



British Curling World Class Performance Programme (WCP) Athlete Performance Award (APA) Pregnancy Policy

1.0 Background

1.1 APAs serve 2 purposes; (i) to contribute to the athlete's ordinary living costs and (ii) to contribute to the sporting costs whilst on the WCP.

1.2 This policy covers athletes who are pregnant only; as an APA is dependent on an athlete's ability to participate fully in the WCP, and it is recognised that during pregnancy an athlete's ability to train is affected.

2.0 APA Policy

2.1 The terms & conditions required of a nominated athlete on the WCP are set out on the APA policy and Athlete agreement and the APA terms and conditions

2.2 These clearly place an undertaking on the athlete to work towards attainment of their full potential in their sport and demonstrate commitment to the Performance Plan. Athletes are required to take all possible steps to complete their training and competition programme in accordance with the Performance Plan.

3.0 Policy

3.1 The athlete should inform British Curling, via the Performance Director that they are pregnant in a reasonable period in line with medical guidelines. British Curling will treat any information with the upmost confidentiality and sensitivity.

3.2 The Performance Director will then convene a meeting with the athlete, the National Coach, medical clinicians and relevant support staff to agree an appropriate training and competition programme for the pregnancy period. Furthermore there will be discussion and agreement with the athlete and WCP staff on a timetable to return of the athlete after the childbirth to full competitive level and to participate fully in the WCP. In the process of forming both of these plans, there will be a risk assessment, led by the clinicians and relevant experts, to ensure the health and safety of the athlete.

3.3 Following childbirth, the Performance Director will periodically undertake reviews with the athlete, the National Coach, medical clinicians and relevant support staff. The purpose of each review will be to understand and agree the athlete's progress against performance targets and commitment to the World Class Programme

3.4 Over and above these review meetings, the PD and/or National Coach will maintain regular dialogue with the athlete to continually monitor that appropriate support is available to them

4.0 APA

- 4.1 Throughout the pregnancy and for a period of up to 12 months after childbirth, the athlete will continue to receive an APA.
- 4.2 At the end of a three month period after childbirth, the Performance Director would be required to undertake a review with the athlete to assess commitment and progress agreed performance targets. If this commitment were not demonstrated by the time of the three month review, the athlete would be given a notice period (dependent on her time spent on the WCP) before being removed from APA support
- 4.3 The level of APA will remain in line with their team's APA. The team is that which they were playing with when stopping training and competing in preparation for childbirth.

5.0 Athletes giving Notice During Absence from the WCP

5.1 If at any time during the pregnancy an athlete was to indicate that they did not intend to return to training and competitive level and to participate fully in the WCP, the athlete would be asked to confirm this to the Performance Director in writing.

5.2 The athlete would then be given up to three months transitional funding after which all APA payments would cease.