

Terms of Reference of the Cycling Independent Review Panel

The British Cycling Federation and UK Sport jointly commission this Independent Review **to understand what needs to potentially change culturally within British Cycling to ensure that the highest standards of ethical behaviour exist within and across the whole World Class Programme.**

A Commissioning Board will be established comprising a BC NED and CEO of UK Sport to ensure the panel is supported in its work.

Scope

This review:

- **must include, but is not limited to, all forms of discrimination and bullying;**
- **must cover the following specific questions /issues:**
 - **Are there fundamental behavioural issues within the climate and culture of British Cycling World Class Programme?**
 - **If so, what are they and make recommendations on how should they be addressed?**
- does not include British Cycling's:
 - own investigation into the alleged misconduct of a member of staff, however, lessons learnt by British Cycling from this separate investigation should be incorporated into the review;
 - consideration of the implications of the review on British Cycling more broadly.
- does not include:
 - consideration of the implications for the public investors in British Cycling;
 - identification of any themes that should be considered more broadly when investing in and driving the development of the high performance system through World Class Programmes.

These will be considered by UK Sport after the panel have provided its report findings and recommendations

If during the course of its work the panel receives any information outside of its scope which relates to the broader activities of either UK Sport or British Cycling then it shall be referred to the Commissioning Board for appropriate action (such action may include broadening the scope of this review). The panel has no disciplinary remit or authority.

Panel Membership

Chair –Annamarie Phelps.

Other members of the panel to be confirmed and appointed by the Chair and to include a balance of professional skills (investigative, equality, legal, HR), leadership, sport experience and insight into an elite sport programme environment (including from an athlete perspective); and experience in a non-sport high performance environment.

Where it deems appropriate the panel may occasionally either co-opt on to the panel or commission expert advice or assistance to support the review.

Key findings and Recommendations

The panel is to provide a report to the British Cycling Federation and UK Sport on its findings and recommendations arising from the review.

Key findings and recommendations will be published by both UK Sport and BC (ensuring confidentiality for those who have provided information and contributed to the review).

Review Process

The method of review is to be decided by the panel but may include document review of information held by British Cycling, UK Sport and correspondence received via the dedicated email address and any interviews.

Costs

To be met by and shared equally between UK Sport and British Cycling.

Timing

To begin at the date of publication of these terms of reference with the aim of completion in the Autumn 2016 – post Rio Olympic and Paralympic Games.