherhood.

As a charity the Active Pregnancy Foundation intends to normalise active pregnancies. So join their movement and help them to change our culture, and improve the future health of our nation.

📌 **Squeezy** (App)

This app is available on Apple and Android phones.

Squeezy is the multi-award-winning app supporting people with their pelvic floor muscle exercise programmes.

Designed by chartered physiotherapists specialising in women's and men's pelvic health. Recommended by the NHS Apps Library. Available for £2.99 on iPhone and Android.

📌 **Women in Sport: Pregnancy and Exercise** (Podcast)

WIS chat to Olympian and retired GB hockey player Alex Danson, Trustee and ultramarathon runner Sophie Power, and Emma Brockwell, a specialist women's health physiotherapist, about getting active during pregnancy and how to get back to exercise after giving birth.

Hypnobirthing:

📌 **Hypnobirthing: Practical Ways to Make Your Birth Better by Siobhan Miller** (Book)

Expert hypnobirthing teacher and founder of The Positive Birth Company Siobhan Miller has made it her mission to change the way women around the world approach and experience birth. Through her teaching she seeks to educate and empower women - and their birth partners - so that they can enjoy amazing and positive birth experiences, however they choose to bring their babies into the world.

In this book, Siobhan debunks common myths about hypnobirthing and explains why she believes it can make every type of birth a better experience - from a water birth at home to an unplanned caesarean in theatre.

So, what is hypnobirthing? Essentially, it's a form of antenatal education, an approach to birth that is both evidence-based and logical. Hypnobirthing certainly doesn't involve being hypnotised; instead, it teaches you how your body works on a muscular and hormonal level when in labour and how you can use various relaxation techniques to ensure you are working with your body (rather than against it), making birth more efficient and comfortable.

📌 **Mindful Hypnobirthing: Hypnosis and Mindfulness Techniques for a Calm and Confident Birth by Sophie Fletcher** (Book)

Hypnotherapist and experienced doula Sophie Fletcher shares with you the secrets to having a safe, natural and positive birth.

Using a powerful combination of mindfulness, hypnosis and relaxation techniques, Sophie will ensure you feel genuinely excited and completely prepared for birth.

🚀 **Birth-Ed** (Website)

🚀 **@birthed** (Instagram)

Birth-Ed will provide you with information you need for giving birth your way.

Birth-Ed also offers hypnobirthing and antenatal courses.

Megan also runs a podcast which can be accessed here:

🚀 <https://birth-ed.co.uk/podcast>

🚀 **The Birth Thing** (Website)

🚀 **@thebirththing** (Instagram)

Katy is a certified Hypnobirthing teacher and founder of The Birth Thing, and she teaches a modern and comprehensive course that is suitable for all births.

Katy is passionate about educating and bringing expectant parents together at all stages of pregnancy and she facilitates free antenatal gatherings that take place monthly.

🚀 **The Yes Mum Birth Project** (Website)

🚀 **@theyesmumbirthproject** (Instagram)

The yesmum® birth project is an audio guide offering a modern approach to hypnobirthing for creating a positive and empowering birth experience, however your baby enters the world.

Hypnobirthing offers you the tools for a calm and comfortable birth, it equips you with the knowledge to make confident and informed decisions, and to empower yourselves through pregnancy, birth and beyond.

Charities:

🚀 **National Childbirth Trust** (Online Forum)

UK's largest charity for parents. Provide accurate, impartial information on parenting so that you can decide what's best for your family, and introduces you to a network of local parents to gain practical and emotional support.

🚀 **Maternity Action** (Website)

UK's leading charity committed to ending inequality and improving the health and wellbeing of pregnant women, partners and young children – from conception through to the child's early years.

🚀 **Birthrights** (Website)

UK's only organisation dedicated to improving women's experience of pregnancy and childbirth by promoting respect for human rights.

🚀 **Twins Trust** (Website)

Their mission is to provide families with the information and support they need to enable them to thrive.

They raise awareness, invest in research and campaign for the best possible outcomes for families.

They offer help, information and advice online, over the phone, or via Twinline. Whether you would like to chat about expecting twins, triplets or more; feeding, sleeping, starting school, friendships, getting to grips with the teenage years, or anything multiples related, Twinline can provide the support you need.

🚀 **Miscarriage Association** (Website)

The Miscarriage Association is here to provide support and information to anyone affected by miscarriage, ectopic pregnancy or molar pregnancy.

✦ **SANDS** (Website)

SANDS purpose is to support anyone affected by the death of a baby, and to work in partnership with healthcare professionals to ensure that bereaved parents and families receive the best possible care.

They also aim to promote improvements in practice and fund research to help reduce the number of babies dying.

✦ **Tommy's** (Website)

Tommy's has information and support for anyone who has experienced the loss of a baby, whether through miscarriage, still birth, neonatal death, or termination for medical reasons.

✦ **Cruse Bereavement Care** (Website)

Helps people understand their grief and cope with their loss.

They also have a helpline (0808 808 1677) and a network of local branches where you can find support.

✦ **Kicks Count** (Website)

Kicks Count was set up in 2009 after the founder, Sophia Wyatt, gave birth to her precious daughter Chloe stillborn. Chloe died just 3 days before her due date. In the days following Chloe's death, Sophia realised that many other families could be spared the same tragedy if only they had information that she hadn't - when babies are in distress in the womb, many of them move less before they pass away. By reporting a change in movements immediately, babies in distress could be saved.

Kicks Count aims to reduce the UK's high stillbirth and neonatal death rate by raising awareness of baby movements.

✦ **Feathering the Empty Nest** (Website)

Feathering The Empty Nest was created in January 2017 after Elle Wright lost her son, Teddy, in May 2016 at just three days old. Born out of a passion for making a house a home the blog was a space to share how that helped her heal and write about her experience of losing Teddy.

After winning Tommy's "Mums Voice Award" in 2018, Elle went on to write; Ask Me His Name (published in 2018) and A Bump In The Road (2021). Both raising funds for Tommy's, her aim has always been to unite bereaved parents and write truthfully about the road navigated after losing a child.

Post-Childbirth/Return to Training

Becoming a mother/parent:

✦ **Mother Pukka** (Website)

A portal for news, events, reviews and honest comments for people who happen to be parents.

✦ **Happy Mum, Happy Baby** (Podcast)

In a series of frank and warm conversations with other high-profile mums and dads, Giovanna Fletcher discusses all aspects of parenthood – the highs, the lows, the challenges and rewards. It's time to stop comparing ourselves and champion each other instead.

Each episode is truly unique, and no topic is out of bounds, therefore this podcast is essential listening for any parent seeking solidarity and support.

🚀 **Baby Check** (App)

This App is available on Apple and Android phones.

Baby check features 19 simple checks that parents can do if their baby is showing signs of illness.

Each check tests for a different symptom and when completed, a score is calculated that tells parents or carers how ill their baby is.

The App then lets parents know whether their baby needs to see a doctor or health professional.

🚀 **Ovia Parenting and Baby Tracker** (App)

This App is available on Apple and Android phones.

The must-have app for parents everywhere.

From expert articles to daily tracking, Ovia Parenting has everything a new parent needs.

🚀 **BabySparks Development and Activity** (App)

This App is available on Apple and Android phones.

Designed by child development experts and used by millions of parents and caregivers worldwide, BabySparks offers thousands of activities and milestones for children ages 0-3.

You get a personalized development program with proprietary smart adaptive technology that learns and adapts to your child's specific needs.

🚀 **The Wonder Weeks** (App)

This App is available on Apple and Android phones.

Suddenly... your baby is upset for days. Crying, sleeping poorly, and clinging to you. The Wonder Weeks tells you when to expect this difficult period and provides you with insights so that you can help your baby through this fussy stage of a leap in their mental development.

Discover your baby's developmental milestones and leaps with the world's most popular and best-selling baby app.

🚀 **Milk Making Mama** (Website)

Milk Making Mama is a community to help mums get together.

To motivate, educate and support each other through their breastfeeding, pumping and bottle-feeding journeys.

🚀 **Best Beginnings – Baby Buddy** (App)

This app is available on Apple and Android phones.

Best Beginnings is committed to supporting pregnant families and new parents across the UK 24/7, to help you look after your mental and physical health and to help you maximise your child's development.

They have already created an App - free NHS approved Baby Buddy app provides you with 24/7 support, including empowering and informing daily information, access to more than 300 films and other interactive features.

🚀 **The Mummy MOT** (Website)

A Mummy MOT is a specialist postnatal examination for women following both vaginal and C-section deliveries.

It will assess how your posture; pelvic floor muscles and stomach muscles are recovering after childbirth.

Your Mummy MOT physiotherapist will provide you with gentle exercises and treatment to help with your recovery – and get you back on track with your fitness goals.

Nationwide coverage.

🚀 **Raised Good** (Blog)

If we don't learn to parent naturally and consciously, our confidence, mental health and connection suffers.

Here you will find the resources and uplifting community you need to reclaim the wonder of motherhood and the joy of childhood, whilst deepening your family's lifelong bond.

✈ **S-OS Parenting** (Book)

Sarah Ockwell-Smith is a well known parenting expert and a highly regarded popular childcare author who specialises in the psychology and science of parenting, 'gentle parenting' and attachment theory, with a particular interest in child sleep.

She has authored eleven parenting books, including the best-selling 'The Gentle Sleep Book'.

✈ **KellyMom** (Website)

This website was developed to provide evidence-based information on breastfeeding and parenting.

✈ **La Leche League International** (Website)

Their mission is to help mothers worldwide to breastfeed through mother-to-mother support, encouragement, information, and education, and to promote a better understanding of breastfeeding as an important element in the healthy development of the baby and mother.

✈ **Ella's Kitchen** (Website)

Baby food made from 100% natural ingredients.

They provide free taster packs and food guides to support new parents as they start to introduce food to their baby. They also have great weaning videos on their website.

✈ **NCT Introducing Solid Foods** (Online workshop)

Introducing your baby to solid foods can be a very exciting time but you'll also probably have lots of questions.

NCT online workshops are interactive and tailored to you. They will help you decide when the time is right, how you want to go about it and what to expect.

✈ **What Mummy Makes by Rebecca Wilson** (Book)

Rebecca Wilson is a mum, recipe developer, trained peer-to-peer breastfeeding volunteer supporter and creator of the popular Instagram channel ✈ **@WhatMummyMakes**.

Sharing her easy, quick, fresh family meal ideas, suitable for babies reaching the weaning milestone, Rebecca wants to show parents and carers that introducing solid foods can be fun, exciting, easy and most importantly... delicious!

✈ **The Positive Breastfeeding book: Everything you need to feed your baby with confidence (by Amy Brown)**

Professor Amy Brown is Director of the centre for Lactation, Infant Feeding and Translation (LIFT) at Swansea University in the UK, where she also leads the MSc in Child Public Health.

When you're expecting a new baby, suddenly everyone around you becomes an expert – particularly when it comes to how to feed them. It is easy to become overwhelmed by conflicting advice, myths and exaggerated stories. The Positive Breastfeeding Book cuts through the anecdotes, giving you clear, no-judgement, non-preachy, evidence-based information to help you make the right decisions for you and your baby. It will...

- help you understand how breastfeeding works
- give you tips for planning for your baby's arrival
- help you cope with those early months
- support you to make sure that whilst you're looking after the baby, you're getting taken care of too
- point you to how to seek help if challenges come up
- guide you through feeding in public and going back to work.

You'll find plenty of real stories and guidance throughout from mothers and experts in supporting breastfeeding. There are handy chapters on formula and mixed feeding, which cut through advertising spiel and give you the facts you need to choose and use formula safely.

➤ **Mush** (App)

Mush is the friendliest app for mums. They exist to ensure you stay happy, confident and connected through every stage of motherhood.

They understand the importance and brilliance of shared experience, so they unite local mums in peer-group 'pods' of five, with similar interests and one (or more) cute, screaming, dribbling things in common.

Whether learning from experts and each other or navigating mummy milestones, Mush gives you the learning, close support, friendships, engagement, and good fun that mums both need and deserve.

Think of Mush as your classroom, after school club and back row of the bus... all rolled into one!

Charities:

➤ **Association for Post-Natal Illness** (Website)

Provides support to mothers suffering from post-natal illness, increases public awareness of the illness, and encourages research into its cause/nature.

➤ **Birth Trauma Association** (Website)

A charity that supports women who suffer birth trauma – a shorthand term for post-traumatic stress disorder (PTSD) after birth.

➤ **National Childbirth Trust** (Website)

Advice and support for those who are suffering with postnatal depression.

➤ **Action on Postpartum Psychosis** (Website)

Action on Postpartum Psychosis is the national charity for women and families affected by Postpartum Psychosis (PP).

PP is a severe mental illness which begins suddenly following childbirth. Symptoms include hallucinations and delusions, often with mania, depression or confusion.

➤ **APNI (Association for Postnatal Illness)** (Website)

The APNI's main purpose is: Provide support to mothers suffering from post-natal illness, increase public awareness of the illness and encourage research into its cause/nature.

➤ **The Lullaby Trust** (Website)

The Lullaby Trust raises awareness of sudden infant death syndrome (SIDS), provides expert advice on safer sleep for babies and offers emotional support for bereaved families.

Please also note that MIND, PANDA and Tommy's charities (in the Pre-Birth and During sections) will also be able to provide further support on postnatal depression and post-traumatic stress disorder.

Wellbeing:

🏹 Jennis Post-Natal Programme (App)

Jess Ennis-Hill's Postnatal app programme is designed to help you get back to fitness in the right way for long-term health and fitness after the birth of your baby. This programme shares the same expert exercise circuits that Jess followed after both her pregnancies and she will coach you through every step of the way.

What you get:

- Stage 1 (0-8 weeks): Helping you build up your pelvic floor and core muscles after baby is born
- Stage 2 (8-16 weeks): Helping you develop that core control while adding light resistance
- Stage 3 (16-24 weeks): Postnatal fitness workouts that help you progress to a full fitness programme
- Access to Jess's team for all your postnatal fitness questions.
- Free trial
- Postnatal exercise expertise, wellness and meal ideas on the Jennis Fitness blog.

🏹 Fitmuma (Website)

Fitmuma have one mission which is to make Mum's feel happy, energetic, confident, motivated and feel like the person they want to feel like again.

They offer packages which cover everything from in person to online classes, in groups or one-on-one. They cater for the mum-to-be, the early postnatal, to the mum with grown up children.

The founder, Laura Warren has the role of being a mum of two boys, running several businesses and being an international sports woman. She is also passionate about educating mums about their body post-baby as she experienced a lack of help post pregnancy with regards to prolapse, diastis recti and pelvic floor recovery.

Government Initiatives:

🏹 Free prescriptions and 🏹 NHS dental treatment.

Free NHS dental care in the UK while you're pregnant and for a year after the baby is born.

In England, you're entitled to free prescriptions while you're pregnant and for a year after the baby is born.

In Scotland, Wales and Northern Ireland, you're entitled to free prescriptions at all time.

Who gets it? All women who are pregnant or who gave birth less than a year ago.

Please visit [Get help with NHS prescriptions and health costs](#) for more information.

🏹 Sure Start Maternity Grant:

A one-off £500 payment from the Social Fund to help with the cost of your baby. If you live in Scotland, this has been replaced with the Best Start Grant.

Who gets it? You'll get the grant if your new baby is the only child under 16 in your family and you or your partner get one of the following benefits:

- Pension Credit
- Income Support
- Universal Credit
- Income-based Jobseeker's Allowance
- Income-related Employment and Support Allowance
- Child Tax Credit at a higher rate than the family element
- Working Tax Credit which includes a disability or severe disability element
- Please visit [Sure Start Maternity Grant](#) for more information.

➤ **Healthy Start Vouchers** (England, Wales and Northern Ireland).

If you live in Scotland you cannot get Healthy Start. You can apply for Best Start Foods instead.

Weekly vouchers for free:

- milk - plain cow's milk, whole, semi-skimmed or skimmed pasteurised, sterilised, long-life or ultra-heat treated (UHT)
- plain fresh and frozen fruit and vegetables
- infant formula
- vitamins - pregnant women, women with a child under 12 months and children aged up to four years who are receiving Healthy Start vouchers are entitled to free Healthy Start vitamins. Beneficiaries are entitled to one bottle every eight weeks.

Who gets it? You'll get the vouchers if you're at least 10 weeks pregnant or have a child under four and you and your family get one of the following benefits:

- Income Support
- Income-based Jobseeker's Allowance
- Income-related Employment Support Allowance
- Child Tax Credit if your family's income is £16,190 or less and you're not getting Working Tax Credit
- Working Tax Credit if you are receiving Working Tax Credit run-on. A run-on might be paid to you in the four weeks after you have stopped working enough hours to qualify for Working Tax Credit
- Universal Credit if your household is earning £408 or less a month.
- Working Tax Credit run-on. This is the payment you receive for four weeks after you have stopped working for 16 hours or more per week (single adults)
- Pension Credit
- You also qualify for Healthy Start Food Vouchers if you're not getting one of these benefits yourself, but you live with your partner and they get the benefit

- If you're under 18 and pregnant you can also get Healthy Start vouchers, even if you don't get any of the above benefits
- Please visit Healthy Start for more information.

➤ **Child Benefits**

- Child Benefit is available if you're responsible for bringing up a child who is either under 16 or under 20 if they stay in approved education or training.
- Only one person can get Child Benefit for a child.
- It's paid every 4 weeks and there's no limit to how many children you can claim for.
- By claiming Child Benefit, you can get National Insurance credits which count towards your State Pension, and your child will automatically get a National Insurance number when they're 16 years old.
- Please visit Claim Child Benefit for more information.

➤ **Tax-Free Childcare**

- You can get up to £500 every 3 months (up to £2,000 a year) for each of your children to help with the costs of childcare. This goes up to £1,000 every 3 months if a child is disabled (up to £4,000 a year).
- For every £8 you pay into this account, the government will pay in £2 to use to pay your provider.
- You can get Tax-Free Childcare at the same time as 30 hours free childcare if you're eligible for both.
- You can use it to pay for approved childcare, for example childminders, nurseries, and nannies, or after school clubs and play schemes.
- Please visit Tax-Free Childcare for more information.

APPENDIX D:

During Pregnancy and Post-Childbirth Mental Health

Perinatal Mental Health

- Mothers may experience perinatal mental health issues any time from becoming pregnant up to a year post-childbirth after giving birth, and after experiencing a miscarriage.
- Having a child is a significant life event. It is natural to experience a range of emotions during pregnancy and post-childbirth. Athletes should therefore be aware of both their physical and mental health.
- The most common perinatal mental health issues are depression, anxiety, and obsessive-compulsive disorder (OCD).
- More details about these conditions and where to seek help are in Appendix C.
- If you believe you or another Athlete is experiencing any of the above conditions, or another mental health issue during your pregnancy, it is advised that you speak with your GP, SGB doctor or Performance Lifestyle Practitioner and they will be able to support and/or signpost you to a medical professional for further advice.

Postnatal Mental Health

- It is common for new mothers to feel very emotional post-childbirth. Make sure that you look after yourself as well as your baby, and do not feel afraid to ask for help if you feel overwhelmed.
- In the weeks post-childbirth, you will still be recovering, and you and your baby may be learning to breastfeed. It is important for you to eat well and healthily, get sleep when you can, and if possible, allow others to take care of your baby for a break.
- New mothers may experience 'the baby blues', which often begins in the week post-childbirth and ends once your baby is approximately ten days old. The baby blues are very common, and you may feel emotional or irrational, burst into tears for no reason, feel irritable or touchy, or feel

depressed or anxious. These are all normal feelings caused by hormone changes as your body becomes accustomed to not being pregnant anymore. You don't require any treatment for the 'baby blues' but it may be helpful to talk to someone about how you're feeling.

- It is important to distinguish between 'baby blues' and postnatal depression. Postnatal depression is when you have feelings of sadness, hopelessness, guilt, or self-blame for weeks or months post-childbirth.
- Symptoms can vary from mild to severe and it can affect women in different ways. Some women may find it difficult to look after themselves and their baby if they have severe depression. Postnatal depression can be treated with the right care and support, and most women will make a full recovery.
- It is recommended that you talk to your midwife or GP if you think you have any symptoms of depression if they last for more than two weeks. For further guidance and support on postnatal depression please see Appendix C.
- If you experience traumatic events during labour or childbirth, you may develop postnatal post-traumatic stress disorder (PTSD). PTSD is a type of anxiety disorder and is also known as birth trauma.
- Examples of traumatic events that may cause postnatal PTSD include a difficult labour with a long and painful delivery, an unplanned caesarean section, emergency treatment or another shocking, unexpected, or traumatic experience during birth. These traumatic experiences can sometimes have a negative effect on your relationship with your baby and the people around you.
- Signs and symptoms of postnatal PTSD are re-living aspects of the trauma, alertness or feeling on edge, avoiding feelings or memories and difficult beliefs or feelings.
- There are various treatments that you may be offered for postnatal PTSD. Your GP should discuss these options with you, so you can decide together about the best treatment for you. For further guidance and support on postnatal PTSD please see Appendix C

Please note the above information in Appendix D has been sourced from the charities MIND and PANDAs. Further details of these charities can be found in Appendix C.

APPENDIX E:

Supplements

You may wish to take supplements (e.g. vitamins, folic acid) during your pregnancy. There is never a guarantee that a supplement product is free from containing prohibited substances due to the following issues that can arise: i) products can become contaminated with prohibited substances during the manufacturing process; and ii) the ingredient label on products can be misleading or inaccurate. As such, if a supplement product has not been certified with a third-party batch testing scheme (such as Informed-Sport), the level of risk of a product containing a prohibited substance is unknown.

Although products marketed as vitamins or folic acid are recognised as dietary supplements, in some cases your GP may be able to prescribe a pharmaceutical grade vitamin preparation which has been manufactured under tighter regulations. For example, there are several pharmaceutical grade products containing folic acid listed on the [🔗Electronic Medicines Compendium](#)

The Electronic Medicines Compendium (EMC) contains up to date, easily accessible information about medicines licensed for use in the UK. EMC has more than 14,000 documents, all of which have been checked and approved by either the UK or European government agencies which license medicines. These agencies are the UK Medicines and Healthcare Products Regulatory Agency (MHRA) and the European Medicines Agency (EMA).

If you have a question specifically about taking supplements during your pregnancy, you should speak to your GP and UK Anti-Doping (ukad@ukad.org.uk).

APPENDIX F:

Miscarriage and Still Birth

If you lose your baby due to miscarriage or still born this can be an incredibly difficult experience for both you and your partner. The love you and your partner can have for your baby, no matter how old, can be incredibly strong. Both of you will have emotionally invested during the pregnancy and therefore the news of a miscarriage or still born will come as a huge shock. Please be aware that there is a substantial amount of support available to both you and your partner, some resources on these topics can be found in Appendix C.

Miscarriage

- Amongst women who know that they are pregnant, it is estimated that one in eight pregnancies will end in miscarriage. A miscarriage is the loss of a pregnancy during the first 23 weeks ([🔗Miscarriage - NHS](#)). The main sign of a miscarriage is vaginal bleeding, which may be followed by cramping and pain in your lower abdomen. If you experience vaginal bleeding, contact your GP or your midwife. Most GPs will be able to refer you to an early pregnancy unit at your local hospital straight away if necessary.
- It is also worth bearing in mind that vaginal bleeding is relatively common during the first trimester (first three months) of pregnancy and does not necessarily mean you are having a miscarriage.
- When a miscarriage is confirmed, you will need to speak to your GP or midwife about the options for the management of end of your pregnancy. Often, pregnancy tissue will pass out naturally in one to two weeks. On some occasions, you may be given medicine to assist the passage of tissue, or you can choose to have minor surgery to remove it if you do not want to wait.
- A miscarriage can be an emotionally and physically draining experience. For further advice and support please see Appendix C.

Still Birth

- A still birth is the loss of your baby after 24 completed weeks of pregnancy [\(Stillbirth - NHS\)](#), and before or during birth. Ensure that you contact your GP or midwife straight away if you are pregnant and worried about your baby, for example if your baby is moving less than normal.
- If you lose your baby after 24 weeks, you may be able to wait for labour to start naturally or your labour may need to be induced. If your health is at risk, your baby may need to be delivered as soon as possible.
- After a still birth, decisions about what to do are very personal. A specialist midwife will discuss options with you and provide information about registering the birth. For further support and advice on this topic, please see the Appendix C.

Emotional Impact

- If you do experience a miscarriage or still birth, it is suggested that you speak with your GP who will be able to assess the most effective way to provide you with the support you need.
- You may experience emotional trauma from a miscarriage or still birth immediately, or it may take a few weeks. However, it is likely that you will experience a bereavement period.
- You may feel tired, lose your appetite, or have some difficulty sleeping after a miscarriage or still birth. People grieve in different ways – whether you choose to discuss your feelings with another individual is your choice.
- Your partner may also be affected by the loss of your baby. It may therefore help to discuss how you both are feeling.
- If you are concerned by either you or your partner's mental health, support groups are available to provide counselling services specifically for people affected by miscarriage or still birth.
- [The Miscarriage Association](#) is a charity that offers support to people who have lost a baby. They can be contacted on 01924 200799 and info@miscarriageassociation.org.uk.
- [Cruse Bereavement Care](#) helps people understand their grief and cope with their loss. They also have a helpline (0808 808 1677) and a network of local branches offering support.

- If you would like to talk to a midwife about any aspect of still birth, the midwives on the Tommy's advice line are trained to discuss pregnancy loss and providing bereavement (0800 0147 800). Further support can also be accessed here: [Tommy's - Together, for every baby](#)

Please note the above information in Appendix F, inclusive of that on the previous page has been sourced from the charities Miscarriage Association, SANDS, Tommy's, and Kicks Count. Further details of these charities can be found in Appendix C.



APPENDIX G:

Diastasis Rectus Abdominis (DRA)

- Whilst you are pregnant, your abdominal (six-pack) muscles will stretch and separate. This is due to the growth of the baby and pregnancy hormones that soften the connective tissue. DRA occurs when these muscles over-stretch during pregnancy and separate down the stomach midline (linea alba).
- Separation can occur any time in the last trimester, but it is most problematic post-childbirth when the abdominal wall is weak. If your abdominal muscles remain weak the rectus cannot contract efficiently, and you are more likely to suffer from back pain, have an increased risk of a hernia, and a heightened risk of getting injured. This is because the abdominals are important for supporting your back.
- After a pregnancy it is common to have a gap of about one to two finger breadths between the stomach muscles. This does not usually cause a problem. However, if the gap at your midline is more than two fingers' width and has a visible bulge, you may have DRA and require support from a physiotherapist.
- Please also note that hormonal changes associated with pregnancy affect your body in many ways. You should work with your medical support and coaching team to ensure that your IADP is adapted accordingly.

Please note that the above information in Appendix G has been sourced from the NHS.



APPENDIX H:

APA Policy Framework – Pregnancy

NOTE: Please be aware that the policy below has been outlined in UKS's APA Policy Framework. All UKS funded sports are required to include a pregnancy policy within their Athlete Selection Policy document aligned to this framework, however, SGBs may wish to amend the wording as appropriate. Athletes should therefore be signposted to the SGBs pregnancy policy.

Being pregnant and an elite Athlete should not be mutually exclusive. To ensure support is provided for Athletes who wish to have a child whilst they are in membership of a high-performance programme and in receipt of an APA, the following policy will apply:

5.1 Athletes in receipt of APA funding will remain eligible to access their full APA (subject to means testing) for the duration of the pregnancy at the APA level they were on at the time of becoming pregnant and for up to nine months post childbirth.

5.2 Continued access to the APA post childbirth will be dependent on:

- a. The athlete's intention to return to the sport and the programme being discussed and confirmed no later than six months post childbirth.
- b. At the point where the intention of the athlete is clear, forming a mutually agreed plan/timetable for return to training and competition – this plan should acknowledge the athlete's experience of pregnancy, the impact on them physically and mentally and the nature of the event they are returning to.
- c. Monitoring, reviewing and confirming that the athlete has made the necessary commitment to this plan and is on track to return.

5.3 If the level of commitment and or progress against this plan are not demonstrated, the athlete would be given notice and offered a period of transition before the APA funding stops (see Athletes Leaving the Programme).

5.4 At nine months post childbirth the potential of the athlete should be assessed and confirmed to UK Sport in order to continue to access the APA. It is important to note that this assessment should indicate the athlete's future medal potential and not necessarily performance outcomes.

5.5 An athlete who announces retirement from their sport during pregnancy or in the initial six months post childbirth, will not be given a further period of notice before the APA terminates.

5.6 In the event of complications either during the pregnancy or post childbirth, this policy will be flexed as is reasonable to accommodate these circumstances on a case by case basis.

As specified in section 11. APA Numbers of the APA Policy Framework:

Where an APA funded athlete that is ill, injured, or pregnant plays a critical role as part of a team, UK Sport will consider by exception providing an additional athlete place for the period the athlete is unavailable. This will only be considered where this period extends beyond three months and only in cases where it is necessary to temporarily replace the athlete to enable other athletes in receipt of an APA to train and compete.



APPENDIX I:

Multiple Pregnancies

A multiple pregnancy means you are having more than one baby at the same time. This is most commonly twins but may include triplets or, rarely, more. Multiple pregnancy happens in about 1 in 60 pregnancies.

- Most women who are having twins or triplets have a healthy pregnancy and will give birth to healthy babies. However, complications are more common, and you will be offered extra care during your pregnancy. Problems that you may experience when pregnant (e.g. morning sickness, heartburn, swollen ankles, backache, and tiredness) are more common in multiple pregnancies.
- Overall, around 8 in 100 babies are born prematurely. This is more common if you have a multiple pregnancy, as you could either go into labour early or it is recommended by your GP that you have your babies early.
- Having a multiple pregnancy increases the chance that your placenta may not work as well as it should. This can affect your babies' growth and wellbeing during the pregnancy. Sometimes both babies may be small but more often only one baby is small.
- You will be under the care of a specialist healthcare team throughout your pregnancy. This should include a GP, a midwife and a sonographer who specialise in multiple pregnancies. You will be offered additional support as you need it from other team members, which may include dieticians, physiotherapists, mental health specialists, health visitors and infant feeding specialists.
- You will have an individualised plan of care for your pregnancy and birth that will include additional visits to the antenatal clinic and extra growth scans for your babies. You should be given information about what to expect from having a multiple pregnancy and a detailed plan of care at your first appointment with your specialist team. This should be by the time you are around 16 weeks pregnant. For more information on Multiple Pregnancies, please visit: [Multiple Pregnancies](#) and [Twins Trust](#)

APPENDIX J:

Feeding the baby

Breastfeeding

To enable mothers to establish and sustain exclusive breastfeeding for 6 months, WHO and UNICEF recommend:

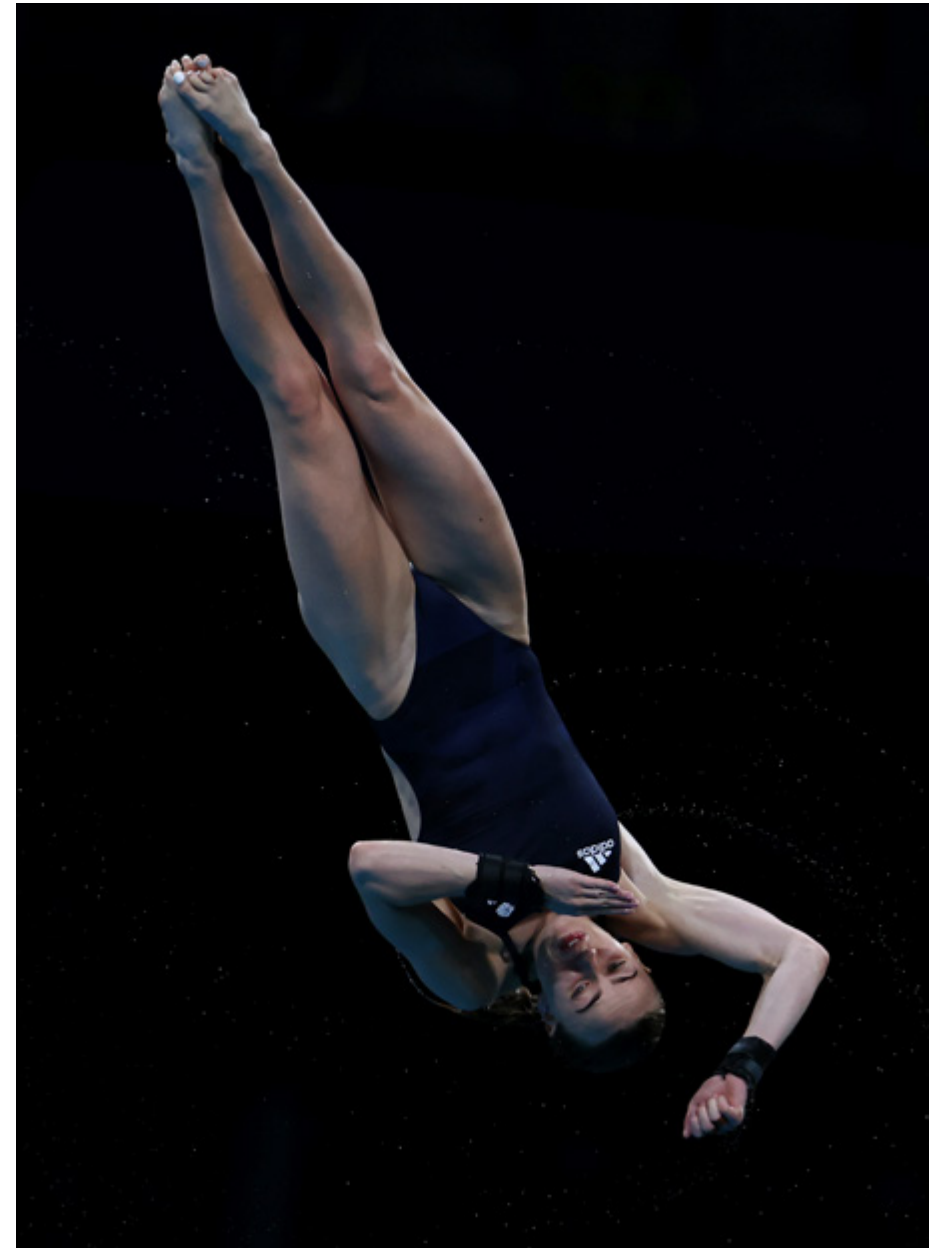
- Initiation of breastfeeding within the first hour of life.
- Exclusive breastfeeding – that is the baby only receives breast milk without any additional food or drink, not even water.
- Breastfeeding on demand – that is as often as the baby wants, day and night.
- No use of bottles, teats, or pacifiers.
- Breast milk is the natural first food for babies, it provides all the energy and nutrients that the infant needs for the first months of life, and it continues to provide up to half or more of a child's nutritional needs during the second half of the first year, and up to one-third during the second year of life ([WHO | Breastfeeding](#)).
- Research has also suggested that breastfeeding women who have been infected with Covid-19 continue to secrete virus-neutralising antibodies into their milk for up to 10 months ([Antibodies in breast milk remain for 10 months after Covid infection – study | Breastfeeding | The Guardian](#)).
- For further support and guidance on Breastfeeding, please signpost Athletes to the World Health Organisation (link above), the [National Breastfeeding Helpline](#) or the [NHS](#) (Latching on | Breastfeeding Guide | Start4Life).

Bottle Feeding (Express or Formula)

- If you are planning to bottle feed with expressed breast milk or infant formula, the NHS have provided some useful tips that will help you feed your baby and keep them safe and healthy ([🔗Bottle feeding advice](#)).
- If you decide to use infant formula, first infant formula (first milk) should always be the first formula you give to your baby, and you can use it throughout the first year.
- The Start for Life website also has useful information and advice about expressing and bottle feeding ([🔗Bottle Feeding | Breastfeeding | Start4Life](#)).

Expressing and Storing Breast Milk

- Expressing milk means squeezing milk out of a woman's breast so that they can store it and feed it to their baby later.
- You might want to express milk if:
 - You have to be away from your baby e.g. because you are away training or at a competition.
 - Your breasts feel uncomfortably full.
 - Your baby is not able to latch or suck well, but you may wish to still give them breast milk.
 - Your partner is going to help you with feeding your baby.
 - You want to boost your milk supply.
- Should you need further guidance on expressing and storing breast milk, please visit the NHS website ([🔗NHS website](#) (Expressing and storing breast milk)).



APPENDIX K:

Athlete Pregnancy Checklist

Please note that this is an example checklist and should not be deemed exhaustive. The following should act as a guide, recognising that circumstances may vary for each Athlete.

Action	Support	Preparation	Giving Birth
Take a pregnancy test	Check which Government Benefits you are entitled to (including Maternity Allowance after week 26 and Sure Start Maternity Grant)	Start buying the things you'll need for your baby	Make sure you know the signs of labour
Review your SGB's Pregnancy Guidance/Policy *	Make an appointment to see your midwife or GP (starting your antenatal care)	Feeling hungry? Stick to a healthy diet	Pack your bag ready for the birth
Notify your SGB about your pregnancy (informally and formally in writing as soon as possible)	Book antenatal classes through the NHS and/or NCT	At least three months prior to the due date, meet with your SGB and performance support staff to discuss your intentions following birth	When in labour, phone the maternity unit before leaving home
Your pregnancy should remain confidential. Agree with your SGB when it may be appropriate to notify other Athletes and staff	Check eligibility for free milk, fruit and vegetables through Healthy Start	Agree on engagement levels with your SGB, which may involve attending training sessions	Consider engaging with your SGB within three months (timing is athlete-led) of the birth of your baby

Action	Support	Preparation	Giving Birth
If you wish to take supplements, such as folic acid please refer to APPENDIX E: SUPPLEMENTS	Make sure you've been offered all your screening tests	Want to contribute to your sport in another capacity whilst pregnant? Speak with your SGB about other available roles, e.g. an ambassador role	Discuss and confirm with your SGB your intentions of returning to your sport (within six months post-childbirth)
Stay active. Consult with a female athlete health specialist and physiologist (including pelvic health physiologist) **	Make an appointment to see a dentist (free dental care)	Consult with your Performance Lifestyle Practitioner about personal development you may wish to undertake during this period	Once your intention is clear, adapt your IADP for return to training and competition with your sport. You may wish to also discuss childcare plans
Meet with your SGB to design an appropriately adjusted IADP for each stage of the pregnancy	Ask to hear your baby's heartbeat	Stay connected with friends and family throughout your pregnancy and after	Ensure the SGB conducts a risk assessment and 'signs you off' prior to your return to training ***
Ensure the SGB conducts a risk assessment with you early in your pregnancy and at regular intervals thereafter	Visit the maternity unit you plan to give birth in	Start your birth plan	Consider childcare arrangements and tax-free childcare support available

* This should state what obligations you and the SGB have, and what support (including APA) is provided

** It is recommended that you contact smarter@eis2win.co.uk femaleathletehealth@sisport.com or another HCSI

*** This should also consider other post-childbirth matters, such as breastfeeding and how the SGB may support you with this

APPENDIX L:

Definitions

‘APA’ means Athlete Performance Award, a National Lottery funded grant;

‘Antenatal’ means the medical care given to pregnant women before their babies are born;

‘Athlete’ means any athlete in receipt of funding from UK Sport and includes Performance Support Personnel;

‘Athlete Agreement’ means the agreement you enter into with your NGB / HCGB to become a member of the WCP;

‘Athlete Support Personnel / ASP’ means the Performance Management Staff, official, member of the Medical & Scientific Support Staff, Personal Coach, Coach, Performance Director, trainer performance analysts, performance pathway managers, team and high-performance manager, performance scientists or any other person employed by or working with you participating in supporting you as a member of the WCP and/or in a Competition (Sport Scotland refer to ASP as Sport Programme Team (SPT));

‘British Athletes Commission (BAC)’ provides independent, confidential, expert, and professional support and advice for all athlete members. If necessary, the **BAC** can provide athletes with pro bono legal advice and support to challenge discriminatory or inappropriate behaviour;

‘Competition’ means any event of the Sport or series of events conducted over one or more days including a National Competition or International Competition;

‘Equality Act’ means **The Equality Act (2010)** which legally protects people from discrimination in the workplace and in wider society;

‘Funded Programme’ means ‘any the high-performance programme of an NGB which is supported by funding from UK Sport’;

‘Home Country Sports Institute / HCSI’ means English Institute of Sport, Scottish Institute of Sport, Sport Institute Northern Ireland, and the Welsh Institute of Sport;

‘Individual Athlete Plan’ means the plan setting out the Athlete’s individual training, competition strategy, personal education (if applicable), personal development needs (including time to attend career and developmental events, courses and training) and identifying personal performance, education and development goals, support service requirements and performance targets including a Transition Plan;

‘International Competition’ means any summer or winter Olympic or Paralympic Games, World, European Championships, or any other international competition for the sport recognized by the international federation or international disabled sport federation;

‘Medical & Scientific Support Staff’ means members of our support team who are required to be professionally qualified such as doctors, physiotherapists, clinical psychologists, exercise physiologists, podiatrists, osteopaths, chiropractors, counsellors, nutritionists, performance lifestyles practitioners, psychologists, skill acquisition practitioners, strength and conditioning practitioners, massage therapists, sports scientists or any other person employed by or working with us participating in supporting you as a member of the WCP and/or in a Competition;

‘National Competition’ means a county, regional or national trials competition of the sport including Home Country or British Team qualifying events;

‘Post-Childbirth’ means after giving birth;

‘Personal Coach’ Shall mean a performance coach retained by you with expertise and a proven track record in the Sport;

‘Performance Director’ means the performance director or equivalent of the NGB or his or her appointed representative;

‘Performance Lifestyle Practitioner’ means a role which works with a person first approach to provide an individual coaching and mentoring service to all World Class Programme (WCP) athletes. Their aim is to support athlete well-being and to encourage and facilitate their personal and professional development alongside their competitive sporting careers as they move on to, through and beyond the WCP;

‘Performance Support Personnel (PSP)’ means guides, pilots, ramp assistants, cox etc. They are also considered under the term ‘Athlete’ in the application of this guidance;

‘Pregnancy’ means the state of being pregnant;

‘Protected Characteristics’ means the nine Protected Characteristics of the Equality Act (2010) which are: age, disability, gender reassignment, marriage or civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation;

‘Sports Governing Body’ or **‘SGB’** means the National Governing Body (NGB) of your sport or the funded body that operates the WCP for your sport;

‘UKAD’ means United Kingdom Anti-Doping Limited a company incorporated in England and Wales (company number 06990867), or any successor to it, responsible for implementing the UK Government’s National Anti-Doping Policy (a copy of which can be found on [UKAD’s website](#));

‘UK Sport’ or **‘UKS’** means the United Kingdom Sports Council, incorporated by Royal Charter, (registered number RC: 000765) or any successor to it;

‘World Class Programme’ or **‘WCP’** means a World Class Programme designed, structured and operated by the Recipient to systematically nurture and sustain Athletes capable of succeeding at the highest level of international competition and supported via the Podium and Academy investment streams;

‘Year’ means 1 April to 31 March for Summer Olympic and Paralympic sports and 1 October to 30 September for Winter Olympic and Paralympic sports.

