

SPORT  RESOLUTIONS

ANNUAL REPORT 2019/20



Did you know?

Sport Resolutions has...

...resolved over 1500 disputes across 40 sports in the past 10 years

...saved sports more than £15,000,000 in legal and administration costs

...received 300 requests for help each year, which leads to 180 cases being resolved by arbitration or mediation

...resolved 40 athlete selection disputes before Commonwealth, Olympic and Paralympic Games

...received over 135 international referrals since 2017

...resolved 250 anti-doping disputes since establishment of the NADP in 2008

...received 88 referrals from the Athletics Integrity Unit since 2017

...assisted more than 70% of athletes involved in anti-doping proceedings nationally, and one third internationally through our Pro Bono Panels in 2019/2020

...over 200 sport specific arbitrators and mediators, covering the UK and internationally

...been recognised in the Review of Australia's Sport Integrity Arrangements as "one of the most successful and well-regarded sports arbitration agencies globally"

...provided guidance to authorities in Japan in relation to the provision of dispute resolution services for the Rugby World Cup 2019 and upcoming Olympics in 2020

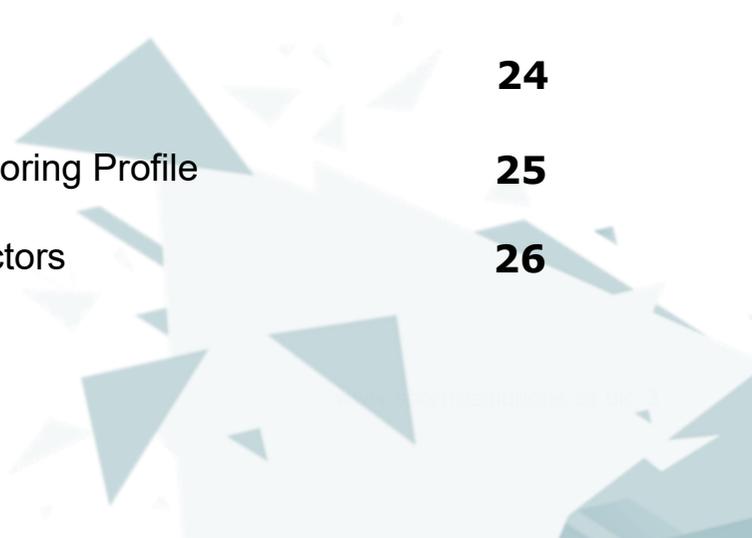
...operated the ad hoc panel of the World Athletics Disciplinary Tribunal for the duration of the 2019 World Athletics Championships in Doha

...assisted the ITF by operating and administering an ad hoc Independent Tribunal during the 2019 Davis Cup Finals in Madrid

...delivered educational seminars/presented to over 3500 attendees covering topical matters in sport

Contents

Chair's Report	4
CEO's Review of the Year	6
Case Management Report	8
New Company Strategy	10
Introducing Our New Seal	11
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

At the end of this reporting year, the world remains paralysed by the COVID pandemic. Stringent public measures have been in place for some months which limit social mobility and discourse, but the need to resolve disputes in sport has not diminished.

Our magnificent case team has been organising, setting up and conducting virtual hearings for our international clients for some years, so it was a smooth transition to provide equally effective and fair procedures for domestic matters. However, the importance and impact of this duplication of organisation and work cannot be overlooked.

The issues to be resolved have frequently been of the most serious nature, requiring prompt resolution and with the potential for far and wide-ranging consequences. It almost goes without saying that it would have been completely unacceptable to have been obliged to stop a case because of operational difficulties in the hosting of a hearing. I am very proud to be able to report that the service that we have continued to offer has been unaffected and that all hearings have been seamlessly conducted in accordance with pre-pandemic standards and timelines.

In noting this, I pay a massive and sincere tribute to the flexibility and diligence of our Sport Resolutions case team, and to the comparable adaptability of our panel members – not quite the inflexible dinosaurs that they are often said to be!

Sport Resolutions has, again, been involved in cases of great significance this year; the Saracens salary cap matter being just one example. The charges brought by Premier Rugby were quite obviously of the most serious nature with equally obvious potential for significant consequences for the club. It was clear that the respective parties would argue their case strongly and be represented by the finest legal teams. It was vital, therefore, that the panel appointed by Sport Resolutions contained members of the highest quality and standing. It is testament to the quality and depth of our Panel that we were able to appoint the former Master of the Rolls, Lord Dyson, as Chair.

As I always acknowledge, the quality and depth of the Sport Resolutions Panel – the pool from which we appoint – is of key importance to the work that we do. It includes lawyers and other individuals who are at the start of their career, and who frequently give their services freely, right up to former High Court and Court of Appeal judges. The breadth of work that we now do demands a comprehensive range of panel members which ensures that we can appoint the right people to any given matter. We do not rest on our laurels, however, and we will be starting our three yearly recruitment process in the autumn of 2020, with the intention of having a new panel, with further depth and diversity, effective from April 2021.

Our reputation continues to grow internationally, as shown by the increasing

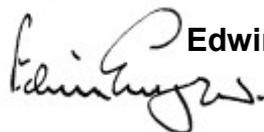
volume of referrals that we receive from International Federations. That global standing is now further evidenced by the inclusion of specific reference to Sport Resolutions in the 2021 WADA Code. A new requirement in the Code will make it mandatory for anti-doping tribunals to be demonstrably independent of the body bringing any charge. It is testament to our growth and standing that we are expressly identified in the Code as being a body that can provide both the doping expertise and the required independence.

The need for expertise and independence is growing; not reducing. Individuals within sport can be seen to be at last gaining a voice and demanding an expectation that things should be done properly and openly, including the need for a proper process to deal with those who are alleged to have acted improperly. That is not to imply any kind of pre-judging or unfair presumption of inappropriate behaviour or lack of effective and fair governance; it goes without saying that it is in the interests of both accused and accuser, and of the public, that matters be dealt with effectively, efficiently and with transparent impartiality by an independent authority.

Sport Resolutions will always act fairly, openly and with integrity. Whilst it is right that the governance of any sport must in the first instance be a matter for its own governing body, there must be better understanding of when it is appropriate to seek independence or, putting the matter the other way round, when it would be inappropriate to deal with a matter internally .

I conclude this report by acknowledging the fact that, despite the significant increase in our workload, both in terms of volume and complexity, it has been faultlessly dealt with by a team of just 10. Our caseload has doubled in four years, our turnover has gone over £2m, we are trusted to handle the most complex and important cases e.g. all World Athletics disciplinary matters, and we are providing ad hoc panels for major events such as the World Athletics Championships in Doha and the Davis Cup in tennis. This all reflects a trust in our staff and panel appointments; again, all delivered by a small team from a modest office in London – and who, at the time of my writing this report, are all working even harder at home and still without any complaint.

Much of the credit for this success and for the team spirit in which it has been achieved goes to our Chief Executive Officer, Richard Harry, without whose inspirational leadership and caring attitude for all the team, even they could not have achieved what they have. In paying that tribute I also associate myself with what Richard said about his team: “it is noticeable that the approach to any issue or case is the same. The team apply the same principles irrespective of the nature of the dispute or, indeed, the significance and potential ramifications. That is not, of course, because they are indifferent or ignorant, rather it demonstrates a consistent approach and application of fundamental principles” The same can be said of him.

 **Edwin Glasgow QC**

CEO's Review of the Year



Richard Harry
Chief Executive Officer

In my report for last year's Annual Report, I remarked on how Sport Resolutions had the busiest year in our history, as evidenced by the volume, breadth and variety of the referrals received. I am delighted to report that the year 2019/20 has been better again.

The number of requests received by Sport Resolutions for assistance increased to 331, of which 184 translated into a case or matter to be administered. This is an increase of 100% in just the last four years.

Whilst the UK remains our home and provides a substantial amount of our work, our international offering has increased at a pace.

Only four years ago, we received no referrals at all from outside of the UK. In the last year, this has increased to 63 referrals, which itself is an 80% increase on the year before.

A large part of that work derives from the support we provide to administer the Disciplinary Tribunal of World Athletics. We also support other International Federations such as the ITF, UCI and World Sailing.

In order to provide an international offering and to cater for the growing demand, we have significantly increased the membership of our International Panel. It now includes leading figures from around the world and enables us to conduct proceedings in English, French and Spanish.

Our expertise and standing on the international stage has been further recognised by both World Athletics and the ITF inviting Sport Resolutions to provide an ad hoc disciplinary panel for the World Athletics Championships in Doha and the Davis Cup Finals in Madrid respectively. Formerly, the provision of such ad hoc services was the preserve of CAS but we are proud to be able to offer a credible and respected alternative.

Domestically we remain engaged in a wide variety of disputes for a diverse range of sports. We continue to run the National Anti-Doping Panel, with the caseload increasing from 18 to 35 in the space of 12 months.

Similarly, the National Safeguarding Panel is increasingly called upon to assist with safeguarding and welfare cases. As mentioned in my last report, the Safeguarding Pilot is providing those NGB's involved with support to assist with the management of a safeguarding referral. There is no comparable service available in the UK and the long-term aim is to improve standards and achieve consistency.

There have been a number of high-profile sport safeguarding and welfare cases in recent years, and the benefits of having a truly independent and expert safeguarding service available to deal with such matters cannot be underestimated. In 2017 Dame Tanni Grey-Thompson called for the introduction of an Ombudsman. Perhaps now is the time to revisit that concept with Sport Resolutions being the obvious vehicle to provide that service given our proven expertise.

We are always mindful that we need to be accessible to all and assist where we can. To that end, we have developed a scheme whereby NGB's funded by UK Sport can have access to Sport Resolutions panel members, for inclusion on disciplinary panels, on a pro bono basis. This assists with expertise and provides a level of independence that otherwise may be absent.

The period covered by this report includes the initial weeks of the disruption caused by COVID. As a consequence, all Sport Resolutions staff relocated to work remotely and all personal hearings were cancelled. Due to our considerable experience gained over the past few years of conducting virtual hearings for our international clients, we were able to seamlessly provide a similar service for all domestic matters. The disruption caused by the pandemic was damaging enough, but we were proud to be able to continue to administer hearings to assist in resolving disputes that arose before COVID and because of it. It will be interesting to see whether virtual hearings are just a COVID necessity or whether they will, perhaps, become a positive choice and preference moving forward.

To conclude, there will always be disputes in sport that need to be resolved. The ability for sport to be able to access a sport-specialist service will also not diminish and our aim is to be the first thought and destination for all those embroiled in a sport related dispute.

Our aim is to continue what we are doing; namely to provide an independent, expert and cost-efficient means to enable sport to settle its problems and move on. In that regard, the presence of the Sport Resolutions stamp on all decisions that we generate is a clear sign that these fundamental principles have been applied.

Richard Harry

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

www.sportresolutions.co.uk 7

Case Management Report



Catherine Pitre
Head of Case Mgmt

Unprecedented times - an expression frequently used these days, but which in a more positive context, describes well the success of the year 2019/2020 at Sport Resolutions. We are proud to have delivered bespoke ADR services in a wide range of disputes and across all sports, both domestically and internationally, on a larger scale than ever before.

The National Anti-Doping Panel, composed of world-leading legal and scientific experts and presided by Charles Flint QC, determined 26 cases during the year. NADP members continued to be called upon to provide expertise on international panels administered by Sport

Resolutions. Indeed, we have been the service provider of choice of a number of international federations, who have delegated the adjudication portion of their results management responsibilities to Sport Resolutions. During the year, we held hearings in London, New York, Monaco, as well as a large number entirely remotely. We were also recognised in WADA's Model Rules for Code Signatories.

Further to its stakeholder consultation process, WADA published the World Anti-Doping Code which will come into force in 2021 and in a welcome change, offer greater flexibility as to sanctioning for certain types of violations and athlete categories. At the same time, the new International Standard for Results Management (ISRM) will come into force, setting core obligations applicable as to the adjudication process of anti-doping rule violations. Where processes are not already aligned, those changes will require implementation by signatories, including the requirements for operational independence and at appellate level, institutional independence. Both of these procedural guarantees are met by Sport Resolutions and fundamental to its role.

There has also been a groundswell of support for athlete rights leading to the publication of the Athletes' Anti-Doping Rights Act by WADA. Contained within its recommended athlete rights is the right to legal aid, which effectively demands a process which is both procedurally fair and accessible, requirements mirrored in the ISRM. Originating and operating as a legacy of the London 2012 Games, Sport Resolutions' Pro Bono Legal Advice Panel ensures that all athletes and individuals involved in proceedings administered by Sport Resolutions can choose to avail themselves of legal advice and representation, provided on a pro bono basis. During the year, there was much demand for the service, which assisted more than 70% of athletes involved in anti-doping proceedings nationally, and one third internationally. We are grateful for the Panel's immense contribution to the sector.

Sport is not immune to societal ills, including issues relating to integrity, human rights, discrimination and abuse. Safeguarding appears to now be generally accepted by all that these concerns are of the utmost importance to all sports, and must be properly investigated and addressed. Sports can no longer assume that those concerns do not apply to them, and must have the proper policies, processes, and knowledge available to address safeguarding concerns before they arise. Safeguarding concerns must be investigated in an independent and timely but thorough manner, particularly as athletes may require time to come forward with historic allegations.

During the year, our National Safeguarding Panel, presided by Stephen Bellamy-James QC, has played a large role in the successful operation of the Sport England Case Management Pilot. The Pilot was available to a limited number of sports who were provided access to the expertise of the NSP in three main areas: the provision of early support to NGBs, in the form of legal or other sector specific professional advice, an investigative function and finally, a mechanism for hearings. The NSP members' expertise and experience were also called upon to investigate, review or adjudicate on safeguarding matters both domestically and internationally.

More broadly and on a global scale, Sport Resolutions' panel members have over the last year been tasked with adjudicating, investigating or mediating cases relating to a wide range of issues. On the integrity front, we joined forces with the British Paralympic Association in providing training to panel members on intentional misrepresentation matters regarding Paralympic classification, should they arise in the future.

Although the end of the year was marked by Covid-19 and its impact, particularly in putting sport to a halt, it did not halt proceedings, which continued seamlessly in a remote manner. However, the abrupt end of the sporting season did lead to a number of resulting arbitrations, including a number of EFL cases.

The persistent existence of racial inequality, abuse and discriminatory practices in today's society, which has made its way in cases before SR's Panels, was recently brought to the forefront of everyone's mind, not least of which the sport sector, as Black Lives Matter protests have shown around the world. As Naomi Osaka expressed recently "before I am an athlete, I am a black woman", we are reminded that there is still much work to be done. It is our aim to populate panels which are both expert, and reflective of society and the individuals that come before them. We will continue to do so, with renewed fervour.

Catherine Pitre



New Company Strategy

As Sport Resolutions (SR) has achieved great success in recent years in terms of the volume, breadth and variety of the work, we concluded a wide strategic review at the end of 2019. The new strategy called 'Strategy 2024' provides for a more ambitious and outward looking approach through five pillars:

1 - ENABLING TRUST IN THE SPORTING SYSTEM

'Championing improvements which builds credibility in the sector'

SR is committed to playing a leading role in establishing and maintaining consistent standards which protect the participant, ensure fair competition and improves the sporting spectacle.

2 - PROVIDING A LEVEL PLAYING FIELD

'Fair, transparent, independent & cost-effective processes, available to all'

The principles of natural justice are enshrined in our core and emanate through everything we do. In maintaining the highest moral and procedural standards the sector can trust and rely on SR in all aspects of its service delivery.

3 - WORLD-CLASS EXPERTISE, WORLDWIDE ACCESSIBILITY

'Specialists in our field, anticipating and meeting the needs of a modern world'

We understand that the sports industry doesn't stand still, and neither will we. We will offer best in class, innovative and trusted dispute resolution services that are constantly evolving to meet the demands of a globalized world. We will build on our domestic reputation to offer international sports unrivalled access to the leading authority in the field.

4 - SETTING THE PACE IN EDUCATING AND DEBATING INTEGRITY

'We practice what we preach, and we share our hands-on experience with our stakeholders'

As a world-leader in the field, it is our role to facilitate debate and raise awareness of sports integrity issues. We will be the sector expert helping to educate our stakeholders as well as tomorrow's leaders and increasing the advocacy of the values of SR.

5 - SKILLED TEAM PLAYERS COMMITTED TO OUR GOALS

'Delivering the world's most highly-respected dispute resolution service'

SR will appoint skilled and ambitious individuals to its diverse, high-performance executive team and management board of directors. These individuals will be continually developed to meet the ever-changing needs of global sport.

Introducing Our New Seal

Given our growth and greater visibility over recent years we needed to concisely and consistently define our brand positioning for the very many different communications channels we now use.

A detailed marketing review was conducted to identify and validate the core Sport Resolutions attributes: independence and expertise, and how these ensure integrity.

Through a carefully managed process with a strategic communications agency we have developed a seal which will provide comfort and reassurance to stakeholders that a fair and proper process has been followed.

The new seal will feature wherever the Sport Resolutions brand appears, from our website and social media to decision reports and educational seminars.



Our aim is to promote the following response wherever the seal is featured:

“This authoritative stamp of independence from Sport Resolutions ensures integrity”

Sample of Concluded International Cases 2019/20

World Athletics v Sarah Chepchirchir	
Athlete Nationality:	Kenya
Date of Decision:	28.11.2019
Tribunal:	Yves Fortier
Charge:	Use - on basis of abnormal ABP
Outcome:	ADRV found proven - 4 years ineligibility



Jamie Jones v WPBSA	
Athlete Nationality:	United Kingdom
Date of Decision:	02.04.2019
Tribunal:	Graeme McPherson QC
Charge:	Appeal of match fixing sanction
Outcome:	Appeal dismissed



World Athletics v Ahmad Al Kamali	
Athlete Nationality	United Arab Emirates
Date of Decision:	12.11.19
Tribunal:	Michael Beloff QC
Nature:	Ex parte application for an order for provisional suspension of Mr Ahmad Al Kamali from his role as IAAF Official, for alleged breach of Candidacy Rules
Outcome:	Provisional suspension



World Athletics v Jarrion Lawson



Athlete Nationality:	United States
Date of Decision:	31.05.2019
Tribunal:	Michael Beloff QC, Jeffrey Benz, Francisco Larios
Charge:	Presence: epitrenbolone
Outcome:	ADRV found proven - 4 years ineligibility

World Athletics v Virgilio Griggs



Athlete Nationality	Panama
Date of Decision:	06.02.2020
Tribunal:	Michael Beloff QC
Charge:	Results Manipulation - integrity
Outcome:	4 years ineligibility

ITF v Alexey Aleshchev



Athlete Nationality	Russia
Date of Decision:	01.08.2019
Tribunal:	Robert Englehart QC , Isla Mackenzie, Carole Billington-Wood
Charge:	Presence: boldenone metabolites & trenbolone metabolite (epitrenbolone)
Outcome:	4 years ineligibility

Sample of Concluded international cases continued

World Athletics v Yekaterina Medvedeva Ryzhova	
Athlete Nationality:	Russia
Date of Decision:	22.08.2019
Tribunal:	Conny Jorneklint, Amit Sibal SA, David Grace QC
Nature:	Use - on basis of abnormal ABP
Outcome:	2nd ADRV proven - 8 years ineligibility

World Athletics v Ioannis Kyriazis	
Athlete Nationality:	Greece
Date of Decision:	10.03.2020
Tribunal:	Raj Parker, Dominique Gavage, Patrick Grandjean
Charge:	Presence & Use of LGD-4033
Outcome:	4 years ineligibility

World Athletics v Athlete	
Athlete Nationality:	Kenya
Date of Decision:	22.10.2019
Tribunal:	Charles Hollander QC
Charge:	Refusal or failure to submit to sample collection
Outcome:	No ADRV

ITF v Athlete	
Athlete Nationality:	Argentina
Date of Decision:	12.12.2019
Tribunal:	Michelle Duncan, Lorraine Johnson, Prof. Gordon McInnes
Charge:	Presence - Cocaine
Outcome:	No Fault or Negligence - no ineligibility



World Athletics v Michelle Lee Ahye	
Athlete Nationality:	Trinidad
Date of Decision:	07.01.2020
Tribunal:	William Norris QC, Conny Jorneklint, Francisco A. Larios
Nature:	Whereabouts failure: 3 missed tests in 12 months
Outcome:	ADRV found proven - 2 years ineligibility



World Athletics v Vincent Kipsegechi Yator	
Athlete Nationality:	Kenya
Date of Decision:	27.03.2020
Tribunal:	Monty Hacker
Charge:	Presence of Prednisone, Prednisolone, Androsterone and Etiocholonalone.
Outcome:	ADRV found proven - 4 years ineligibility



Sample of Concluded National Cases 2019/20

Premier Rugby v Saracens	
Rugby Union	
Date of Decision:	04.11.2019
Tribunal:	Lord Dyson, Jeremy Summers, Aidan Robertson
Charge:	Salary Cap Breaches
Outcome:	£5million fine and 35 point deduction

UKAD v Peter Newman	
Motorsport	
Date of Decision:	19.07.2019
Tribunal:	Jeremy Summers, Michelle Duncan, Terry Crystal
Charge:	Presence - Cannabis
Outcome:	2 years ineligibility

Bangor City FC v FAW	
Football	
Date of Decision:	20.08.2019
Tribunal:	Nick De Marco QC
Charge:	Appealing Points Deduction
Outcome:	Successful appeal

UKAD v Mark Dry (Appeal)



Hammer Throw	
Date of Decision:	25.02.2020
Tribunal:	Charles Hollander QC, Kitrina Douglas, Michelle Duncan
Charge:	UKAD appealing no ADRV on first instance tampering charge
Outcome:	First Instance decision overturned, 4-year ineligibility

UKAD v William Oluwaregbe (Cross-Appeal)



Basketball	
Date of Decision:	03.01.2020
Tribunal:	Robert Englehart QC, Dorian Haskard, Kitrina Douglas
Charge:	UKAD and WO appealing 2 year sanction. (Presence: Ostarine)
Outcome:	Appeal upheld – 4 years ineligibility

EFL v Macclesfield Town



Football	
Date of Decision:	24.12.2019
Tribunal:	Nick De Marco QC, Gareth Farrelly, Ian Fisher
Charge:	Misconduct relating to failure to pay player wages
Outcome:	10-point deduction (6 immediate and 4 suspended)

Sample of Concluded national cases continued

EFL v Birmingham City	
Football	
Date of Decision:	06.03.2020
Tribunal:	Charles Flint QC
Charge:	Misconduct relating to failure to comply with EFL direction
Outcome:	Charge dismissed

UKAD v Adrian Canaveral	
Weightlifting	
Date of Decision:	07.11.2019
Tribunal:	Kate Gallafent QC
Charge:	Refusal to provide a Sample
Outcome:	2nd ADRV - 8 years ineligibility

RFU v Henry Hadfield	
Rugby Union	
Date of Decision:	21.10.2019
Tribunal:	Robert Englehart QC, Dorian Haskard, Kitrina Douglas
Charge:	Presence: Higenamine & metabolite coclaurine
Outcome:	ADRV found proven - 2 years ineligibility

Swim England Appeal: Arrowsmith v Chris Bostock



Swimming	
Date of Decision:	19.08.2019
Tribunal:	Gemma White QC, Ian Wilson, Mariah Abrahams (SE appointment)
Charge:	Appeal of decision to order Chris Bostock to issue apology to complainants, save for Ms Arrowsmith.
Outcome:	N/A

RFU v Stephen Hihetah



Rugby Union	
Date of Decision:	25.11.2019
Tribunal:	Jeremy Summers, Mike Irani, Lorraine Johnson
Charge:	Presence: Stanozolol, Metandienone & Tamoxifen metabolites
Outcome:	ADRV found proven - 4 years ineligibility

UKAD v Ryan Martin



Boxing	
Date of Decision:	28.10.2019
Tribunal:	William Norris QC, Blondel Thompson, Prof Dorian Haskard
Charge:	Presence: metabolites of testosterone
Outcome:	ADRV found proven - 4 years ineligibility

Global Reach



International Clients

- ✓ World Athletics
- ✓ International Tennis Federation
- ✓ Rugby League International Federation
- ✓ International Cricket Council
- ✓ World Sailing
- ✓ World Professional Billiards and Snooker Association
- ✓ Union Cycliste Internationale
- ✓ Rugby League European Federation
- ✓ World Archery

Global Reach



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

Education Programme

Between October 2017 and January 2020, Sport Resolutions participated in the Teaching Awareness of Ethical Governance in Sport (TAGS) Project which was supported by the Erasmus+ programme. The TAGS Project was developed in response to an EU motion (2016/2143 (INI)) on an integrated approach to Sport Police: good governance, accessibility, and integrity.

The Aims of the Project were:

- ◆ To liaise with key stakeholders to identify a competency framework for ethical governance within the sports sector;
- ◆ To identify, thematically order and annotate key cases from disputes in sports governance;
- ◆ To develop a high quality teaching resource that focuses on developing awareness of ethical governance in sport;
- ◆ To engage in dissemination and exploitation activities that promote the practical utility of the teaching resource
- ◆ To develop the following intellectual outputs: 1) Needs Analysis Report; 2) Case Study Compendium; 3) Teaching Materials; 4) Evaluation Report

Sport Resolutions drew on its experience as a world leading sport dispute resolution service to produce the content of the Case Study Compendium which is comprised of real cases collated from Sport Resolutions archives. The topics identified in the Needs Analysis Report informed the selection of cases which are intended to complement the Teaching Materials.

Sport Resolutions was one of five partners involved in the Project. The other partners were: University of Gloucestershire (UK), University of Thessaly (Greece), Palacký University Olomouc (Czech Republic), and Universitatea Transilvania din Braşov (Romania).

The case summaries are available in English, Romanian, Czech and Greek. For more information about the TAGS project and to access the Project Outputs please visit the TAGS website [here](#).



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.

Despite the coronavirus outbreak which led to some cancellations of our events, throughout the past year Sport Resolutions has organised or contributed to events for more than 1022 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 2019	London	229
WISLAW Breakfast Event	London	30
WISLAW Annual Conference	Lausanne	160
Seminar: Athletes and Their Rights to Compete and Commercialise	London	35
Erasmus+ Programme	Romania	10
Seminar: How to Investigate Safeguarding Concerns in Sport	London	35
uOttawa Sports Business Club	Canada	40
Training: Classification in Paralympics	London	23
UCFB Lecture	London	10
Sport England Pilot NGB Session	Manchester	20
Sports Ethics and Integrity Conference	Cardiff	100
Public seminar by SDRCC + CAS	Canada	150
Sports Law Conference	N. Ireland	80
NI Law Society Event	N. Ireland	50
Erasmus+ Programme	London	10
Training: Safeguarding	London	22
TAGS Dissemination Event	London	18

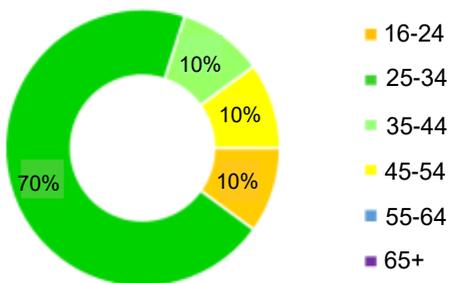
Key Numbers

	2019/20	2018/19	2017/18	2016/17	2015/16
Requests for dispute resolution guidance and help	331	302	303	227	179
Pro-Bono	69	45	51	50	20
NADP	33	18	28	15	25
Referrals outside the UK	63	35	36	8	0
NSP	11	13	15	4	4
Others (arbitration, mediation, other enquiries)	155	191	173	150	130
Number of case referrals	184	156	108	85	92
Appointments	181	153	99	83	85
Independent Investigations & Reviews	3	3	9	2	7
Number of delegates attending Sport Resolutions events / events at which we present	1022	876	540	301	306

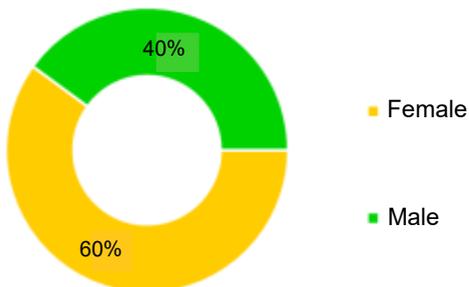
Equality Monitoring Profile

EXECUTIVE TEAM

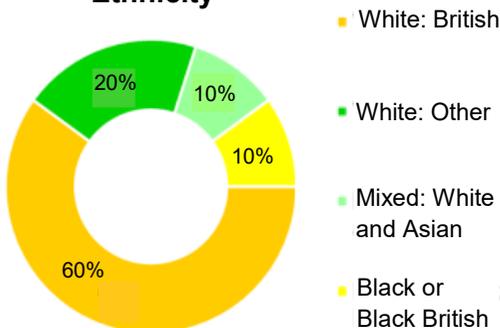
Age



Gender

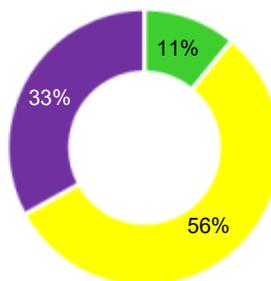


Ethnicity

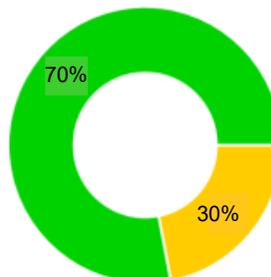


MANAGEMENT BOARD

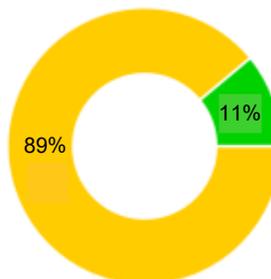
Age



Gender



Ethnicity



Board of Directors

Management Board

Edwin Glasgow QC Independent Chair	Barrister at 39 Essex Chambers
John Palmer Senior Independent Non-Executive Director	Corporate Communications Consultant Member of Marketing and Service Development Committee
Margot Daly Independent Non-Executive Director resignation date: 01.06.2019	Accredited Mediator and Tribunal Judge Chair of Marketing and Service Development Committee
Keith McGarry Member Director	Senior Partner at Conn & Fenton Solicitors Nominated by Northern Ireland Sports Forum Member of Audit and Risk Committee and Panel Appointments and Review Committee
Elaine Battson Member Director resignation date: 25.11.2019	Director of Finance and Corporate Services at British Paralympic Association Nominated by British Paralympic Association Member of Audit and Risk Committee
Tracy Harrison Independent Non-Executive Director	Director of Marketing at Sky plc Chair of Marketing and Service Development Committee and Member of Panel Appointments and Review Committee
Johanna Sheppard Independent Non-Executive Director	Director of Compliance at Barclays plc Member of Audit and Risk Committee and Panel Appointments and Review Committee
James Allen Member Director resignation date: 19.09.2019	Director of Policy, Governance and External Affairs at Sport and Recreation Alliance Nominated by Sport and Recreation Alliance Member of Marketing and Service Development Committee
Martin Gibbs Independent Non-Executive Director start date: 17.06.2019	Strategic Adviser on Sport, Governance and Human Rights Member of Marketing and Service Development Committee
Nigel Smith Independent Non-Executive Director	Chief Finance Executive at Elexon Ltd. Chair of Audit and Risk Committee

Wider Board

Warren Phelops Member Director	Global Head of Sports, Media and Entertainment at K&L Gates Nominated by European Sponsorship Association
Shahab Uddin Member Director	Director of Legal at British Olympic Association Nominated by British Olympic Association
Richard Hendicott Member Director Rejoined Management Board: 05.12.2019	Retired District Judge Nominated by Welsh Sports Association Member of Panel Appointments and Review Committee
Victoria Aggar Member Director resignation date: 19.05.2020	Chair Executive of the British Athlete Commission Nominated by British Athlete Commission
Adrian Stockman Member Director start date: 22.01.2020	Finance and Corporate Services Director at the British Paralympic Association Nominated by British Paralympic Association
Richard Bryan Member Director start date: 25.11.2019	Player Welfare Director at Rugby Players' Assn Nominated by Rugby Players' Association
Leigh Thompson Member Director start date: 19.11.2019	Head of Policy at the Sport and Recreation Alliance Nominated by Sport and Recreation Alliance

Secretariat

Richard Harry	Chief Executive Officer
Catherine Pitre	Head of Case Management
Ross Macdonald	Business Manager
Duygu Yetkincan	Marketing Manager
Kylie Brackenridge	Senior Case Manager
Matthew Berry	Senior Case Manager
Roxana Weich	Senior Case Manager
Anna Thomas	Case Manager
Alisha Ellis	Case Manager
Joshua Ingham-Headland	Business Support Officer
Sharon Hoyos-Martinez	Business Support Officer resignation: Sep'19



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