

Independent Review into British Cycling: UK Sport Action Plan		
Theme	Action	Timing
Dealing with Issues	<p>Establish Sports Integrity Function UK Sport will appoint a Head of Sports Integrity to advise on policies and procedures for handling and reviewing cultural or behavioural issues in World Class Programmes</p>	Completed
	<p>Grievance Handling Develop guidance for UK Sport staff to ensure timely and appropriate identification and escalation of allegations (or observations) of misconduct across the performance system</p>	In development
	<p>NGB Policies & Procedures UK Sport will support NGBs in enhancing their policies and procedures (including whistleblowing) in line with industry best practice to ensure athletes and athlete support personnel have the confidence and support to raise issues confidentially</p>	Ongoing
Funding Agreements	<p>British Cycling Conditional Funding Set as a condition of grant British Cycling's implementation of their action plan to address the recommendations as set out in the Independent Review</p>	Completed
	<p>Accountability All funding agreements updated to provide absolute clarity on the responsibilities and accountability of the funded body and in particular the role of the leadership team</p>	Completed
	<p>Reviews All funding agreements to make clear that any future reviews carried out in relation to the World Class Programme must be shared with UK Sport</p>	June 2017
	<p>Duty of Care Review Relevant recommendations from Dame Tanni Grey-Thompson's review embedded into funding agreements</p>	Completed

Culture	<p>Values</p> <p>Establish with the system and for the system a common set of values, standards and behaviours giving individuals the confidence to 'call it' if standards breached</p>	In development
	<p>Cultural Health Check</p> <ul style="list-style-type: none"> - Conduct root and branch review into sustainable high performance winning culture - Develop Culture Health Check for rollout across all World Class Programmes, UK Sport and Partner Organisations - Results of Culture Health Checks will feed into Mission Reviews and red ratings will trigger a further expert panel and will be escalated to the UK Sport Board 	<p>Development Phase due to complete by October 2017</p> <p>Rollout phase from November 2017</p>
	<p>People Development</p> <p>More emphasis to be placed on the importance of culture and duty of care across UK Sport's people development programmes with system personnel</p>	From November 2017
Case Management	<p>World Class Programme oversight</p> <p>Strengthen UK Sport's case management across system to ensure full and effective accountability of WCP</p>	June 2017
Athlete Support	<p>Athlete Representation</p> <p>Review athlete representation across the system, leading to investment in centralised independent support services that better support athlete voice in WCPs</p>	December 2017
	<p>Induction, Exit and Feedback</p> <p>Require NGBs to establish and evidence effective induction, feedback and exit processes to strengthen all-round communication and engagement with athletes</p>	December 2017
	<p>Insight</p>	Completed

	Ensure athlete and staff insights surveys are conducted annually	
	British Athletes Commission (BAC) Work with chair of BAC to provide a more effective, independent and respected organisation to support athletes	Ongoing
	EIS Performance Lifestyle Continue to support athletes through the provision of specialist career and training advice	Ongoing
	Athlete Futures Working with system partners (EIS, BOA, BPA & BAC) continue to support athletes in their transition from high performance sport	Ongoing
	Athlete Alumni Network Establish a network for all world class programme athletes to support current, transitioning and retired athletes	July 2017
Leadership & Governance	New Code for Sport Governance Ensure full compliance with the code for all bodies in receipt of public funding for the Tokyo Cycle to ensure NGBs are well governed	End October 2017

Moore Stephens Review into British Cycling: UK Sport Action Plan		
Theme	Action	When
Overall findings	Share Learnings with System Share the Moore Stephens findings with other National Governing Bodies so that they can assess whether any of the recommendations also apply to them	July 2017
Policies and Procedures	UK Sport Assurance Arrangements Develop and implement UK Sport assurance arrangements over the key policies and procedures in NGBs (including but not limited to whistleblowing, gifts, fraud, and conflicts of interest)	Oct 2017

**Independent Review into the Climate and Culture of the World
Class Programme in British Cycling:
UK Sport Action Plan**



Guidance on conducting investigations	Guidance for NGBs Develop and share guidance to support NGB awareness of best practice regarding investigations and disciplinary processes, and monitor the effective implementation of these processes by NGBs	Dec 2017
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