



# ANTI-DOPING STRATEGY

2019-22





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# INTRODUCTION

The Welsh Rugby Union (WRU) are fully committed to promoting Clean Sport, and working in partnership with UK Anti-Doping (UKAD) and World Rugby, to protect the integrity of our sport.

This strategy sits within the wider Welsh Rugby Strategic plan as approved by the Board of the WRU, and it's primary focus is upon prevention and support.

The WRU Anti-Doping Rules are the UK Anti-Doping Rules and are compliant with World Rugby Regulation 21 (Anti-Doping), and the World Anti-Doping Agency (WADA).

The WRU Anti-Doping Rules are also included in the WRU Disciplinary Regulations.

A number of doping issues are common across sport and Rugby Union is no different to any other sport in looking to tackle this area in a calm and measured manner. Whilst there is a direct responsibility to monitor and police doping in our sport, there is a responsibility as a National Governing Body (NGB) to provide education, awareness and training for our athletes and support staff to protect them from breaching the WRU Anti-Doping Rules.

# MISSION, VISION AND PURPOSE

The Welsh Rugby Union's (WRU) mission is to provide leadership around anti-doping matters, ensure that all players and support staff have the opportunity to develop and enhance their understanding of anti-doping through effective education programmes, so that informed decisions are made both on and off the field.

The WRU vision is to have more people participating in the game, more often with more enjoyment and more success.

Our purpose is to grow, develop, and enhance, whilst future proofing rugby union in Wales by broadening our appeal and ensuring that we are inclusive and engaging to all ages and communities.

Our mission, vision and purpose are underpinned by values and beliefs which embrace integrity, excellence, success, courage, family and humour.





# VALUES & OBJECTIVES

The Welsh Rugby Union work alongside partner agencies such as UKAD and Sport Wales to ensure that Clean Sport is promoted in line with the values of our organisation.

The WRU Strategy is underpinned by our culture, leadership and governance and led by our values.

## **Culture**

- We will be led by our values, embrace our reality, focus on solutions and dare to dream for an ambitious future. We will take a long term perspective to deliver a sustainable game for future generations.

## **Leadership**

- We will be open and transparent and involving in how we lead the game. We recognise our responsibility as role models. We will lead to inspire.

## **Governance**

- We have a responsibility to be agile and inclusive. We will implement the right governance systems and structures with suitably qualified individuals who are reflective of modern society.

## **Courage**

- A no compromise, no regrets philosophy – daring to dream.

## **Humor**

- Bringing a perspective and recognition that we do this for enjoyment.

## **Integrity**

- Doing the right thing even when no one is looking.

## **Excellence**

- 'Good enough' isn't good enough. Relentless pursuit of our ambition and a recognition that it's ok to make mistakes to become better.

## **Family**

- Inclusive and welcoming to all – the rugby family. Committed to each other's success.

## **Success**

- Achieving on and off the field – responsible for each other's reputations.



# PRINCIPLES & OBJECTIVES

The WRU will work across the organisation as one team to enable participants to grow and develop in a positive clean sport environment.

The WRU are committed to ensuring that the principles of anti-doping are promoted and championed within our sport to ensure that -

- the ethics and integrity of our game are upheld and preserved through positive values based education
- we safeguard the physical and mental health of our players
- all players have the opportunity to compete equally
- all players have the opportunity to develop in the game as ambassadors of clean sport

This will be achieved through the components of anti-doping by testing at appropriate levels of the game, promoting anti-doping throughout the clubs and regions, and delivering a wide ranging STAY ONSIDE education programme from community to elite rugby.

## **STAY ONSIDE Education and Awareness Programme**

The STAY ONSIDE programme started in January 2016, and over time we have increased our capacity to deliver by investing in a skilled and enthusiastic education workforce.

The WRU are committed to providing appropriate levels of education for all athletes and support personnel from community rugby through to the national squads.

The objectives are:

- To ensure that all players and support personnel in the professional rugby regions are able to apply their anti-doping responsibilities so that they make good decisions both on and off the field
- To ensure that all talented young players and support personnel in the WRU Pathway Programme are aware and understand their anti-doping responsibilities
- To ensure that all players and support personnel in Premiership and Championship leagues are aware and understand their anti-doping responsibilities
- To ensure that all players and support personnel in National Leagues 1-3 are aware and understand their anti-doping responsibilities through the Club Integrity Programme
- To ensure that the wider rugby community including parents, have a basic understanding and awareness of anti-doping in Welsh rugby.



# STAY ON-SIDE



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# STRATEGIC AIMS

The primary strategic aim is to ensure that we protect the integrity of rugby in Wales by promoting anti-doping, and having effective testing and education programmes that are wide ranging.

These are underpinned by the following :

- Effective governance of anti-doping matters
- Developing productive partnerships both internally and externally
- Effective and wide ranging communication
- Effective education programme through insight and understanding needs
- Developing appropriate and wide ranging education resources
- Developing excellence within the education workforce
- Developing a proportionate and effective testing and whereabouts plan
- Developing a comprehensive case management process

## **Implementing the Operational Plan**

The WRU will develop an operational plan, which will be managed through the WRU Policy and Integrity Team, and ensure that it is aligned to the strategic aims.

This will require a collaborative approach across the organisation to support the multiple functions and processes involved. This will enable dedicated staff in the relevant fields to contribute, to ensure that the organisation produce a high quality and unified approach to anti-doping.

The following diagram outlines the key internal stakeholders and how this will be delivered alongside the operational plan.





# WRU INTEGRITY & ANTI-DOPING





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# PROMOTING ANTI-DOPING

The WRU have invested heavily in education to provide support to clubs and regions, and one of the key factors in anti-doping is promoting it. The WRU have identified the need to tailor their communication for the different anti-doping audiences.

The WRU website has recently undergone a review, and a new structure with easier access has been developed. Anti-doping is included in the Policy and Integrity section of the website. There is a significant amount of anti-doping content included on the website, and STAY ONSIDE is now recognised by clubs within the wider WRU brand. The WRU Protocol and Guidance document is now widely available in hard copy and is also available on the WRU website.

The WRU have also broadened their education programme by utilising outreach events to deliver key education messages.

# PARTNERSHIPS

The WRU have developed positive relationships with a number of key stakeholders including UKAD, and Sport Wales. Further partnerships are due to be developed with Public Health Wales and education establishments to widen the education and messaging, particularly around key subjects for the younger audiences such as supplements, and the use of recreational drugs.

The WRU work closely with Sport Wales and the WRPA to develop a network of contacts to support elite and talented young players, parents and support staff to develop and deliver best practice.



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## BUSINESS SUPPORT

The WRU have clear lines of accountability through their governance structure. The Integrity Team submit monthly board reports which are shared with the Professional Rugby Board and the Community Game Board.

The WRU are establishing an Anti-Doping Strategic Steering Group, and developing external relationships to ensure that we utilise insight and research to shape our operational practice moving forward.

The WRU Protocol and Guidance documents outlines the policy in relation to operational matters such as supplement use, testing and the case management of anti-doping rule violations, along with other topics.

The WRU have Anti-Doping Rules, which operates in line with both the World Anti-Doping Agency (WADA) regulations, and UK Anti-Doping Rules, and this is monitored and supported by UK Anti-Doping (UKAD)

The WRU Anti-Doping Rules are embedded in the WRU Disciplinary Regulations and are published on the website. Anti-doping rule violations committed by Welsh rugby players are dealt with through the National Anti-Doping Panel.

## PERFORMANCE

The WRU will ensure that professional players are appropriately educated and understand their anti-doping responsibilities. This will focus upon medical and nutritional support, the TUE process, testing and the submission of whereabouts if and when required.

The WRU will also ensure that support personnel employed in the professional game are appropriately educated and understand their anti-doping responsibilities, particularly around testing and anti-doping rule violations.

The WRU are committed to supporting players and support staff in the professional game through testing, TUE and whereabouts support.

## **PATHWAY**

The WRU have a wide ranging education programme, and young talented players who are on the performance pathway will receive anti-doping education which focusses upon the values of rugby union.

The WRU also provide training and support for performance pathway support staff and also parents and carers.

## **COMMUNITY**

The WRU are committed to ensuring that players and support staff in the community game also have a basic understanding of their anti-doping responsibilities through education and the development of resources. The Club Integrity Programme is driven by volunteer Club Integrity Officers, who are empowered to provide the appropriate education, delivered through support from the 'Train the Trainer' workshops.

The WRU also provide significant e-learning and hard copy education resources to all member clubs, which is underpinned by the WRU Anti-Doping Protocol and Guidance booklet.





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# MONITORING & EVALUATION

An annual review will be conducted to measure the success of the education and testing programmes. This will include the following information –

- Number of education sessions delivered
- Number of players and support staff receiving education
- Number of parents and carers receiving education
- Number of WRU staff who are UKAD Educators
- Number of WRU staff who are UKAD Advisors
- Number of players tested
- Number of players subject to an ADRV
- Measure of satisfaction from workshop and practitioner feedback
- Feedback from external stakeholders

The report will evaluate the success of the programme, and working in partnership with the WRU Strategic Steering Group, consider the report and address any areas that require review.



**DIOLCH**  
THANK YOU