



## Boxing Scotland Anti-Doping Education Strategy and Implementation Plan

### EXECUTIVE SUMMARY

Boxing Scotland currently employs 9 staff, 4 full-time coaches of which one is a Coach apprentice, we also have a network of coaches that will occasionally support the Performance Pathway (4) plus 5 support staff and it has a volunteer board 's of directors which consists of 6 in number. The Boxing Scotland Performance program supports 30-40 Boxers split across our Elite, Development and Next Generation Squads. The Performance Program of Boxing Scotland is a specialist vehicle for National representation. All numbers are correct at time of writing, however; they are prone to change due to transitions on and off programme for various reason. Our Coaches, staff, and support staff numbers may also change during the course season.

Boxing Scotland Performance Boxers conduct their training in a centralised location (at the High-Performance Centre, Bridgeton, Glasgow), all of our boxers, coaches, staff, and support staff work out of this venue and a select number of ASP work from both the HPC and home. The boxers on the squad train Tuesday - Thursday and at weekends. The boxers on our Next Generation programme, generally, will train Thursday - Sunday. Our Boxers will also attend different International Tournaments/Competitions and training camps both home and abroad.

All boxers are accommodated in their own private residence or family homes. Boxers will/may also train with and represent their home clubs on various occasions. We ensure that these clubs also remain under the jurisdiction of the Boxing Scotland through the affiliation process. The way in which the programme is set up and run, allows for excellent face-to-face interactions to reinforce key anti-doping messages.

For clarity, the current strategy defines the following groups:

Boxers	Any Elite Boxer Group, Development and Next generation athletes
Coaches	Coaches employed by Boxing Scotland on a full-time basis x4, and we utilise additional support coaches when we increase the number training within the facility. These number between 4-6.
Support staff	SIS support staff (Strength and Conditioning, Physiotherapist, Video Analysis, Wellbeing Support)
Staff	Boxing Scotland employed office/support staff (ASP)
Clubs	Boxing Scotland Affiliated Clubs



Boxing Scotland is committed to implementing, monitoring, and evaluating an education strategy to encourage and empower the Boxing Scotland, boxing community. Boxing Scotland is also committed to ensure that all Performance athletes, coaches and ASP are educated on their responsibilities to clean sport - for the benefit of their health, their status, their national pride, their peers, and their reputations. Boxing Scotland believes by educating all associated parties on athlete's responsibilities, we are better equipped to support our boxers. Boxing Scotland have a strong medical and nutrition links with the Scottish Institute of sport (SIS), and Team Scotland who also facilitate anti-doping processes for the Commonwealth sports, specifically TUE's and supplement management.

Together with UKAD, all athletes, their support staff, medical personnel, and board members shall be aware of their obligations and responsibilities with regards to anti-doping, to ensure the promotion of clean sport and are managing the reputational risk of potential doping issues.

What we actually do currently:

- New boxers now receive intro to anti-doping session, relevant topics highlighted and discussed
  - Clean Sport 1 will be delivered within first 3 months [Boxing Scotland 100-me-is-for-athletes](#)
- Nominated staff required to have Clean Sport Advisor certificate
- All full time Coaches required to have Clean Coach
- Clean Sport 1, 2 and refreshers delivered every 2 years at minimum
- Ad-Hoc education delivered during catch ups with Anti-Doping Commission.
- Education given prior to Commonwealth Games by Team Scotland.
- Enquiries about supplements and medications are recorded by Anti-Doping Lead, medical staff, and nutritionist
- Bitesize education topics reinforced around gym on screens, and also on Boxing Scotland social media pages
- Continual signposting to UKAD resources, via multiple methods; face-to-face, social media, posters in and around the Boxing Scotland High Performance centre
- Work with venue Staff (High Performance Centre) to reinforce key anti-doping messages around building via posters/TV
- Posters within Boxing Scotland gym disseminate specific anti-doping information
- Discuss new boxers entering Elite program with home nationals anti-doping leads
- Create short, bite sized information videos based on the UKAD curriculum
- Pre-travel briefs for travelling coaches and staff - reinforce key messages, testing process and information around what to expect (EG, it could be UKAD, AIBA or the countries anti-doping agency conducted the testing).



## 1. RISK ANALYSIS

Below outlines a SWOT analysis of the landscape of anti-doping according to Boxing Scotland. This will help guide our strategy and interventions over the next two years, to address and safeguard against risks highlighted. Some risks are out of Boxing Scotland's remit to tackle; however, an awareness is crucial to better educate and safeguard our boxers against the identified threats. The main threat being the transition into elite performance boxing and eventually professional boxing and the lack of anti-doping support.

Strengths	Weaknesses
<ul style="list-style-type: none"> <li>• Strong support from the Chairman of the Board and Board members.</li> <li>• Close relationships with Boxers, ASP, and National Coaches</li> <li>• Awareness of anti-doping already</li> <li>• Anti-doping integrated throughout boxer's journey on Boxing Scotland pathway</li> <li>• Whereabouts management which performance training</li> <li>• Multiple methods of delivery – Zoom, Classroom</li> <li>• Ability to disseminate and contextualise language</li> <li>• Peer to peer learning</li> <li>• Live case studies (pro boxing Rick Burns, Steven Simmons)</li> <li>• Strong medical Commission</li> <li>• Home Nations Collaboration</li> </ul>	<ul style="list-style-type: none"> <li>• Comprehension/literacy ability of boxers</li> <li>• Links with some Clubs is poor - no tracking of education when boxers arrive at Boxing Scotland. Who has attended what, if they are not on the programme but aspiring to get on the programme?</li> <li>• No Club Information programme</li> <li>• Time Allocated by staff - No Full-time resource (0.4FTE) (England appointed Full time resource as an Anti-Doping POC)</li> <li>• Monitoring the ad-hoc education pieces already attended</li> <li>• Evaluating knowledge and understanding</li> <li>• Boxer motivation for anti-doping</li> <li>• Retrospective recall of supplements and medications during testing process</li> </ul>
Opportunities	Threats
<ul style="list-style-type: none"> <li>• Empower boxers</li> <li>• Use experiences of more experienced boxers</li> <li>• Communication/Social media strategy to reinforce messaging</li> <li>• Social media engagement and presence of the Boxing Scotland community</li> <li>• Direct comparison to professional boxing, can use live cases to discuss our athletes'</li> </ul>	<ul style="list-style-type: none"> <li>• Whereabouts - Athlete accountability</li> <li>• Post-Bout testing</li> <li>• Influx of image enhancing substances</li> <li>• Existing views on anti-doping</li> <li>• Dilution of key information through over-education</li> <li>• Inadvertent doping through ignorance/lack of understanding</li> </ul>

<p>career (pro boxing Rick Burns, Steven Simmons)</p> <ul style="list-style-type: none"> <li>• Change language to promote positivity, anti-doping to clean sport</li> </ul>	<ul style="list-style-type: none"> <li>• Performance issues</li> <li>• Injury</li> <li>• Home club gym environments - known associations</li> <li>• Unstable home life</li> <li>• Fellow Athlete pressure</li> <li>• Vulnerable to external agents (sponsors, agents etc)</li> <li>• Lack of finance</li> <li>• Lack of clarity within system, e.g., CBD oil</li> <li>• Professional Boxing - disparity in anti-doping when compared, e.g., sanctions</li> <li>• Future potential for Professional and Amateur Boxers</li> </ul>
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## 2. CLEAN SPORT VISION, MISSION & OBJECTIVES

### VISION

To protect the integrity of clean sport within Boxing Scotland.

### MISSION

To support a culture in which all boxers, coaches, athlete support personnel (ASP), board members and other key stakeholders, are supported and fully informed regarding all relevant aspects of anti-doping.

### OBJECTIVES

1. To deliver appropriate anti-doping education, relevant to the experience of the boxer
2. Create a system in which boxers are supported with all aspects of their anti-doping responsibilities
3. Ensure all Boxing Scotland coaches; board members staff and Assistant Support Personnel (ASP) have an awareness of anti-doping and how they can help support the overall objectives
4. Support and continue to develop a culture in which anti-doping is everyone's responsibility.



## GOALS

### Short

- Assess knowledge of boxers upon entry to program
- Educate all boxers entering the program - Clean Sport training
- Ensure nominated staff complete Clean Sport Advisor course
- Ensure all coaches complete clean coach

### Medium

- Deliver smaller, bite sized sessions on key topics Anti-doping rules violations (ADRV's), testing process, prohibited list, global DRO, supplements, Whereabouts
- Develop resources to reinforce messages

### Long

- Change culture to celebrate clean sport, change language from anti-doping to clean sport
- Use multiple mediums to educate and reinforce messages - face to face, online, social media, posters
- Provide support mechanisms in place for all Boxing Scotland members in relation to anti-doping

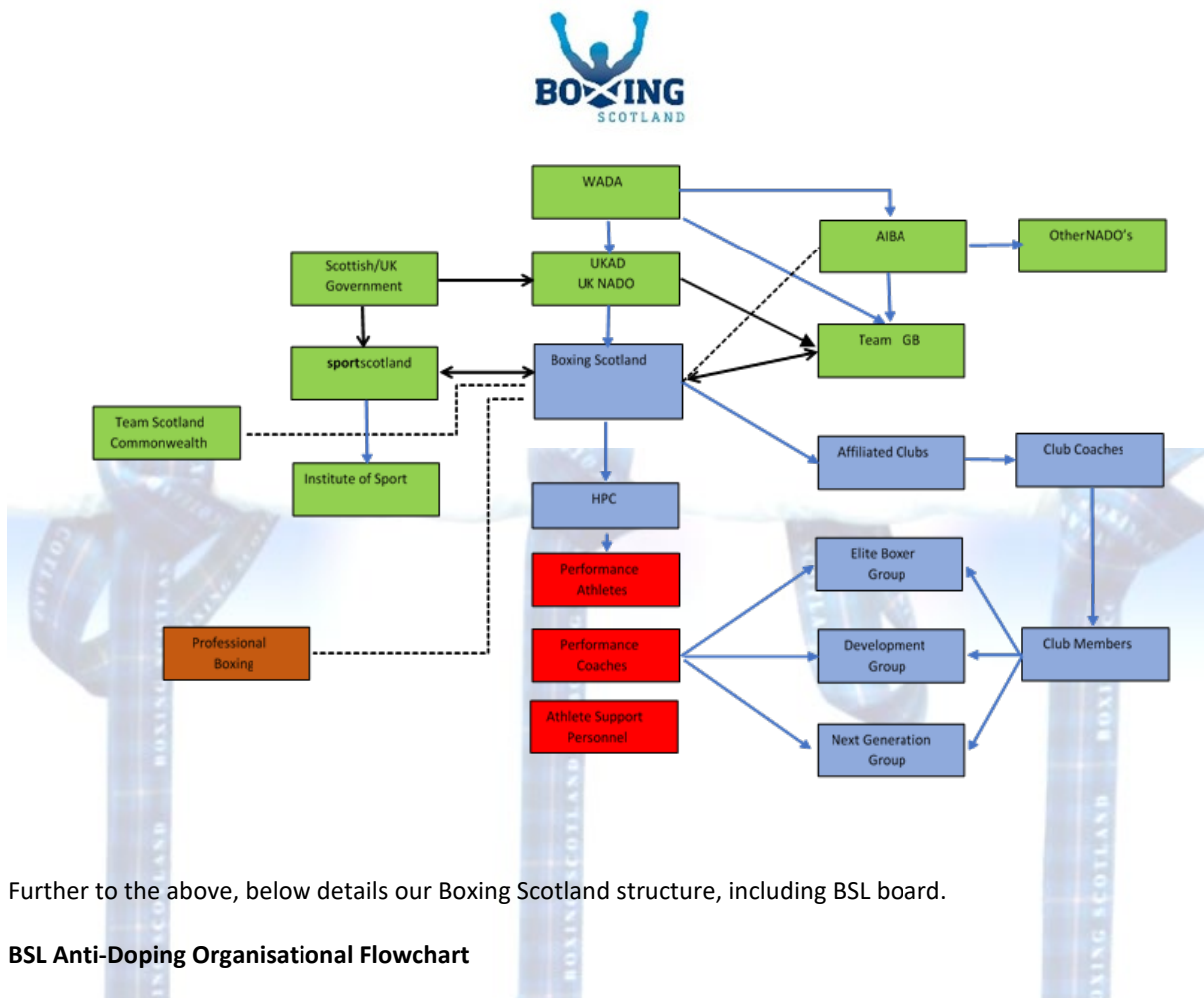
## 3 & 4. SPORTS SYSTEM, INCLUDING SIGNIFICANT PARTNERS

### GOVERNANCE STRUCTURE

Presented below is Boxing Scotland's wider governance structure and key stakeholders, and how each stakeholder may interact with one each other. The wider structure is important to note for the purposes of the strategy, to greater understand the context in which our Elite Program operates.

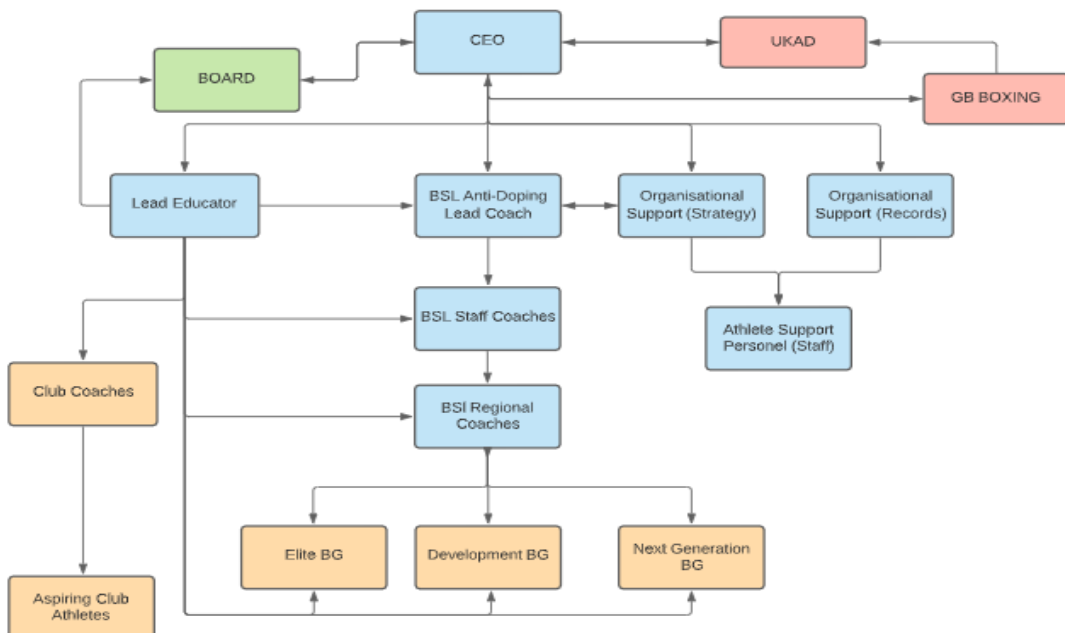
Highlighted red, are the groups in which Boxing Scotland would support with their anti-doping education. The red boxes also illustrate our internal groups, whereas blue indicates the external partners whom which we collaborate with. These key touch points are when boxers arrive on to our program, and through the various transitions within the Boxing Scotland squad. Information is shared, where relevant, between organisations to create a culture in which anti-doping is understood and all stakeholders are able to effectively support Clean Sport.

The green box highlights the external authorities that boxing Scotland works with, and the Brown box highlights the transition into professional boxing. Although Boxing Scotland has no influence over professional boxing and their relevant bodies, it is within our remit to prepare our boxers for this transition as the anti-doping rules will still apply.



Further to the above, below details our Boxing Scotland structure, including BSL board.

**BSL Anti-Doping Organisational Flowchart**



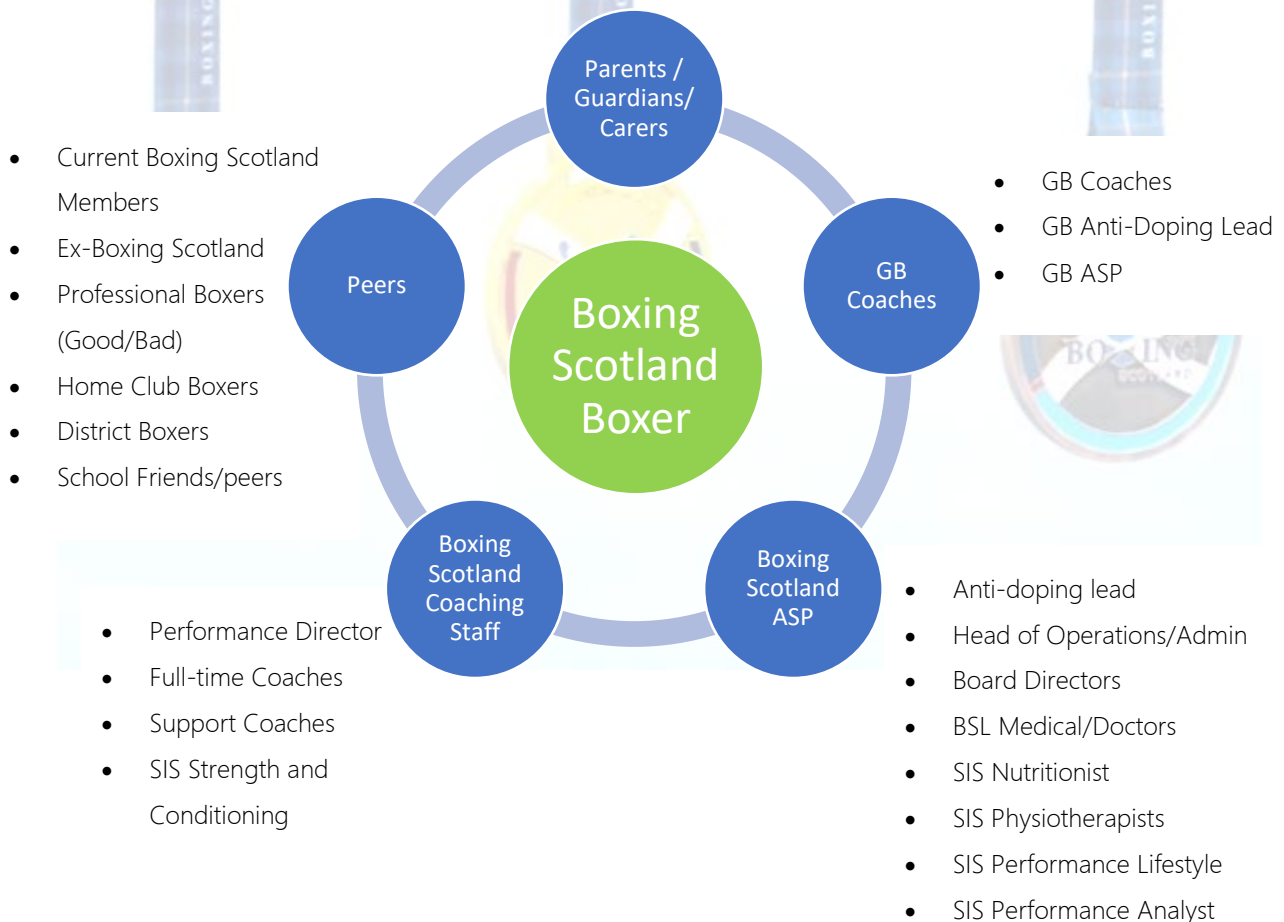


More specifically, within the Boxing Scotland employees, we have the following staff:

- CEO
- Head of Operations
- Performance Director/Head Coach
- Joint Head Coach
- Next Generation Coach
- Apprentice Coach
- Support/Regional Coaches Part-time
- 3x Development Officers (Of which one has the role of UKAD Lead)

### 5. CORE INFLUENCERS

Below displays the core influencers to our Boxing Scotland Athletes. While each group have influence over our Boxing Scotland, Boxing Scotland Staff, ASP, and to a certain extent their fellow Boxing Scotland are the groups we can most impact. Home club coaches are highlighted due to the ongoing coaching they provide.





## 6. BOXER PATHWAY

The diagram below illustrates the Boxing Scotland pathway, from School's level to the World Class Programme. All Boxers competing in Scotland are under the jurisdiction of the Boxing Scotland. Our World Class programme consists of three groups Elite, Development and Next Generation. These groups will number 40-50 Boxers which may change due to withdrawal from the programme for various reasons.

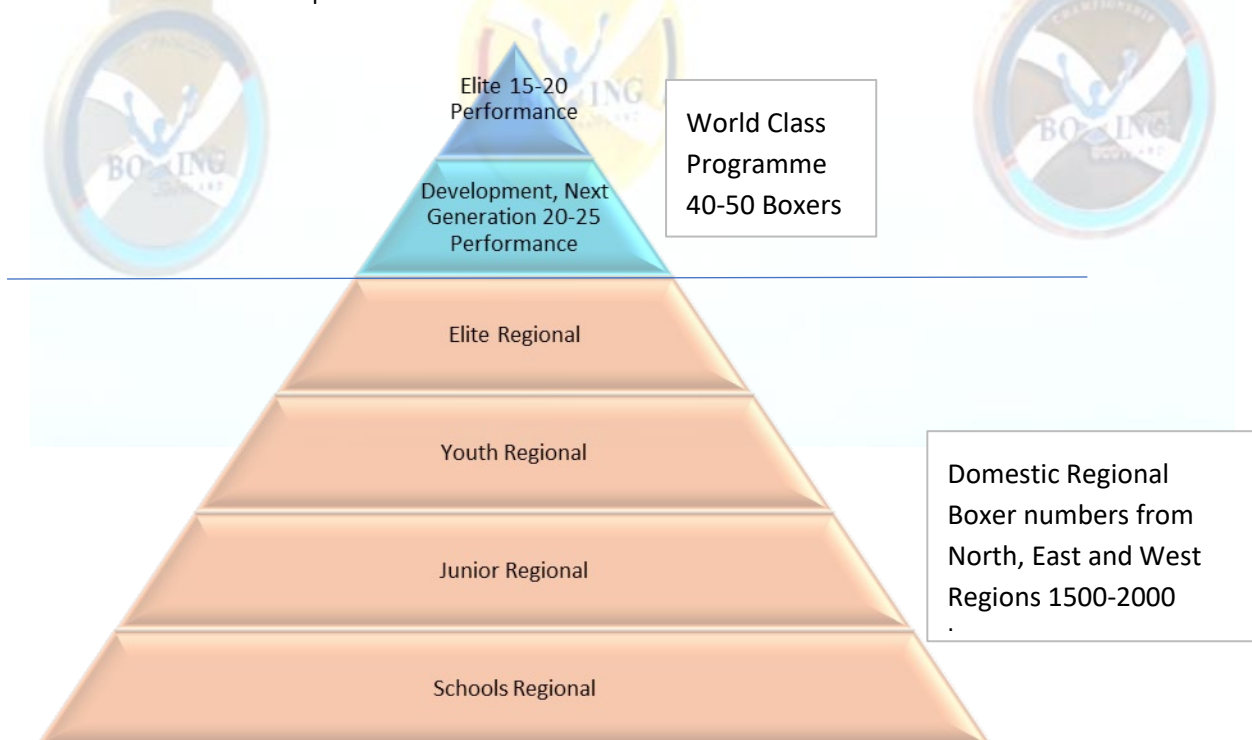
Performance Pathway Athletes - The Elite, Development & Next Generation Boxers and associated ASPs will be the target groups for mandatory anti-doping education.

Every boxer at each stage of the pathway can be tested anytime any place, in or out of competition. The Elite, Development and Next Generation boxers will feature on UKADs list of boxers eligible for testing. A further group could be included in a National Registered Testing Pool (NRTTP). These Boxers in NRTTP are likely to be part of the GB Boxing podium or potential podium squad. At the moment this consists of three boxers. This may vary throughout a season depending upon the GB selection process. Boxers may join or leave the GB programme at any time and this will be subject to change.

Exact numbers are flexible and prone to change due to different circumstances'. Boxing Scotland's strategy addresses this by ensuring excellent communication is kept between the home nations as well as Affiliated Clubs, and where appropriate, discussions around specific transitioning athletes are to be held to discuss individualised support mechanisms.

The regional element of our sport is split into three districts/regions. The North, East and West. The total number of Boxers in the districts will number between 1500-2000.

These boxers will belong to affiliated clubs within each of the three districts/regions that will affiliate to us as a member Clubs of Boxing Scotland. These boxers will formally register as a member/boxer of Boxing Scotland. The Club Coaches and Officials also register with as a member with boxing Scotland annually. BSL Club Coaches will number 400-500 and Officials 90-130. Each district club will have a Club Anti-Doping POC where UKAD information can be passed and disseminated to all club members.







When an athlete enters the Boxing Scotland programme, communication will be had with their relevant Club/parents to ensure that everyone is aware of the level of anti-doping education the boxer will receive. A plan of education will be devised and delivered to that boxer, addressing any specific needs and or any previous deficits in knowledge. If re-joining the Performance pathway.

Boxing Scotland are yet to face the situation in which an athlete is returning from a sanction. The situation is extremely rare, however there would be a process in which a returning boxers' admission to the world Class Programme would be discussed before confirming. In terms of their education upon return, this would be discussed with UKAD if that situation were to arise.

Boxing Scotland does not have any jurisdiction over non-affiliated clubs in Scotland and or does it over any White-Collar Boxing clubs or boxers or coaches.

## 7. CLEAN SPORT CURRICULUM

To ensure that all core influencers are able to provide boxers with the relevant support, Boxing Scotland will proactively provide education, as a minimum for the following:

Job title	Education Level
BSL Anti-Doping Coordinator	UKAD Educator, UKAD Lead, UKAD Clean Sport Advisor,
BSL Performance Director/Coach	UKAD Clean Coach
BSL Chief Executive	UKAD Board Member E-Learning
BSL Full/Part Time Coaches	UKAD Coach Clean
BSL Athlete Support Personnel	UKAD Clean Sport Advisor
BSL Anti-Doping Educator	UKAD Educator, UKAD Clean Sport Advisor and UKAD Coach Clean

Boxing Scotland takes a measured and pragmatic approach to education delivery, prioritising key aspects within the WADA/ISE documents which are more relevant to our sport. These are highlighted in **bold**. An anti-doping overview will initially be provided to new boxers and staff during their induction period. Within 4 months, newly inducted boxers will have received Clean Sport 1.

The sessions highlighted below will be delivered using a range of methods: face-to-face, webinar, recorded delivery, posters, infographics, and social media engagement activities. Boxing Scotland recognise the need to individualise education for the specific athletes, therefore ad-hoc education will also be delivered, and recorded by the anti-doping coordinator, as and when they occur. Face-to-face delivery is aimed to be no more than 30 minutes, to ensure engagement and quality.

A Boxing Scotland staff member is the anti-doping coordinator who works with a support team that supports the programme on the ground - signposting to further support is an important factor within our environment, to ensure that all boxers, staff, and support staff know who to contact regarding any anti-doping matters.



BSL will Record and ensure anti-doping education is delivered every two years at a minimum for all athletes, athlete support personnel and all other persons that may be required.

### Education Programme Audience

Define the learning objectives for each target group in the Education Target Groups  (ISE 5.4)	0. Not relevant for this group
	1. Is aware of
	2. Understands
	3. Can apply these principles in everyday life

UNIT	Topic	Names	Elite Boxers Development Boxers Next Generation Boxers	BSL Performance Coaches	BSL Athlete Support Personnel	BSL Medical Team	Club Coaches
Unit One: Global and National Anti-Doping	1	Global and National Anti-Doping Governance					
	2	Principles of 100% me					
Unit two Good Practice in Anti-doping	3	The Prohibited List					
	4	Checking medications (Including GLOBAL DRO)					
	5	Therapeutic Use Exemptions (TUEs)					
	6	Food First /Supplements					
	7	Reporting Doping in Sport					

Unit Three: preparations and Procedures for Testing Athletes	8	<b>Testing Procedures for Blood and Urine</b>					
	9	Testing Pools					
	10	<b>Whereabouts Requirements</b>					
	11	Anti-Doping Administration and Management System ADAMS					
	12	Athlete Biological Passport (ANP)					
Unit four: ADRVs and the consequences of Doping	13	Results Management Process					
	14	<b>Anti-Doping Violations (ADRVs)</b>					
	15	<b>Consequences of doping</b>					
Unit five: Societal Factors	16	Image and Performance Enhancing Drugs (IPEDs/ Intravenous (IV) Infusion					
	17	Psychoactive Drugs					

### SUPPLEMENT POLICY

Boxing Scotland encourages all athletes to adopt a food first approach., to safeguard against inadvertent doping. Education on the topic of supplements is one that Boxing Scotland continuously reiterate through both our anti-doping education sessions, and also through the way in which our nutritionist operates. We encourage all athletes to adhere to UKAD's three step plan when considering taking supplements:

1. Assess the need
2. Assess the risk
3. Assess the consequences

This message can be seen on display on the posters in and around the HPC.



Our supplement policy can also be found on our website: <https://www.boxingscotland.org/supplements-and-nutrition/>

Our SIS nutritionist supports the anti-doping messaging, encouraging a food-first approach. If supplements are to be used, this is closely documented and monitored. Boxing Scotland does not have a supplement partner; however, we regularly use Science in Sport.

## **8. RESOURCES: WORKFORCE AND FINANCIAL**

Boxing Scotland does not employ a full-time anti-doping coordinator that can support the elite program. Instead, three nominated ASP who will act as a Boxing Scotland UKAD Educator's, who will deliver education sessions to the performance pathway. The BSL Anti-doping Lead will manage the education team. This greatly supports the program and its demographic as there is an ever-present anti-doping point of contact.

Although there is no need at this stage for a more than three educators with the organisation, in future this may be something we explore. As boxers group become more experienced and well-versed with anti-doping matters, and as our team grows, we then use the experience of more experienced boxers to help educate and support the less experienced athletes.

Boxing Scotland additional support - All staff are required to have completed the Clean Sport Advisor course and encouraged to engage with anti-doping through UKAD's various channels and platforms. In addition, our performance coaches are required to have their Coach Clean accreditation. This has now been included in new employee contracts. At the time of writing, over 75% of coaches, support staff and Boxing Scotland staff have completed their relevant anti-doping education.

Boxing Scotland's anti-doping lead will ensure good communications are in place for the Team Scotland Commonwealth Games organisation so as to deconflict training and record any existing or planned training that will be delivered by external partner. (Team Scotland)

UKAD Resources - Boxing Scotland will use UKAD Educators and National Trainers to deliver Clean Games sessions when required, to supplement the existing education delivery. We do this to ensure crucial information is not diluted, and delivery is varied to ensure engagement. In addition, Boxing Scotland will collaborate with UKAD's marketing team to use and adapt existing infographics and posters to promote clean sport.

### **9a. AWARENESS, INCLUDING PR AND COMMUNICATIONS**

Boxing Scotland includes regular post UKAD information across all our social media platforms. We also include a quarterly information update on our monthly Newsletters. This will include actively share information such as Clean Sport Week and 100% Me.

### **9b. INFORMATION PROGRAMMES**

Boxing Scotland is now required all new employees to complete an induction with the anti-doping coordinator within the first month of their employment. Additionally, if required they will be required to complete the Clean Sport Advisor Accreditation within first 3 months if they are required to fulfil the role of an Athlete Support Personnel.

All communications from UKAD regarding any updates or changes are circulated via email to our Performance Pathway, Athlete Support Personnel and reinforced during team meetings, and also on our social media



channels. We recognise these platforms are not the best way to communicate with boxers, therefore key messages are discussed in person with the anti-doping Lead or coaching director.

The Prohibited List and TUE (and Code Updates) will be delivered to the Performance Pathway via presentations from our Educator's, and updates via emails to Boxers and ASP with read receipts to confirm Athletes and staff have received them. We will also ensure we utilise social media to our benefit.

Boxing Scotland will ensure an information flow is directed to Clubs and Club coaches through email and our social media platforms.

### 9c. EDUCATION PROGRAMMES

1. Clean Sport 1 to be delivered during the first 4 months of newly inducted boxers into programme.
2. Knowledge gaps identified and addressed - bespoke personalised education sessions to be delivered to new athletes on program, with supporting case conferences with home nations' anti-doping leads where appropriate.
4. Annual anti-doping session delivered by Boxing Scotland AD Educators for ASP.
5. Any updates circulated and followed up by AD Educators.

### 9d. VALUES BASED EDUCATION

Boxing Scotland recognise the importance of value-based education, and how impactful it can be. Therefore, encourage discussions and use case studies, live examples, and scenario-based topics throughout education delivery. It is in our experience that this promotes boxers to reflect on their own behaviour and practices.

### 10. MONITORING AND EVALUATION

Education sessions are recorded (attendees & session delivered), including Clean Sport and Clean Games sessions.

Feedback on sessions is encouraged, as we regularly use the feedback to inform and help plan for future sessions.

### THE IMPLEMENTATION PLAN

Outlined below is our implementation plan for the next 4 years. BSL has linked the implementation plan with our funding cycle from **sportscotland**. For information the BSL funding cycle is based on the Commonwealth Games 4-year cycle. This current cycle runs from 2022-26. Certain items will run beyond 2026 and a full review Key dates and events have been highlighted and accounted for.

Month Year	Target Audience	Activity	Delivery
Annually every January when come into force and when	Performance Pathway Athletes	Promulgate the changes when updated from WADA/UKAD  Update Website recapping the new prohibited list changes when they come into force on the 1 <sup>st</sup> of January.	Boxing Scotland - AD Comms



WADA update in Oct			
Nov 2022-Ongoing	Performance Pathway Athletes ASP	Continue to monitor and record attendance at all education sessions involving anti-doping content. Share this information with UKAD when required	Boxing Scotland
Nov 2022-Ongoing	Performance Pathway Athletes	Record any ad-hoc anti-doping queries/ information either received or questioned by athletes	Boxing Scotland
Nov 2022-Ongoing	Performance Pathway Athletes	Continually review, evaluate, and adapt delivery, in light of feedback of content delivered	Boxing Scotland Staff
Annually every January when come into force and when WADA update in Oct	Performance Pathway Athletes	Promulgate the changes when updated from WADA/UKAD  Update Website recapping the new prohibited list changes when they come into force on the 1 <sup>st</sup> of January.	Boxing Scotland - ADC
Nov 2022-Ongoing	NRTP Boxers	<b>When we have Athlete's on the NRTP.</b> Provide support to any athletes on the National Registered Testing Pool. (NRTP) Specifically, reminders about their responsibilities, where to find information, how to best self-manage their Whereabouts	Boxing Scotland Coaches and Staff to continue with a close Liaison with GB Boxing for athletes on the NRTP
January 2023	GB and Home Nations	Share anti-doping strategy with GB and Home Nations, to ensure harmony in delivery of content	Boxing Scotland
Mar 2023-Ongoing	Performance Pathway Athletes  Coaches  ASP	Reinforce key anti-doping messages pre-competition, through various mediums - social media, videos, infographics, face-to-face conversation.  Include any competition relevant information. Adapt content to include any game specific rules, regulations, and processes  Promote Clean Sport Week and 100% Me	Boxing Scotland Communications  Linked in with Team Scotland



Aug 2023- Ongoing	Performance Pathway Athletes  Coaches  ASP	Increase visibility and promote anti-doping culture through poster campaign in, and around, Boxing Scotland Facility  Continue to check posters are relevant and up to date	Anti-Doping Lead/Boxing Scotland (HPC) Staff
Annually at AGM and Quarterly	Board	Anti-doping to be discussed at Board level every quarter - Anti-Doping board report to be produced by ADC	CEO, Board
By 31 <sup>st</sup> Jul 23 for season 23-24	UKAD	Education Strategy and Implementation Plan Annual review and update	Staff
Annually 2023 2024 2025	ADC	As and when applicable, attendance at UKAD events, Education seminars, Conference's etc	UKAD / Boxing Scotland staff
Annually, 2023 2024 2025	Performance Pathway Athletes  Coaches  ASP	Liaise with Affiliated Clubs facilities/venue to promote clean sport around Club buildings - keeping content relevant and up to date – Use of UKAD resources to assist with Posters and materials	Boxing Scotland/Affiliated Club POCs/Educators
Sept 23 - Ongoing	Boxers	Deliver Annual education content based on the 100% Me curriculum <a href="https://www.ukad.org.uk/athletes/100-me">https://www.ukad.org.uk/athletes/100-me</a>  Beginning with the three Focus groups Elite, Development and Next generation Pathway	Boxing Scotland Educator
Sept 23-24	Boxing Scotland	Review all documentation and plan future CCG cycle 26-28 Gold Coast now Glasgow (Changed)	Anti-Doping Lead and Team
Annually every January when come into force and when WADA update in Oct	Performance Pathway Athletes	Promulgate the changes when updated from WADA/UKAD  Update Website recapping the new prohibited list changes when they come into force on the 1 <sup>st</sup> of January.	Boxing Scotland - ADC



31 <sup>st</sup> Oct 24 and Ongoing	Boxing Scotland Coaches /Athlete Support Personnel	<p>All Coaches to complete UKAD Coach Clean Workshop</p> <p>All Boxing Scotland Athlete Support Personnel to complete UK Clean Sport Advisor</p> <p>Record and ensure a delivery of education is a minimum of every two years</p>	UKAD E-Learning 100% Me Clean Sport Hub
16 <sup>th</sup> December 2024	UKAD	Deadline to submit all required UKAD Evidence and complete the Assurance Framework	Staff
By 31 <sup>st</sup> Jul 24 for Season 24-25	UKAD	Education Strategy and Implementation Plan Annual review and update	Staff
Annually 2024 2025	ADC	As and when applicable, attendance at UKAD events, Education seminars, Conference's etc	UKAD / Boxing Scotland staff
Annually, 2024 2025	Performance Pathway Athletes Coaches ASP	Liaise with Affiliated Clubs facilities/venue to promote clean sport around Club buildings - keeping content relevant and up to date – Use of UKAD resources to assist with Posters and materials	Boxing Scotland/Affiliated Club POCs/Educators
Sept 24 – Dec 24	Boxing Scotland - UKAD	Implement New Strategy and Implementation Plan	Anti-Doping Lead/ Board Lead
Sept 24 - Ongoing	Boxers	<p>Deliver Annual education content based on the 100% Me curriculum <a href="https://www.ukad.org.uk/athletes/100-me">https://www.ukad.org.uk/athletes/100-me</a></p> <p>Beginning with the three Focus groups Elite, Development and Next generation Pathway</p>	Boxing Scotland Educator
Sept 24-25	Boxing Scotland	Review all documentation and plan future CCG cycle 26-28 Gold Coast now Glasgow (Changed)	Anti-Doping Lead and Team
Nov 2024- Jul 2025	Performance Pathway Athletes Coaches ASP	<p>Reinforce key anti-doping messages pre-competition, through various mediums - social media, videos, infographics, face-to-face conversation.</p> <p>Include any competition relevant information. Adapt content to include any game specific rules, regulations, and processes</p>	<p>Boxing Scotland Communications</p> <p>Linked in with Team Scotland</p>





		Promote Clean Sport Week and 100% Me	
Nov 2024- Ongoing	Performance Pathway Athletes  Coaches  ASP	Increase visibility and promote anti-doping culture through poster campaign in, and around, Boxing Scotland Facility	Anti-Doping Lead/Boxing Scotland (HPC) Staff
Apr 25 – Aug 25	Boxing Scotland - UKAD	Implement New Strategy and Implementation Plan	Anti-Doping Lead/ Board Lead
By 31 <sup>st</sup> Aug 25 for Season 25-26	UKAD	Education Strategy and Implementation Plan Annual review and update	Staff
Sept 25 - Ongoing	Boxers	Deliver Annual education content based on the 100% Me curriculum <a href="https://www.ukad.org.uk/athletes/100-me">https://www.ukad.org.uk/athletes/100-me</a>  Beginning with the three Focus groups Elite, Development and Next generation Pathway	Boxing Scotland Educator
16 <sup>th</sup> December 2025	UKAD	Deadline to submit all required UKAD Evidence and complete the Assurance Framework	Staff
Annually 2025 2026	ADC	As and when applicable, attendance at UKAD events, Education seminars, Conference's etc	UKAD / Boxing Scotland staff
Annually, 2025 2026	Performance Pathway Athletes  Coaches  ASP	Liaise with Affiliated Clubs facilities/venue to promote clean sport around Club buildings - keeping content relevant and up to date – Use of UKAD resources to assist with Posters and materials	Boxing Scotland/Affiliated Club POCs/Educators
Mar-Jul 2026	Performance Pathway Athletes  Coaches  ASP	Clean Games Delivery – Team Scotland Glasgow 2026 Commonwealth Games  Communicate requirement with Team Scotland  Continue to link in with Sarah Gandon from Gandon Sports Consultancy (Team Scotland)	UKAD – social media Boxing Scotland Communications
2026-2027	BSL	Review all documents in line with next Funding/Commonwealth Games Cycle	Boxing Scotland Anti-Doping lead/BSL Board of



	Planning for this will commence in 2026 for expected 2030 games	Directors/Team Scotland (Gandon Sports Consultancy)
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