



GBS Physiotherapy Standards Policy

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Definitions

“ACCP”	means the Acupuncture Association of Chartered Physiotherapists;
“ASP”	means Athlete Support Personnel;
“Competition”	means an Event or series of Events conducted over one or more days including a National or International Competition;
“CSP”	means the Chartered Society of Physiotherapists;
“DBS”	means Disclosure and Barring Service;
“EIS”	means the English Institute of Sport;
“Event”	means a single race or contest;
“GBS”	means GB Snowsport Ltd.;
“GBS Athlete”	means an athlete who is part of a GBS Team/GBS Squad;
“GBS CEO”	means the Chief Executive of GBS;
“GBS CMO”	means the GBS Chief Medical Officer;
“GBS Employee”	means staff who are employed by GBS;
“GBS Head Coach”	means the person responsible for the coaching delivery within a GBS programme;
“GBS Lead Physiotherapist”	means the individual who leads the GBS physiotherapy team and strategy within the organisation;
“GBS Performance Director”	means the person responsible for the performance of all Olympic and Paralympic programmes within GBS;
“GBS Physiotherapist”	means a physiotherapist working with GBS as either a GBS Employee or as a contractor;
“GBS SSSM Team”	means the GBS Sports Science and Medicine Team;
“GBS Staff”	means staff who are employed by, or acting as a consultant to, GBS;

“GDPR”	means the General Data Protection Regulation (EU) 2016/679;
“HCPC”	means the Health and Care Professions Council;
“Line Manager”	means the person with managerial responsibility over any individual subject to the Policy;
“PDMS”	means the Performance Data Management System;
“RFU”	means the Rugby Football Union;
“Third Party”	means any individual or organisation and includes actual and potential clients, suppliers, distributors, business contacts, agents, advisors, and government and public bodies, including their advisors, representatives and officials, politicians and political parties;
“TUE”	means Therapeutic Use Exemption;
“UKAD”	means UK Anti-Doping;
“WADA”	means the World Anti-Doping Agency.

1. Introduction

- 1.1. This document contains the GB Snowsport (GBS) Physiotherapy Standards Policy (the "Policy"). The Policy will provide an overarching framework detailing the professional standards required of GBS Physiotherapists.

Aims

- 1.2. *The mission of physiotherapists within GBS is to deliver an adaptable, world leading support service for World Class Funded Athletes at home and on the road. We endeavour to optimise GBS Athlete health while also having a performance impact, transferring knowledge across all the Olympic and Paralympic performance programmes. We aim to ensure we engage and support coaches and GBS Athletes to reach their full potential, underpinning the vision and values of GBS.*

Scope

- 1.3. The Policy applies to all GBS Physiotherapists.
- 1.4. Membership/registration with the organisations mentioned in 2.1, 2.2, and 13.1 (HCPC, CSP, and the AACCP) must be proven with valid certificates that are to be presented to GBS. These documents will be securely stored and managed.
- 1.5. Failure to comply with the Policy will lead to disciplinary action in line with the GBS Disciplinary Policy. If your conduct is unlawful or illegal you may be personally or criminally liable with respect to civil and/or criminal proceedings, claims, or actions.
- 1.6. The Policy is designed to be read in conjunction with the GBS Medical Record Keeping Policy, the GBS Medication Management Policy, and the GBS PCTO Standard Operating Procedure that are published by GBS. These documents may receive revisions and updates occasionally, with the most up to date versions being available on the GBS Website.

2. Core Standards

- 2.1. All UK based GBS Physiotherapists are required to be registered with the HCPC and adhere to the HCPC Standards of Proficiency: Physiotherapists (2013).
- 2.2. All UK based GBS Physiotherapists are required to be members of the CSP and to adhere to the CSP Quality Assurance Standards (2012).
- 2.3. All UK based GBS Physiotherapists are bound by the CSP Code of Professional Values and Behaviours (2011) and must be familiar with the content of these rules, including the ethical, moral, and legal responsibilities of practicing as a chartered physiotherapist.
- 2.4. GBS Physiotherapists based overseas are required to hold appropriate professional liability indemnity insurance. UK based GBS Physiotherapists should ensure that any professional indemnity cover provided by their regulatory body covers the proposed activity with GBS.
- 2.5. All GBS Physiotherapists covering camps and Competitions are required to ensure they have completed an appropriate Pre-Hospital Intermediate Care in Sport qualification and this remains updated.
- 2.6. All GBS Physiotherapists covering camps and Competitions are required to ensure they have completed the RFU Headcase (Adult Coach) course, updated annually.
- 2.7. All GBS Physiotherapists covering camps and Competitions are required to ensure they have completed the UKAD Accredited Advisor qualification, updated every two years.
- 2.8. All GBS Physiotherapists are required to have an up to date Enhanced DBS check, reviewed every 3 years, that has been approved by GBS.
- 2.9. All GBS Physiotherapists must adhere with all relevant GBS policies including: the GBS Officials' Code of Conduct; GBS Dignity and Respect Policy; GBS Safeguarding Policy; GBS Social Media Policy; GBS Medication Management Policy; GBS Medical Record Keeping Policy; GBS Data Protection Policy; GBS Expenses Policy. These policies are available at <https://www.gbsnowsport.com/about-us/governance>.
- 2.10. Please note: Any GBS Physiotherapists operating in an Olympic/Paralympic Games environment (including endorsed holding camps) may be required to have enhanced/additional qualifications. The type and nature of these qualifications will be confirmed and communicated within appropriate timeframes ahead of the Games period.
- 2.11. In addition, this list is reviewed and updated to ensure content and qualifications are current and offering the highest level of support to GBS Athletes. Any changes to the above will be communicated to any and all GBS Physiotherapists.
- 2.12. If a GBS Physiotherapist is found to not have a qualification outlined above, they will have an agreed period of time by which to rectify the gap. It may be necessary for their duties to be restricted or adjusted until such time that the standards are met.

- 2.13. If a GBS Physiotherapist fails to provide the information required in an agreed appropriate timeframe, it may impact their ability to continue to work with GBS.

3. Confidential Information

- 3.1. All encounters between a GBS Athlete and GBS Physiotherapist are confidential. This includes all data and subsequent correspondence whether written or verbal. Unless there is a safeguarding concern, confidential information can only be divulged to a Third Party (including the coach) with explicit consent of the GBS Athlete.
- 3.2. The medical status of a GBS Athlete must not be discussed with external sources, the media, or any Third Party outside of GBS, unless sanctioned by the GBS CMO, GBS Performance Director, or GBS Lead Physiotherapist.

4. Consent

- 4.1. Consent is an essential cornerstone on the doctrine of GBS Athlete self-autonomy and is incorporated in all aspects of the GBS physiotherapy service. Consent can be express or implied, verbal or written. For consent to be valid, the procedure and or examination must be explained in terms that the GBS Athlete can understand. The implications of treatment and any possible alternatives must be outlined, and any significant risks discussed with the GBS Athlete. GBS Athletes can consent to physiotherapy treatment if they are over the age of 18. In cases involving minors, the consent of a parent or guardian must be sought.
- 4.2. Written valid consent to treatment should be obtained from all GBS Athletes prior to commencing an episode of treatment involving acupuncture (Appendix A). Subsequent treatments should record the GBS Athlete's consent in their physiotherapy notes. Valid consent (written or verbal) must be obtained for all other interventions, manipulations, and examinations and recorded appropriately.

5. Safeguarding

- 5.1. All GBS Physiotherapists must follow the GBS Safeguarding Policies – 'GBS SnowSafe for Children and GBS SnowSafe Safeguarding Adults'.

6. Medical Records

- 6.1. All GBS Physiotherapists must comply with the GBS Medical Record Keeping Policy and use the EIS PDMS for securely recording all medical records.
- 6.2. All written or electronic correspondence concerning a GBS Athlete should be stored on the EIS PDMS.
- 6.3. All GBS Physiotherapists will complete the EIS PDMS training on Absorb.
- 6.4. Any requirements to share medical records with external practitioners or institutes must comply with the GBS Data Protection Policy and the GDPR.

7. Medication Management

- 7.1. All GBS Physiotherapists must adhere to the GBS Medication Management Policy.

8. Anti-Doping

- 8.1. All GBS Physiotherapists must complete the UKAD Accredited Advisor qualification, updated every two years.
- 8.2. All GBS Physiotherapists must comply with the UK National Anti-Doping Policy and familiarise themselves with the roles and responsibilities expected of them as ASP outlined in the 2015 WADA Code (https://www.wada-ama.org/sites/default/files/resources/files/wada_anti-doping_code_2019_english_final_revised_v1_linked.pdf).
- 8.3. TUE approval forms must be uploaded to GBS Athlete's medical record on the EIS PDMS.
- 8.4. GBS Physiotherapists should use all available opportunities to educate GBS Athletes and GBS Staff regarding anti-doping issues.
- 8.5. Any concerns regarding a possible anti-doping rule violation must be reported to UKAD for further investigation.

9. Travel Insurance

- 9.1. All GBS Physiotherapists must ensure they have appropriate business travel and medical insurance which covers snowsports. N.B - For GBS Physiotherapists that are contractors, this is the responsibility of the individual and not that of GBS.

10. Venue Risk Assessments

- 10.1. During overseas deployment, GBS Physiotherapists are required to complete the Medical Venue Assessment Form (Appendix B) and submit this to the GBS Lead Physiotherapist.
- 10.2. GBS Physiotherapists are also required to confirm local emergency and evacuation procedures.

11. Expenses

- 11.1. All GBS Physiotherapists must adhere to the GBS Expenses Policy.

12. Equipment

- 12.1. Physiotherapy consumables and emergency medical equipment will be provided by the GBS SSSM Team.
- 12.2. Physiotherapy consumables and emergency medical equipment will be regularly checked by the GBS SSSM Team. However, should an issue be identified, this should be brought to GBS' attention immediately.
- 12.3. Should Ski or Snowboard rental be required, this will be paid for by the GBS Head Coach during deployment.
- 12.4. GBS Physiotherapists should only use equipment with which they can demonstrate appropriate training.

13. Acupuncture

- 13.1. All GBS Physiotherapists wishing to deliver acupuncture as part of their treatment must be members of AACP.
- 13.2. All GBS Physiotherapists must adhere to the advice and guidance from the AACP 'Safe Practice Guidelines for Acupuncture Physiotherapists' (https://www.aacp.org.uk/assets/ckfinder_library/files/AACP%20Safety%20Guidelines%202017%20online.pdf).

14. Cervical Manipulation

- 14.1. All GBS Physiotherapists practicing cervical manipulation or any other manual therapy technique directed at the cervical spine must be able to demonstrate appropriate training, experience, and rationale for performing that technique.
- 14.2. Cervical manipulation should only be considered as an appropriate choice of treatment if clinical assessment indicates and is documented that the risk of serious complication is acceptable to both the GBS Athlete and GBS Physiotherapist.

Appendix A: Acupuncture Consent Form

- A 1.1. Acupuncture is one of several techniques that involves inserting thin, solid needles into the patient to bring about a therapeutic benefit. Other techniques include dry needling, trigger point needling, auriculotherapy, and intramuscular stimulation. While the exact treatment methods and the rationales behind these different approaches may vary, within sport's medicine and physiotherapy, the overall aim is usually the same; a reduction in pain and improvement in muscle tone.
- A 1.2. All GBS Physiotherapists who practice acupuncture (or any other form of dry needling) must have undergone post graduate training and are members of the AACP.
- A 1.3. Before undergoing acupuncture, the GBS Physiotherapist treating you will explain why they think acupuncture is an appropriate treatment for you, how the treatment is performed, and outline any alternative treatments that may be appropriate should you not wish to undergo acupuncture.
- A 1.4. Additionally, you should be aware that while acupuncture is generally very safe, there are possible side effects. These include:
- A 1.4.1. Painful treatment;
 - A 1.4.2. infection;
 - A 1.4.3. broken needle;
 - A 1.4.4. metal allergy;
 - A 1.4.5. drowsiness; and
 - A 1.4.6. fainting.
- A 1.5. While these complications are very rare, you should ask your GBS Physiotherapist for a full explanation of the possible risks associated with acupuncture should you have concerns.
- A 1.6. At any time during treatment, you may ask the GBS Physiotherapist to stop the treatment and withdraw any or all of the needles.
- A 1.7. Signing this form indicates that you have read the above information and understand the implications of treatment, in addition to any significant risks associated with dry needling.

Athlete Signature:

Date:

Athlete Name (Print):

(If Athlete is under 18)

Parent/Guardian Signature:

Date:

Parent/Guardian Name (Print):

Appendix B: Venue Assessment Form

Basic Details

Date	
Name & Role	
Discipline	
Event	
Dates of Event	
Location (Resort/Country)	

Local Facilities

Local Emergency Number	
Hospital	
Pharmacy	
Emergency Dentist	

Competition (Complete as appropriate)

Ambulance/Air Ambulance on Site	Yes/No
Introduction to Lead Event Medical Practitioner	Yes/No
English Speaking	Yes/No
Medical Support Across Course	
Evacuation Point + Procedure	
Defibrillator Location	
Oxygen (Yes/No + Location)	
Scoop	Yes/No

Training Camp (Complete as appropriate)

Piste Medical Support (Alert Procedure + Location)	
English Speaking	Yes/No
Evacuation Point + Procedure	
Defibrillator Location	
Oxygen (Yes/No + Location)	
Scoop	Yes/No

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