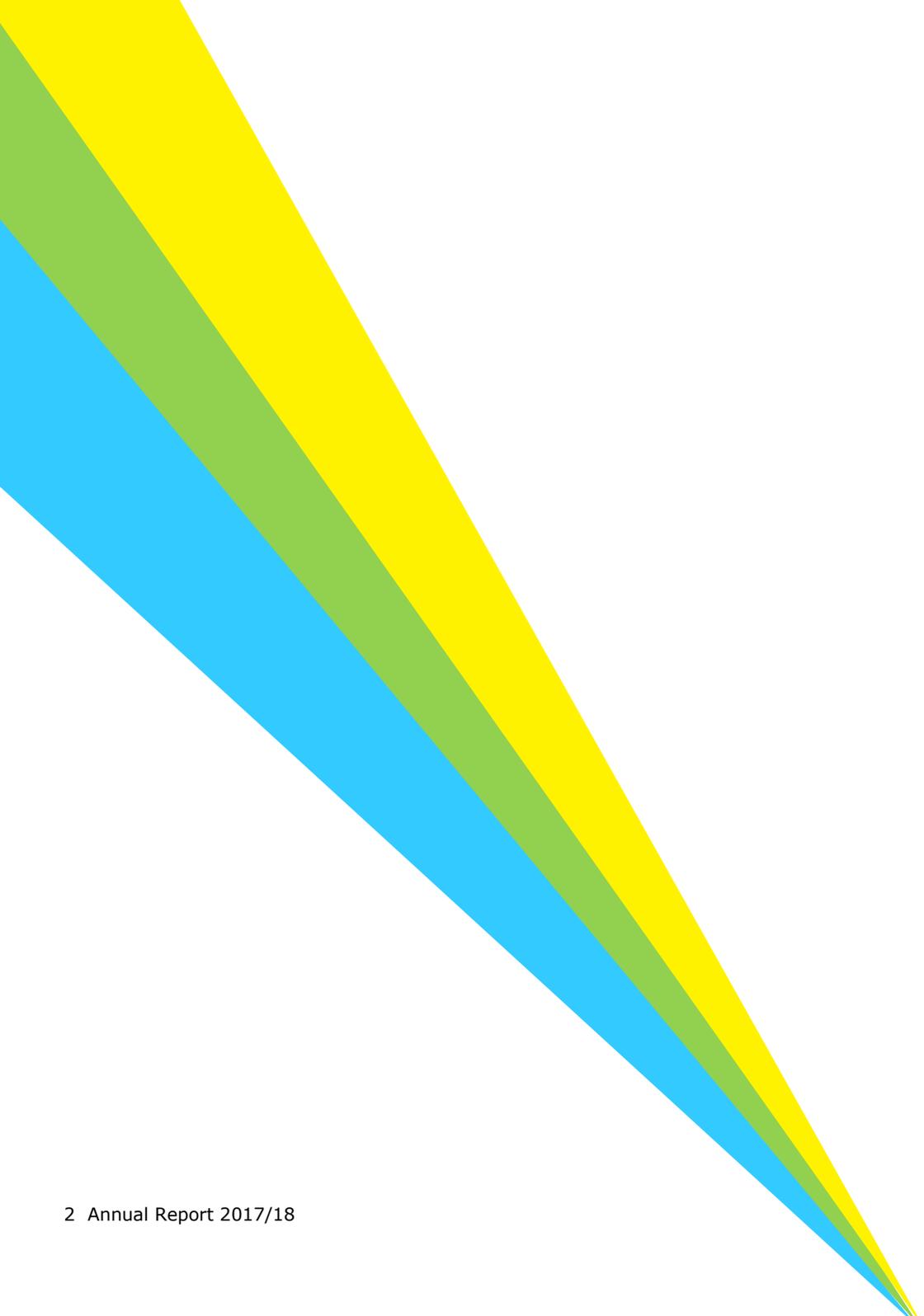




SPORT RESOLUTIONS ANNUAL REPORT 2017/18



Contents

Chair's Report	4
CEO's Review of the Year	6
National Anti-Doping Panel	8
National Safeguarding Panel	10
Concluded Cases	12
Global Reach	20
Education Programme	22
Events	23
Key Numbers	24
Equality Monitoring Profile	25
Board of Directors	26

Chair's Report



Edwin Glasgow QC
Independent Chair

When writing my report last year, I did not think that there would be an even better year to follow. We have, however, seen a very significant increase in the number and variety of referrals and in the number of organisations who direct matters to us.

This growth should of course not be measured simply in the number of referrals received but by looking at the complexity, significance and origin of the issues handled by Sport Resolutions, and at the way in which we have dealt with them.

For instance, there has been an increase in the number of sensitive investigations administered by the team. These typically relate to allegations of the most serious kind and have required clear thinking and delicate handling. That so many such matters come in to us should not be cause for concern, rather it should serve to give all concerned some real reassurance that those in position of authority act properly in securing independence and appropriate expertise.

A further example of growing confidence by international federations in Sport Resolutions is the trust placed in us by such bodies as the IAAF and ITF. Sport, including international sport, has never faced so much scrutiny from the media – both traditional and social. In the face of that largely legitimate exposure to public interest it is imperative that such organisations can demonstrate that their processes are fit for purpose and adhere to fundamental principles of fairness, transparency and natural justice.

It should also be noted that Sport Resolutions is not involved just in the resolution of disputes, important as that is. We are working with universities from the UK, Romania, Greece and the Czech Republic to develop a learning resource linked to integrity in sport. Once complete, this resource will be available throughout the EU.

Our reach now extends to Japan and Australia, whose governments have, respectively, sought our assistance with the development of dispute resolution services for major Games and the creation of a national sport specialist dispute resolution service.

In order to respond to this increased demand, Sport Resolutions undertook a comprehensive review of all its panels at the end of the year. The team now have available a pool of around 200 of the finest arbitrators and other specialists; all selected on merit against open and exacting criteria. Of note, in particular, is the formal creation of a bespoke International Panel to cater for the global nature of our business.

With the importance of good governance now well recognised, it is vital that the Board fulfils its responsibilities with the necessary care and skill. I want to pay tribute to the Board and recognise the commitment, care and skill with which its duties are exercised, bringing expertise and proper challenge to the Boardroom to ensure that the company is properly, effectively and efficiently run, consistent with our core values, while also steering a proper course through the opportunities and challenges that success and growth inevitably bring.

All members of the Board share the pride that I take in the work that is done by our staff which reflects the uncompromisingly exacting standards set by our Chief Executive, Richard Harry and the friendly efficiency with which that work, much of which is subject to critical scrutiny, is invariably carried out. We owe Richard and all of his staff a big debt of gratitude for the success that they have achieved in this demanding and challenging year.

A handwritten signature in black ink, appearing to read 'Edwin Glasgow', written in a cursive style.

Edwin Glasgow QC

CEO's Review of the Year



Richard Harry
Chief Executive Officer

The year 2017 – 18 has been the most successful yet for Sport Resolutions.

During the year the company received 303 requests for dispute resolution guidance and help. The most prevalent issues concerned alleged anti-doping rule violations, child safeguarding concerns, athlete selection, player eligibility, athlete and NGB funding and ad hoc disciplinary and regulatory issues.

The National Anti-Doping Panel received 28 requests for arbitration, whilst the National Safeguarding Panel dealt with 15 matters, including 9 independent investigations and reviews. The pro bono service received 51 requests for assistance and there were 36 case referrals from international federations.

To respond to this increase in work, Sport Resolutions undertook a review of its panels during the spring of 2018, resulting in the largest membership that we have ever had. In total, there are now over 200 individuals who are available to be appointed. It is important that all are of the highest quality and that there is a wide range of specialist skills available.

We were pleased to receive notice of compliance with 'A Code for Sports Governance' ('the Code') in December 2017 and will continue to work on any matters arising in the Governance Action Plan.

Sport Resolutions was again successful in securing the contract from DCMS to administer the National Anti-Doping Panel for a further 3 years. As part of the tender process, we identified the changing nature of the cases that come before the NADP. One such change is the increasing frequency of mental health considerations forming part of the evidence before a panel. In order to properly deal with such matters, the NADP has added 3 Consultant Psychiatrists, in addition to a another Consultant Pharmacologist and 2 additional Chairs.

As reported last year, the panel review has also resulted in the formation of an International Panel, providing arbitrators from around the globe who may be appointed to the increasing volume of work that we receive from International Federations. This gives a more representative and diverse offering.

Sport Resolutions also continues to receive support from UK Sport to provide services to those in the World Class Programme.

In addition to case management, we continue to grow our seminar and education programmes. The Annual Conference in May 2017 was generously sponsored by Winston & Strawn, a leading international law firm. The Conference was another great success with an increase in the number of delegates and with speakers of the calibre of Dame Mary Peters, Baroness Tanni Grey Thompson and Tyler Hamilton. Topics covered at the Conference included Duty of Care and athlete transition, anti-doping and a review of whether there is gender equality in sport.

Sport Resolutions is also working closely with the University of Gloucestershire to develop new courses for the next generation of sport students, in addition to working with universities from Greece, Romania and the Czech Republic on an Erasmus project to create further learning material for use throughout the European Union.

This increase in work has required further investment in to the staff team at Sport Resolutions and we have welcomed Roxana Weich, Alex Treacher and Duygu Yetkincan to the fold.

The staff and Board at Sport Resolutions is proud of the work that we do and we hold a sincere view that we are helping to resolve disputes that would otherwise cause major disruption. We are mindful of the trust that is placed in us, both by funders such as the DCMS and UK Sport but also the various sports, NGB's, International Federations, leagues and other bodies that refer matters routinely to us. It is clear that decisions and determinations will not please all but we work hard to ensure that processes are transparent and fair and that there can be no criticism of how matters are handled.

As ever, I want to recognise the panel members who determine the matters referred to Sport Resolutions. As noted above, the issues that must be decided are typically of huge importance to the parties and it must be a given that the person or panel appointed has the appropriate skills and expertise. To have so much talent and skill available is a huge asset to Sport Resolutions and all those who use our services.



Richard Harry

National Anti-Doping Panel



Charles Flint QC
President NADP

At a time when global institutions are under threat from nationalist policies it is worth acknowledging the singular success of the unique international legal order constructed to combat doping in sport. Originating from an initiative of the International Olympic Committee under the Lausanne Declaration in 1999 the World Anti-Doping Code was brought into effect in 2004. The Code, now in its 2015 edition, is supported by the 2005 UNESCO International Convention against Doping in Sport which gives it a global enforceable reach.

The UK National Anti-Doping Panel, funded by the Department of Culture Media and Sport, plays a sig-

nificant part in resolving doping cases and setting the standards for adjudication under the World Anti-Doping Code. The panel has two significant structural advantages over other arbitral bodies responsible for doping cases. Independence of appointment of arbitrators is assured as neither party, the athlete or the anti-doping or governing body of the sport, has any say in the appointment of panel members either generally or in particular cases. Secondly although panels are chaired by an experienced lawyer the specialist members who constitute the majority on any panel bring expertise in medical fields, essential to the understanding of complex scientific issues which may underpin some doping cases, and experience in top level athletics.

Underlying the work of the panel is the quality of its members. This year the panel has been reinforced by the appointment as legal members of Sir Richard McLaughlin, a former High Court judge in Northern Ireland and Michelle Duncan, a litigation solicitor and former international gymnast. We have been joined by a further eminent pharmacologist as well as two professors of psychiatry, an area becoming of greater relevance to our work particularly in cases of failure to submit to sample collection.

During the year we conducted 23 UK anti-doping cases, but our panel members may also be asked to adjudicate on doping cases referred by the International Tennis Federation. I am very grateful to members of the panel for

the care and skill which they bring to these important cases which so importantly affect the rights of individuals to participate in their chosen sport, as well as helping to preserve the integrity of sporting competition.

I would also express my gratitude to and acknowledge the support of the experienced team at Sport Resolutions for performing the function of secretariat of the NADP which enables us to meet our target of ensuring that every athlete should have access to an arbitral system which ensures that his or her case can be fairly decided by a wholly independent panel within a reasonably short timeframe.

A handwritten signature in black ink that reads "Charles Flint." The signature is written in a cursive style and is positioned above a horizontal line.

Charles Flint QC

NADP LEGAL MEMBERS

Christopher Quinlan QC | David Casement QC | Robert Englehart QC |

Charles Hollander QC | Mark Hovell | Matthew Lohn

Rod Mckenzie | William Norris QC | Jeremy Summers

Kate Gallafent QC

NADP SPECIALIST MEMBERS

Carole Billington-Wood | Dr Terry Crystal | Dr Kitrina Douglas

Graham Edmunds | Professor Dorian Haskard | Dr Mike Irani

Lorraine Johnson | Professor Gordon McInnes | Colin Murdock

Dr Barry O'Driscoll | Professor Peter Sever | Dr Neil Townshend

Blondel Thompson

National Safeguarding Panel



Stephen Bellamy-James QC
President NSP

We all know sport is not immune from abuse. The last twelve months has seen a significant increase in media reports of abuse in sport involving high profile individuals. There has been an increase also of abuse being reported in less media worthy cases. This does not mean sport has a worse problem than other areas of society but it is thought that victims are more willing to report abuse as a result of the high profile cases and that sport generally is now confronting these issues with greater openness and understanding than in the past. Today these reports are taken far more seriously than they once were and sport generally is more conscious of its need to

address these serious problems which can have really serious consequences for both the individual and sport.

Sport can only benefit in the long term from greater openness, transparency and a willingness to confront these difficult issues; but national governing bodies must demonstrate they will tackle them robustly in a fair, independent and transparent manner. Good safeguarding measures need to be in place and enforced.

Children are not the only victims of abuse in sport, adults too suffer, particularly those with vulnerabilities who are at an increased risk. The Care Act 2014 put the safeguarding of adults on a statutory footing. The Ann Craft Trust has done invaluable work in this area to ensure the better protection of adults at risk. The Trust does research and important work reviewing and developing services in relation to adults at risk and runs courses on safeguarding adults at risk in sport. National governing bodies would do well to ensure their key staff engage with these courses.

Following enquiries from various bodies about the services of the National Safeguarding Panel, some outside its present remit, Sport Resolutions undertook a thorough and comprehensive review of the sporting sector's needs. The result is an enhanced offering of experts both as legal and specialist members of the Panel. This will enable the NSP to respond to these identified needs and the enquiries and referrals that the sporting industry is making to us.

To receive an allegation of abuse places a great burden on those with safeguarding responsibilities. Decisions they may make following an allegation

are crucial and errors made in the early stages can jeopardise the work of the statutory agencies and any subsequent process initiated by the particular sport.

Looking to the future, one would hope that the NSP develop a system where a comprehensive network is in place to provide suitable case management support and advice for all sports. The size, complexity and cost of such a sector wide service should not be underestimated but if we are aiming to be a world leader in this field then it may be road we need seriously consider going down. Given the recognised link between sport and its wider benefits to society, such as social cohesion, health and well-being, it does seem that cost alone should not be an insuperable barrier.

Finally, whilst we are right to applaud and recognise the work of the NSP members, credit and thanks should also be given to the staff at Sport Resolutions who work tirelessly to ensure that all parties to safeguarding processes are treated with respect and an even hand, with the aim of delivering a service that is fair, transparent and independent.



Stephen Bellamy-James QC

NSP LEGAL MEMBERS

Christopher Quinlan QC | Blondel Thompson | David Thomson

Kate Gallafent QC | Gillian Irving QC

Sara Lewis | Jane Mulcahy QC

NSP SPECIALIST MEMBERS

Jane Aldred | Carol Chamberlain | Steve Boocock

Martyn Dew | Kim Doyle | Keith Eldridge

Peter Keen | Helen Murdock | Amanda Quirke

Lance Spring | Dr Neil Townshend

Lisa Wilkins | Ian Wilson

Concluded Cases 17/18

Rugby Football Union v Athlete		
Rugby Union	SR/NADP/782/2017	
Date of Referral:	13/03/2017	
Date of Decision	13/04/2017	
Tribunal:	Matthew Lohn	
Charge:	Tampering	
Outcome:	4-year ineligibility	

Team v British Curling		
Curling	SR/Adhocsport/830/2017	
Date of Referral:	11/05/2017	
Date of Decision	19/05/2017	
Tribunal:	Raj Parker	
Charge:	Selection appeal	
Outcome:	Appeal dismissed	

Team v British Curling		
Curling	SR/Adhocsport/828/2017	
Date of Referral:	11/05/2017	
Date of Decision	19/05/2017	
Tribunal:	Raj Parker	
Charge:	Selection appeal	
Outcome:	Appeal dismissed	

National Tennis Federation v ITF



Tennis	SR/Adhocsport/865/2017
Date of Referral:	05/06/2017
Date of Decision	16/06/2017
Tribunal:	Robert Englehart QC
Charge:	Appeal of decision to grant eligibility subject to passport
Outcome:	Appeal allowed

Rugby Football Union v Athlete



Rugby Union	SR/NADP/805/2017
Date of Referral:	10/04/2017
Date of Decision	20/07/2017
Tribunal:	William Norris QC, Blondel Thompson, Gordon McInnes
Charge:	Presence
Outcome:	4-year ineligibility

Athlete v UK Athletics



Athletics	SR/Adhocsport/900/2017
Date of Referral:	22/06/2017
Date of Decision	04/08/2017
Tribunal:	William Norris QC
Charge:	Selection appeal
Outcome:	Appeal dismissed

Concluded cases continued

UK Anti-Doping v Athlete



Rugby Union	SR/NADP/703/2016
Date of Referral:	31/06/2016
Date of Decision	18/08/2017
Tribunal:	Rod McKenzie, Terry Crystal, Neil Townshend
Charge:	Failure to submit a sample
Outcome:	1-year ineligibility

ITF v Athlete



Tennis	SR/Adhocsport/904/2017
Date of Referral:	28/06/2017
Date of Decision	29/08/2017
Tribunal:	Sir David Keene
Charge:	Aggravated behaviour
Outcome:	4-month ineligibility and fine

British Horseracing Authority



Horseracing	SR/Adhocsport/820/2017
Date of Referral:	22/05/2017
Date of Decision	12/09/2017
Tribunal:	Robert Englehart QC, Barry O'Driscoll, Tim Ollerenshaw
Charge:	Presence
Outcome:	4-year ineligibility

National Tennis Federation v ITF



Tennis	SR/Adhocsport/929/2017
Date of Referral:	11/09/2017
Date of Decision	18/09/2017
Tribunal:	William Norris QC
Charge:	Appeal against relegation
Outcome:	Appeal partially allowed

National Tennis Federation v ITF



Tennis	SR/Adhocsport/932/2017
Date of Referral:	29/08/2017
Date of Decision	22/09/2017
Tribunal:	Paul Harris QC
Charge:	Appeal against fine
Outcome:	Appeal partially allowed

UK Anti-Doping v Athlete



Rugby Union	SR/NADP/887/2017
Date of Referral:	06/07/2017
Date of Decision	26/09/2017
Tribunal:	Christopher Quinlan QC, Lorraine Johnson, Peter Sever
Charge:	Presence
Outcome:	4-year ineligibility

Concluded cases continued

ITF v Athlete		
Tennis	SR/Adhocsport/946/2017	
Date of Referral:	29/09/2017	
Date of Decision	01/10/2017	
Tribunal:	Charles Flint QC	
Charge:	Presence	
Outcome:	2-year ineligibility	

LTA v Athlete (Appeal)		
Tennis	SR/NSP/874/2017	
Date of Referral:	20/06/2017	
Date of Decision	12/10/2017	
Tribunal:	Christopher Quinlan QC, Helen Murdock, Carol Chamberlain	
Charge:	Appeal of SPC decision	
Outcome:	Appeal dismissed	

UK Anti-Doping v Athlete		
Cycling	SR/NADP/880/2017	
Date of Referral:	28/06/2017	
Date of Decision	16/10/2017	
Tribunal:	Mark Hovell, Lorraine Johnson, Carole Billington-Wood	
Charge:	Presence	
Outcome:	4-year ineligibility	

ITF v Athlete



Tennis	SR/Adhocsport/844/2017
Date of Referral:	18/05/2017
Date of Decision	07/11/2017
Tribunal:	William Norris QC, Lorraine Johnson, Barry O'Driscoll
Charge:	Refusal
Outcome:	2-year ineligibility

Rugby Football Union v Athlete



Rugby Union	SR/NADP/937/2017
Date of Referral:	07/09/2017
Date of Decision	30/11/2017
Tribunal:	Mark Hovell, Lorraine Johnson, Blondel Thompson
Charge:	Presence
Outcome:	4-year ineligibility

UK Anti-Doping v Athlete



Rugby League	SR/NADP/885/2017
Date of Referral:	29/06/2017
Date of Decision	08/12/2017
Tribunal:	Robert Englehart QC, Colin Murdock, Terry Crystal
Charge:	Refusal
Outcome:	No period of ineligibility

Concluded cases continued

Rugby Football Union v Athlete	
Rugby Union	SR/NADP/821/2017
Date of Referral:	05/05/2017
Date of Decision	15/12/2017
Tribunal:	Mark Hovell, Gordon McInnes, Carole Billington-Wood
Charge:	Presence
Outcome:	4-year ineligibility



Athlete v British Wrestling	
Wrestling	SR/Adhocsport/978/2017
Date of Referral:	13/11/2017
Date of Decision	22/12/2017
Tribunal:	Nicholas Stewart QC
Charge:	Selection appeal
Outcome:	Selection to be repeated



Athlete v British Wrestling	
Wrestling	SR/Adhocsport/990/2017
Date of Referral:	13/11/2017
Date of Decision	22/12/2017
Tribunal:	Nicholas Stewart QC
Charge:	Selection appeal
Outcome:	Appeal dismissed



Athlete v ITF (Appeal)



Tennis	SR/Adhocsport/913/2017
Date of Referral:	11/08/2017
Date of Decision	06/02/2018
Tribunal:	Andrew McDougall, Despina Mavromati, Susan Ahern
Charge:	Disciplinary Appeal
Outcome:	3-year ineligibility and fine

Athlete v Scottish Squash



Squash	SR/Adhocsport/32/2017
Date of Referral:	24/01/2017
Date of Decision	16/02/2018
Tribunal:	Jonathan Lake QC
Charge:	Selection appeal
Outcome:	Appeal dismissed

IAAF v Athlete



Athletics	SR/Adhocsport/1023/2017
Date of Referral:	22/12/2017
Date of Decision	27/02/2018
Tribunal:	Michael Beloff QC
Charge:	Presence
Outcome:	4-year ineligibility

Global Reach

In the past year we have resolved a large number of cases with parties around the world.



Global Reach



International Clients

- ✓ International Association of Athletics Federation
- ✓ International Tennis Federation
- ✓ Rugby League International Federation
- ✓ International Cricket Council
- ✓ World Sailing

Education Programme

Sport Resolutions is currently participating in a project titled: Teaching Awareness of Ethical Governance in Sport (TAGS). The TAGS project is supported by the Erasmus+ programme and was developed in response to an EU motion (2016/2143 (INI)) on an integrated approach to Sport Policy: good governance, accessibility and integrity. The motion arose out of recent scandals affecting sport at the European and international levels. The duration of the project is 28 months. It was launched in October 2017 and is due for completion in January 2020.

The objective of the TAGS project is to develop an undergraduate module in ethical sport governance to enhance the skills and employability of students seeking future employment in the sport sector. The module could also be used for short courses and continuing professional development. Sport Resolutions was selected as a result of our exclusive case study material drawn from years of providing dispute resolution services for sport in the UK. We are working in conjunction with four other partners on the TAGS project: the University of Gloucestershire (UK), Palacky University (Czech Republic), the University of Thessaly (Greece) and the University of Transylvania (Romania). Over the last year we have travelled to Gloucester in the UK in October 2017 and Olomouc in the Czech Republic in June 2018 for transnational partner meetings. Our next meeting will be in Trikala, Greece in November 2018.



Co-funded by the
Erasmus+ Programme
of the European Union



Events

Sport Resolutions delivers an industry leading programme of sport dispute resolution training, seminars and educational resources.

Throughout the past year Sport Resolutions has organised or contributed to events for more than 500 delegates in various locations. These events focused on the big issues that create conflict and disputes in sport.

Event	Location	Delegates
Sport Resolutions Annual Conference	London	205
Law In Sport Conference	London	60
Safeguarding	London	60
WISLaw event	London	30
WISLaw event	London	15
FIFA Master Lecture	London	30
Data Protection	London	30
Data Protection	Leeds	20
UK Sport Sector Support	Marlow	30
UK Sport Sector Support	Loughborough	30
NADP Training	London	20
Erasmus Briefing	London	10



Key Numbers

	2017/18	2016/17	2015/16
Requests for dispute resolution guidance and help	303	227	179
Pro-Bono	51	50	20
NADP	28	15	25
Referrals outside the UK	36	8	0
NSP	15	4	4
Number of case referrals	108	85	92
Appointments	99	83	85
Independent Investigation & Reviews	9	2	7
Number of delegates attending Sport Resolutions events	540	301	306
Number of external bookings	118	121	104

Equality Monitoring Profile

Management Board Gender



45%



55%

Board and Staff Gender



43%



57%

Ethnicity



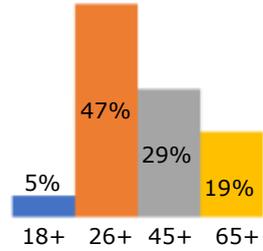
3 White British	14%
4 White Welsh	19%
1 White N. Irish	5%
7 White English	32%
1 White Scottish	5%
1 White Canadian	5%
1 White American	5%
1 Mixed Turkish/Slavic	5%
1 Mixed German/Pakistani	5%
1 Caribbean	5%

Relationship status



Married	10	47.5%
Civil Partnership	1	5%
Neither	10	47.5%

Age



Sexual Orientation



90%



5%

Prefer not to say

5%

Gender Reassignment

Not applicable	100%
----------------	------



Pregnancy and maternity

Not applicable	100%
----------------	------



Disability



Yes	3	15%
No	18	85%

Religion



None	12	57%
Christian	7	33%
Buddhist	1	5%
Prefer not to say	1	5%

Board of Directors

Management Board

Edwin Glasgow QC Independent Chair	Barrister at 39 Essex Chambers
David Rigney Senior Independent Director	Qualified chartered accountant Chair of Finance and Human Resources Committee
Margot Daly Independent Non-Executive Director	Accredited mediator and tribunal judge Chair of Marketing and Service Development Committee
Keith McGarry Member Director	Solicitor Advocate Nominated by Northern Ireland Sports Forum Member of Finance and Human Resources Committee
John Palmer Independent Non-Executive Director	Corporate communications consultant Member of Marketing and Service Develop- ment Committee
Elaine Battson Member Director	Director of Finance and Corporate Services Nominated by British Paralympic Association
Tracy Harrison Independent Non-Executive Director	Director of Marketing at Sky plc
Johanna Sheppard Independent Non-Executive Director	Director of Compliance at Barclays plc
James Allen Member Director	Director of Policy, Governance and External Affairs Nominated by Sport and Recreation Alliance

Wider Board

Simon Barker Member Director	Assistant Chief Executive Nominated by Professional Players Federation
John Kerr Member Director	Solicitor Nominated by Scottish Sports Association Member of Marketing and Service Development Committee
Warren Phelops Member Director	Solicitor Nominated by European Sponsorship Association
Shahab Uddin Member Director	Solicitor Nominated by British Olympic Association
Richard Hendicott Member Director	Retired District Judge Nominated by Welsh Sports Association
Sally Lockyer Member Director	Interim Chief Executive Nominated by British Athlete Commission

Secretariat

Richard Harry	Chief Executive Officer
Catherine Pitre	Head of Case Management
Ross Macdonald	Business Manager / Company Secretary
Duygu Yetkincan	Marketing Manager
Kylie Brackenridge	Senior Case Manager
Matthew Berry	Senior Case Manager
Alisha Ellis	Case Manager
Alex Treacher	Case Manager
Roxana Weich	Case Manager



Sport Resolutions (UK)

1 Salisbury Square, London, EC4Y 8AE

www.sportresolutions.co.uk

0207 036 1966

Twitter: @SportRes_UK