

Professional Accreditation Guidelines



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Introduction

The Irish Sport and Exercise Science Association (ISESA) was established in November 2023, with the vision of enhancing the health, well-being and performance of individuals through sport and exercise sciences. The mission of ISESA is to lead, represent, and advance the sport and exercise sciences community through advocacy, knowledge exchange, collaboration, and accreditation.

In January 2024, ISESA took over the responsibility of the Sport Ireland Institute Professional Accreditation (SIIPA) programme, which has been in place since 2006. Since then, all SIIPA members who maintained their professional accreditation with evidence of continuing professional development (CPD) have been transferred over to the new ISESA Professional Accreditation stream, and hold the title of Accredited Advanced Sport Scientist (AASS).

In addition to the Accredited Advanced Sport Scientist, in May 2025, a new professional accreditation stream was launched, the Accredited Sport and Exercise Scientist (ASES). This accreditation is aimed at those practitioners with a Level 8 qualification in the area of sport and exercise science, who can demonstrate knowledge and practical experience in a range of settings, not exclusively limited to high performance sport.

Aim and Purpose of Professional Accreditation

The purpose of professional accreditation is to provide a formal recognition that a practitioner has attained the knowledge, skills, and professional standards required to practice effectively, ethically, and safely within the field of sport and exercise science. Accreditation serves as a benchmark of quality, ensuring that practitioners have demonstrated both academic competence and applied experience. It also fosters professional accountability and continuous development, supporting the advancement of sport science as a recognised and trusted discipline.

Importance of Accreditation

Accreditation is an important step in establishing credibility as a sport and exercise scientist or sport scientist. It reassures athletes, coaches, organisations, and the wider community that accredited practitioners are equipped to deliver evidence-based, ethical, and effective services.

Accreditation also:

- Promotes consistency and high standards of practice across the profession.
- Provides a structured framework for ongoing professional development.
- Enhances career opportunities and professional recognition.



- Protects the welfare of clients by ensuring practitioners meet established ethical and safety standards.
- Supports the reputation and growth of sport science as a discipline within the broader sporting, health, and performance sectors.



Requirements for all ISESA Accreditations

To gain accreditation as an ISESA-ASS or ISESA-ASES, an individual must first become a Full or Graduate Professional Member of ISESA. Membership can be attained through <https://isesa.ie/become-a-member/> and fees are paid on an annual basis (pro rata). There are four ISESA membership categories:

1. **Professional Membership** – This membership is for those individuals who possess an undergraduate or postgraduate degree in a field related to sport and/or exercise science.
2. **Graduate Membership** – This membership is for those individuals who have completed an undergraduate or postgraduate degree in sport and/or exercise science within the last two years.
3. **Student Membership** – This membership category is for individuals who are studying a third-level degree, college course or Leaving Certificate/A Levels, who has an interest in the field of sport and/or exercise science.
4. **Affiliate Membership** – This membership is individuals who have an interest in sport and exercise science, but do not qualify for any other category of membership.

To apply for Professional Accreditation, an individual must hold Professional or Graduate level membership.

Once an individual has become a Professional or Graduate Member of ISESA, they are then eligible to apply for accreditation as an Accredited Advanced Sport Scientist, or an Accredited Sport and Exercise Scientist. For the specific requirements of each accreditation stream, please refer to the relevant section below.



Accredited Advanced Sport Scientist Requirements

Professional Accreditation as an AASS is the minimum accepted standard for individuals who wish to work with Irish high performance athletes, coaches, and programmes. It is the minimum standard that is necessary for independent, autonomous practice as an applied practitioner within high performance and requires applicants to have professional knowledge to Masters Level or equivalent.

Accreditation applications are assessed on the applicant's **qualifications, training, and experience**, considered together. In order to consider someone for accreditation as an AASS, the following information will be taken into account:

1. Certified copy of applicant's relevant qualification (Masters/PhD related to Sport and Exercise Science or relevant discipline).
2. Evidence of 200 days or 1600 hours of work experience in the high performance/elite sport sector within the last 5 years (using the ISESA provided template).
3. Peer evaluation of ability to apply professional knowledge to high performance sport as shown by a case study.
4. References from individuals or groups within sport to show the applicant's ability to successfully operate in a high performance environment (using the ISESA provided template).

To apply for accreditation as an ISESA-AASS, once you obtained Professional or Graduate membership, you will then be able to apply for accreditation through the Members Only area.

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Welcome to MyISESA – your personalised member portal.

Designed to put you in control, MyISESA allows members to easily manage their subscriptions, apply for professional accreditation, and track Continuing Professional Development (CPD) hours.

Staying compliant with accreditation requirements has never been easier - simply [upload your CPD records](#), view your progress, and receive reminders to stay on track. Whether you're just joining or maintaining your credentials, MyISESA brings everything together in one secure, convenient location.

From your account dashboard you can view your [recent orders](#), manage your [billing address](#), and [edit your password and account details](#).

Once you have selected 'Accreditation' from the toolbar, you will then be required to select 'Accredited Advanced Sport Scientist' from the Accreditation options, and then upload the relevant documents. Please ensure that you have downloaded and completed the ISESA templates for work experience and references. It is also strongly recommended that you review the webinar on 'Attaining Sport Science Accreditation' and case study examples which can be found [here](#). Copies of all the required templates can be found on the accreditation page of the ISESA website: <https://isesa.ie/become-accredited/>



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A central aspect of the mission of the ISESA is the development of accreditation pathways for Sport and Exercise Scientists in Ireland. We are currently working to develop pathways and various forms of accreditation for those working in Exercise Science and in Sport Science, Performance Analysis and Clinical Exercise Physiology.

Status

Please submit the form to apply for accreditation

* indicates required fields

The following information will be included in your submission:

Your details.

If any of these details are incorrect, please correct them [here \(Account details\)](#) before proceeding. You will need to reload this page to see the updated details.

Application Type *

☒ Accredited Advanced Sport Scientist
☐ Accredited Sport and Exercise Scientist

Member Code of Conduct * ☐ I agree to comply with the ISESA Professional Member Code of Conduct

[Code of Conduct \(PDF\)](#)

Publication of Contact Details *

☐ Yes
☐ No

Do you consent to publish your contact details if your ISESA Professional Accreditation is awarded on the ISESA website?

Qualifications * No file chosen

Accepted file types: pdf, doc, docx, Max. file size: 2 MB.

Work Experience Log * No file chosen

Accepted file types: xls,xlsx, csv, , Max. file size: 2 MB.

Spreadsheet required

Case Study * No file chosen

Accepted file types: pdf, doc, docx, Max. file size: 2 MB.

References * No file chosen

Accepted file types: pdf, doc, docx, Max. file size: 2 MB.

3 references are required but they should all be within a single document

Discipline *

If you have consented to the publication of your contact details above, your choice of Discipline will be displayed on our Practitioner Search page.

Application Fee *

Price:

150,00 €

This accreditation fee is payable once only. Should an application be unsuccessful, or should accreditation lapse for any reason, the fee will be payable again.

There is a €150 fee associated with each accreditation application. This fee covers the costs associated with processing applications, verifying qualifications and experience, maintaining records, and supporting the systems that ensure accreditation is delivered fairly and efficiently.

The administration fee is not a profit-generating charge but a necessary contribution to the resources needed to:

- Manage application reviews and assessments.



- Maintain secure databases and records of accredited members.
- Provide guidance and communication throughout the application process.
- Ensure compliance with governance, quality assurance, and professional standards.

This fee helps the organisation maintain a transparent, robust, and sustainable accreditation system that benefits both individual practitioners and the wider profession. If your initial accreditation application is unsuccessful, you will be required to submit a new application and pay the associated application fee again. This fee is only payable once if your accreditation application is successful.



ISESA-AASS Accreditation Review Process

Once your application has been submitted through the online portal, on confirming the paperwork is correct, the Administrator will liaise with the Chair of the Accreditation Committee to assign three reviewers to each application. The review panel will include at least two panel members from the same discipline as the applicant where possible. The review panel will not include any reviewer who has a known connection to the applicant (e.g. work connection, from the same institution, a referee). The review panel will assess the case study only. ISESA administration will verify the qualifications, referees and work experience logs.

Reviewers will be sent the anonymous case study to independently assess whether the candidate has demonstrated the required ability to apply professional knowledge to bring about an effective intervention. The allocated review panel will assess each case study against a rubric, and score the case study. The rubric reviewers utilise can be found in Appendix 2. Once the three independent reviews have been completed, one of three outcomes is recommended:

Pass: Written feedback will be provided by the Chair of the ISESA Accreditation Review sub-committee to all applicants, successful or otherwise. Applicants who pass the assessment process can use the term ISESA Professional Accreditation. No other terms should be used to describe the accreditation award. Once Accredited, you are expected to maintain ongoing CME/CPD and professional practice on an annual basis. Accredited members of the ISESA will have to pay an accredited membership annual fee to the ISESA.

Fail: In those cases, in which the candidate fails, general and specific feedback will be given to the applicant outlining the reasons for the decision.

Examples of such feedback are as follows:

- If you fail on qualifications, please obtain the appropriate qualification.
- If you fail on training and experience as outlined in your application, the likely outcome is that more information is required or further training or experience is needed.
- If you fail the case study, you may need to provide more information or submit a new case study.
- If you fail based on the references provided, the likely outcome is that more experience in a high performance environment is required.

Pending: In those cases, in which the candidate is requested to give more information feedback is given as to what specific information is required. The candidate has a period of 4 weeks in which to supply any information requested. If the information is not received the application will be deemed to have failed.



Appeals Process

In a case where an applicant wishes to appeal the decision of ISESA's Accreditation Review sub-committee, the applicant must send, in writing, to the Chair of ISESA's Accreditation Review sub-committee the specific grounds on which they are appealing together with €120 appeal fee to cover administration (this is refundable if the appeal is successful).

Grounds for appeal:

- Failure to follow correct procedure.
- Specific challenge to any element of the reasons given for failure of the application.

The Chair will review the appeal letter and present this to ISESA's Accreditation Committee at its next meeting. If the committee accepts the grounds for the appeal, then the complete application including review information will be sent anonymously to three new reviewers for their consideration. Specifically, this will include the following;

- The original qualifications
- The original case study and assessors' reports
- The applicant's letter of appeal
- The original referees' reports.

The feedback from the referees will be considered by ISESA's Accreditation Committee at its next meeting. This will be the final decision of the ISESA accreditation process.



ISESA-AASS Case Study Requirements

All applicants for ISESA Professional Accreditation must submit an electronic copy, the total length of which must be no more than 3,000 words (Excluding References). Additional information may be included in appendices, e.g., Figures, tables relating to the case study. The case study encompassing references and appendices must be in one PDF file.

Criteria for Case Study Submission

The following criteria will be used to assess the case study submission:

- Scientific rigour of the work
- Working in HP environment
- Understanding your role
- Building rapport and maintaining relationships
- Understanding working in a HP team

Detailed descriptions of the assessment criteria are provided in the case study assessment form, which can be found in Appendix 2.

Content of the Case Study

The case study narrative should include reference to the applicant's philosophy of support work. Embedded in the work should be reference to the core principles and values that the applicant brings to their applied work, citing as appropriate relevant sources and experiences that have shaped their thinking and applied practice.

Plagiarism Policy

Applications submitted require agreement with the Plagiarism Declaration Statement (Appendix 1).

Ensuring Blind Review Compliance

The case study must be submitted in such a way as to enable a blind review to take place. Your name, or other ways in which you could be identified e.g., your name in the document properties, should not appear in your case study and try to avoid self-citations.





Accredited Sport and Exercise Scientist Requirements

An ISESA Accredited Sport and Exercise Scientist (ASES) applies scientific principles to enhance sporting performance, general health, wellbeing, and fitness across a variety of settings and demographics and populations. An ISESA-ASES can play a significant role in preventive healthcare by addressing both emerging and well-established areas such as healthy ageing, mental health, disability support, and the management of early-stage risk factors for conditions like obesity and pre-diabetes among others. Where appropriate, an ISESA-ASES may collaborate with healthcare professionals to support clients with specific needs within the boundaries of their expertise.

Accreditation applications are assessed on the applicant's **qualifications, work experience, and references**, considered together. In order to consider someone for accreditation as an ASES, the following information will be taken into account:

1. Certified copy of applicant's relevant qualification (minimum Bachelors degree related to Sport and Exercise Science or relevant discipline).
2. Submission of the ASES Accreditation table, outlining how you meet all elements of the ASES standards (using the ISESA provided template).
3. Evidence of at least 140 hours of work experience within the area of sport and exercise science within the last 5 years (using the ISESA provided template).
4. References from individuals or groups within a sport and exercise science context to show the applicant's ability to successfully work within a sport and exercise science setting (using the ISESA provided template).

To apply for accreditation as an ISESA-AASS, once you obtained Professional or Graduate membership, you will then be able to apply for accreditation through the Members Only area.

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Staying compliant with accreditation requirements has never been easier - simply [upload your CPD records](#), view your progress, and receive reminders to stay on track. Whether you're just joining or maintaining your credentials, MyISESA brings everything together in one secure, convenient location.

From your account dashboard you can view your [recent orders](#), manage your [billing address](#), and [edit your password and account details](#).

Once you have selected 'Accreditation' from the toolbar, you will then be required to select 'Accredited Sport and Exercise Scientist' from the Accreditation options, and then upload the relevant documents. Please ensure that you have completed the ISESA templates for how you meet the ASES standards, work experience, and references. It is also strongly recommended that you review the webinar on the "Accredited Sport and Exercise Scientist" and ASES standards template examples which can be found [here](#). Copies of all the required templates can also be found on the accreditation page of the ISESA website: <https://isesa.ie/become-accredited/>



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Status

Please submit the form to apply for accreditation

* indicates required fields

The following information will be included in your submission:

Your details.

If any of these details are incorrect, please correct them [here \(Account details\)](#) before proceeding. You will need to reload this page to see the updated details.

Application Type *

☐ Accredited Advanced Sport Scientist

☒ Accredited Sport and Exercise Scientist

Member Code of Conduct * ☐ I agree to comply with the ISESA Professional Member Code of Conduct

[Code of Conduct \(PDF\)](#)

Publication of Contact Details * ☐ Yes ☐ No

Do you consent to publish your contact details if your ISESA Professional Accreditation is awarded on the ISESA website?

Qualifications * No file chosen

Accepted file types: pdf, doc, docx, Max. file size: 2 MB.

Work Experience Log * No file chosen

Accepted file types: xls,xlsx, csv, , Max. file size: 2 MB.

Spreadsheet required

Standards Table * No file chosen

Accepted file types: pdf, doc, docx, Max. file size: 2 MB.

Download the [Standards Table template](#), complete it and upload it here. You can see an example of how to complete the table here: [Example Standards Table \(pdf\)](#)

References * No file chosen

Accepted file types: pdf, doc, docx, Max. file size: 2 MB.

3 references are required but they should all be within a single document

Discipline *

If you have consented to the publication of your contact details above, your choice of Discipline will be displayed on our Practitioner Search page.

Application Fee * Price: 150,00 €

There is a €150 fee associated with each accreditation application. This fee covers the costs associated with processing applications, verifying qualifications and experience, maintaining records, and supporting the systems that ensure accreditation is delivered fairly and efficiently.

The administration fee is not a profit-generating charge but a necessary contribution to the resources needed to:

- Manage application reviews and assessments.



- Maintain secure databases and records of accredited members.
- Provide guidance and communication throughout the application process.
- Ensure compliance with governance, quality assurance, and professional standards.

This fee helps the organisation maintain a transparent, robust, and sustainable accreditation system that benefits both individual practitioners and the wider profession. If your initial accreditation application is unsuccessful, you will be required to submit a new application and pay the associated application fee again. This fee is only payable once if your accreditation application is successful.



ISESA-ASES Accreditation Review Process

Once your application has been submitted through the online portal, on confirming the paperwork is correct, the Administrator will liaise with the Chair of the Accreditation Committee to assign three reviewers to each application. The review panel is composed of academic or ISESA Professional Members with Sport and Exercise Science expertise. The review panel will not include any reviewer who has a known connection to the applicant (e.g. work connection, from the same institution, a referee). The review panel will assess the standards template only. ISESA administration will verify the qualifications, referees, and work experience logs.

Reviewers will be sent the anonymous standards template to independently assess whether the candidate has demonstrated the required knowledge and ability to meet all Sport and Exercise Science Standards.

ISESA-ASES Professional Standards Table

The ISESA-ASES Professional Standards, set the minimum standards for a professional to be Accredited as a Sport and Exercise Scientist. Professional standards broadly describe the minimum practice requirements of sport and exercise science graduates working in all areas of sport science and exercise science. These standards have been developed in consultation with the ISESA Accreditation Committee and an external review team consisting of ISESA Accredited members, academics and industry professionals. Five standard domains covering core disciplines within the field of sport and exercise sciences are presented. Each standard includes an overarching focus followed by elements of knowledge and practice. The core values and expectations of an ISESA-ASES are described in the professional attributes that apply to all aspects of sport and exercise sciences practice. To ensure all ISESA-ASES practitioners meet the Professional Standards, completion and submission of the ASES Accreditation Standards Table is required. There is an example which can be found [here](#). Review of the ASES Accreditation webinar will also be helpful when completing this table.

Appeals Process

In a case where an applicant wishes to appeal the decision of ISESA's Accreditation Review Committee, the applicant must send, in writing, to the Chair of ISESA's Accreditation Committee the specific grounds on which they are appealing together with €120 appeal fee to cover administration (this is refundable if the appeal is successful).

Grounds for appeal:

- Failure to follow correct procedure.
- Specific challenge to any element of the reasons given for failure of the application.

The Chair will review the appeal letter and present this to ISESA's Accreditation Committee at its



next meeting. If the committee accepts the grounds for the appeal, then the complete application including review information will be sent anonymously to three new reviewers for their consideration. Specifically, this will include the following;

- The original qualifications
- The original completed standards table
- The applicant's letter of appeal
- The original referees' reports.



The General Data Protection Regulation (GDPR)

The ISESA Accreditation scheme involves the processing of personal data by ISESA. The information below should be read in conjunction with the ISESA Privacy Notice available on <https://www.isesa.ie/>

The processing activity and purpose is detailed in this document. There are some important points below to note:

- The information is only used for the purposes for which it was collected
- We have defined retention periods for these records. Records relating to successful applicants are kept for 5 years. Records for unsuccessful applicants are kept for 2 years
- This information is not shared further than the process outlined in this document. Personal information is removed from the documents prior to sharing with reviewers to ensure a balanced assessment.

Details of accredited providers are published on our website. This information is published with your consent provided via the application form. You are not obliged to provide your consent.

Maintaining Professional Accreditation

ISESA accepts that an accredited individual has already demonstrated that they meet the minimum knowledge, skills and understanding necessary for independent, autonomous practice as an applied practitioner within high performance sport. To maintain Accreditation as an ISESA-AASS, the Accredited Professional must be able to demonstrate continued delivery of services and continued professional development as a practitioner through Continuing Professional Development (CPD). An ISESA-AASS must attain 25 CPD points annually, between January 1st and December 31st. CPD logs can be maintained through the members only area of the ISESA website. Please refer to the CPD Standards, which are available [here](#).

ISESA-AASS who fail to maintain CPD or pay the annual Professional Membership fee will lose their accreditation. This will require the individual to reapply, and pay the costs associated with a new application.



Appendix 1: Declaration of Plagiarism

I declare that this material, which I now submit for assessment, is entirely my own work and has not been taken from the work of others, save and to the extent that such work has been cited and acknowledged within the text of my work.

I understand that plagiarism, collusion, and copying is a grave and serious offence, and I accept the penalties that may be imposed should I engage in plagiarism, collusion, or copying. I have identified and included the source of all facts, ideas, opinions, viewpoints of others in the case study references.

Direct quotations from books, journal articles, internet sources, module text, or any other source whatsoever are acknowledged and the source cited are identified in the case study references. This case study, or any part of it, has not been previously submitted by me or any other person for this or any other course of study or for the purpose of accreditation.



Appendix 2: ISESA-AASS Professional Accreditation – Case Study Assessment and Feedback Form

ISESA Professional Accreditation Applicant No.:	Case Study Reviewer:	Date:	
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5= Excellent Pass	4= Very Good Pass	3= Pass	2=Fail	1=Significant Fail
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Assessment criteria: Does the case study provide <u>evidence</u> of the following: (see guide sheet)	Score Feedback on specific criteria
--	--



Scientific Rigour of the Work	/5
Working in the HP Environment	/5
Understanding your Role	/5
Building rapport and maintain relationships	/5
Understanding working in a HP team	/5
Overall Assessment and Feedback	/25



Recommendation

	Action Required	Please Tick
Case study extensively demonstrates the level of expertise required for ISESA Professional Membership Score: 23-25, Excellent Pass	Professional Membership Awarded	
Case study fully demonstrates the level of expertise required for ISESA Professional Membership, Score: 19-22, Good Pass	Professional Membership Awarded	
Case study adequately demonstrates the level of expertise required for ISESA Professional Membership Score 15-18, Pass	Professional Membership Awarded	
Case study fails to demonstrate the applicant has the level of expertise required for ISESA Professional Membership. Score 10-14, Fail	Application possible within 12 months. Feedback on the application provided.	
Case study comprehensively demonstrates the applicant does not have the level of expertise required for ISESA Professional Membership. Score 0-9, Significant fail	No reapplication within 12 months.	



Note: Applicants must score **at least 3 in all areas** to be awarded a pass, regardless of the overall score.

Assessment Criteria	Excellent <i>Demonstrates excellence in their competencies to work with elite athletes.</i>	Pass: <i>Demonstrates a good level competencies to work with elite athletes.</i>	Very Good <i>Pass:</i> <i>Demonstrates competencies to work with elite athletes.</i>	Fail: <i>Does not demonstrate competence to work with elite athletes.</i>	Significant Fail: <i>Demonstrates a lack of competence to work with elite athletes.</i>
Scientific Rigour of the Work	Demonstrates excellent grasp of the underpinning scientific theory and research evidence through understanding, evaluation and citations. Synthesises evidence from a broad range of appropriate sources, including contemporary references in APA style, and uses these to provide a scientific rationale for the work undertaken. Justifies and evaluates the use of cutting-edge appropriate data collection methods and	Demonstrates sound grasp of the underpinning scientific theory and research evidence through understanding, evaluation and citations. Makes reference to many appropriate scientific sources, in APA style, and uses these to provide a clear rationale for the work undertaken. Justifies and evaluates the use of appropriate scientific data collection and analyses (may be selected from	Demonstrates a grasp of the underpinning scientific theory and research evidence through understanding, evaluation and citations. Makes reference to appropriate scientific sources, in APA style, and uses these to provide a clear rationale for the work undertaken. Justifies the use of appropriate scientific data collection and analyses (may be selected from a range of options).	Demonstrates a poor grasp of the underpinning scientific theory and research evidence with limited understanding, citations and references. Few references to appropriate scientific sources, in APA style. Case study is mainly descriptive. Uses insufficiently rigorous data collection	Demonstrates a poor or inaccurate grasp of the underpinning scientific theory and research evidence with limited understanding, evaluation and citations. No references to scientific sources - case study is mainly anecdotal. Uses inappropriate or insufficiently rigorous data collection methods. No scientific rationale for the



	analyses. Provides robust evidence of a science-based practice model in all their applied work.	a range of options). Provides significant evidence of a science-based practice model in their applied work.	Provides some evidence of a science-based practice model in their applied work	methods. Insufficient rationale for the work undertaken. Little evidence of a science-based practice model in their applied work.	work undertaken. No evidence of a science-based practice model in their applied work.
Working in the HP Environment	Demonstrates a clear athlete centred approach which ensures their views are embedded deeply in the case study narrative. Rich understanding of the context and structures in which they will work. High level ability to manage expectations. Deep respect for the sport culture, and a clear consistent contextually intelligent communication.	Demonstrates an athlete centred approach which ensures their views are embedded in the case study narrative. Clear understanding of the context and structures in which they will work. Clear ability to manage expectations. Respect for the sport culture, and consistent contextually intelligent communication.	Demonstrates some awareness of an athlete centred approach which ensures their views are embedded in the case study narrative. Some understanding of the context and structures in which they will work, with an ability to manage expectations. Respect for the sport culture, and consistent contextually intelligent communication.	Demonstrates a limited awareness of an athlete centred approach which ensures their views are outlined in the case study narrative. cursory understanding of the context and structures in which they will work. A highly limited ability to manage expectations. Respect for the sport culture, and awareness of contextually intelligent	Demonstrates a lack of awareness of an athlete centred approach. Lack of understanding of the context and structures in which they will work. Inability to manage expectations. Lack of respect for the sport culture, and lack of contextually intelligent communication.



				communication.	
Understanding your Role	Demonstrates deep insights and heightened awareness of the issues of role clarity, professional boundaries and professional standards in their practice. Balances ambition and innovation of their interventions with a high-level awareness of potential drawbacks. Clearly aware of complexity of elite sport and potential array of ethical challenges.	Demonstrates significant insights and good awareness of the issues of role clarity, professional boundaries and professional standards in their practice. Ambitious and innovative with awareness of potential drawbacks. Aware of complexity of elite sport and potential ethical challenges.	Demonstrates some insights and awareness of the issues of role clarity, professional boundaries and professional standards in their practice. Ambitious with some awareness of potential drawbacks. Some awareness of complexity of elite sport and potential ethical challenges.	Demonstrates limited awareness of role clarity, professional boundaries and professional standards in their practice, with highly limited awareness of adverse consequences of their interventions. Lack of awareness of the complexity of elite sport and predictable ethical challenges.	No clear insights and or awareness of the issues of role clarity, professional boundaries and professional standards in their practice. Lack of awareness of the potential risks from their interventions, and fails to account for the complexity of elite sport and limited awareness of ethical challenges.
Building Rapport and Maintaining Relationships	Demonstrates a high degree of self-awareness, and expertly effective in building relationships with others. Has high level capacity to	Demonstrates a good degree of self-awareness, and highly effective in building relationships with others. Has clear capacity to influence others, and	Demonstrates self-awareness, and is effective in building relationships with others. Has the capacity to influence others, and	Demonstrates highly limited self-awareness, and some potential in building relationships with others. Has potential capacity to	Lacks obvious self-awareness, and is ineffective in building relationships with others. Has major challenges influencing



	influence others, and	clearly			
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	significantly contributes to a positive sport environment. Communicates in an effective and appropriate way with a range of individuals, and can effectively manage and pre-empt conflict.	contributes to a positive sport environment. Communicates in a highly effective and appropriate way with a range of individuals, and can effectively manage conflict.	contributes to a positive sport environment. Communicates in an effective and appropriate way with a range of individuals, and can manage conflict.	influence others, and contributes somewhat to a positive sport environment. Communicates in a limited way with a range of individuals, and has a neutral or negative impact on issues of conflict.	others, and an inability to contribute to a positive sport environment. Communicates ineffectively and somewhat inappropriately, and generates conflict.
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Understanding working in a HP team	Case study demonstrates evidence of expert collaboration with an elite athlete, team or coach. Shows in-depth awareness of the complexity of intervention work with elite athletes within a multidisciplinary team. Can develop a robust shared understanding of the consulting processes. Readily recognises and manages effectively ethical issues around confidentiality, boundaries and areas of professional competence.	Case study demonstrates evidence of highly effective collaboration with an elite athlete, team or coach. Shows awareness of the complexity of intervention work with elite athletes within a multidisciplinary team. Can develop a clear shared understanding of the consulting processes. Recognises all ethical issues around confidentiality, boundaries and areas of professional competence.	Case study demonstrates evidence of effective collaboration with an elite athlete, team or coach. Shows sufficient awareness of the complexity of intervention work with elite athletes within a multidisciplinary team. Can develop a shared understanding of the consulting processes. Recognises key ethical issues around confidentiality, boundaries and areas of professional competence.	Case study does not demonstrate sufficient evidence of effective collaboration with an elite athlete, team or coach. Shows little awareness of the complexity of intervention work with elite athletes within a multidisciplinary team. Limited skills in creating a shared understanding of the consulting processes. May make passing reference to ethical issues around confidentiality, boundaries and areas of professional competence.	Case study does not demonstrate any evidence of effective work with an elite athlete, team or coach. Shows no awareness of the complexity of intervention work with elite athletes within a multidisciplinary team. Inability to create shared understanding of the consulting processes. Does not recognise ethical issues around confidentiality, boundaries and areas of professional competence.
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