

Terms of Reference relating to Independent Inquiry into events at Wrexham Tennis Centre

General

1. The Board of the Lawn Tennis Association (**LTA**) is commissioning an independent review (the **Review**) into events at Wrexham Tennis Centre (**WTC**) between approximately 2012 and April 2017 regarding the activities of the former Head Coach of WTC, Daniel Sanders (**DS**). DS, an LTA accredited coach, was sentenced to six years in prison in July 2017 for the sexual abuse of a child he was coaching. Warning signs regarding the behaviour of DS appear not to have been acted upon and, as a result, the LTA issued an apology.
2. The LTA is committed to adopting best practice in safeguarding within sport and continually reviews its approach. Over the last 12 months this has included commissioning an independent review by Adam Lewis QC (October 2016) into the operation of the disciplinary, licensing and safeguarding processes and an independent review by Gemma White QC (February 2017) into its safeguarding processes and procedures based on specific case reviews. Specifically regarding WTC, the LTA commissioned an independent audit of the centre by Gill Camina, Director Universal Safeguarding Solutions Ltd in response to the arrest of DS (march 2017). In June 2017, the LTA appointed a new Head of Safeguarding with significant experience in child protection. In July the NSPCC confirmed its green rating of the LTA safeguarding arrangements.
3. The LTA Board has determined that it is necessary to conduct a further independent review into the events leading up to the conviction of DS from the time concerns were first raised in 2012. The emphasis of the Review is to learn from the facts surrounding this incident to ensure that any failings are not repeated and that safeguarding arrangements in tennis are strengthened as a result.

Background

4. Wrexham Tennis Centre (**WTC**) is a community indoor tennis centre (**CITC**) based in Wrexham, North Wales. It is run by Wrexham Tennis Centre Ltd, a charitable company limited by guarantee, which leases the building from Wrexham County Borough Council supported by a management agreement between the two organisations. With seven full size and two mini indoor and seven outdoor courts, it is a significant tennis facility in the region. Tennis Wales, and other external organisations rent office space at the centre.
5. WTC currently receives no direct financial support from the LTA. Between 2009 and 2014 it received some funding from the LTA towards the costs of running an LTA High Performance Centre at the venue. From January 2015 until mid-2017, WTC received a smaller level of funding as an LTA grant funded centre, with the purpose of that funding being to support the development of performance tennis and players at the venue. Since mid-2017, this funding has been given directly to Tennis Wales to manage the performance funding relationship with WTC. This arrangement ends on 31 December 2017.
6. As a CITC, WTC also receives a range of support available to CITCs across the country. This includes business development training, attendance at national conferences and promotional initiatives co-ordinated centrally by the Tennis Foundation, a separate tennis charity.
7. Tennis Wales is the national governing body of tennis in Wales and works to grow the game and support talented players. It has three main funding partners in Sport Wales, the LTA and the Tennis Foundation. Tennis Wales has its own Safeguarding Lead but is supported by the central LTA safeguarding team.

8. There are 15 self employed coaches at WTC. DS was a Level 5 Master Performance Coach and held the position of Head of Coaching . All coaches at WTC are accredited by, and subject to the jurisdiction of the LTA. Accreditation requires coaches to complete a DBS.

Purpose / Objectives

9. The overriding objective of the Review is to ensure that any failings by the LTA at the relevant time are brought to light and to ensure that lessons are learned and similar failings are not repeated. In particular the Review will:
 - a. Consider and identify what steps the LTA, and where relevant Tennis Wales and WTC took to address safeguarding/child protection issues at the Centre between 2012 and the conviction of DS in June 2017, and to consider any failure to act appropriately in relation to allegations made (at any level).
 - b. Consider and identify what lessons can be learned by the LTA, and as appropriate Tennis Wales and WTC arising out of the investigations
 - c. In light of 9(a) and 9(b) provide recommendations for improvements that should be made to safeguarding procedures within the LTA and, as appropriate, across the sport.

Agreed Principles

10. The Review, whilst commissioned by the LTA will be completely independent and its conclusions and recommendations will be theirs alone
11. The Review should have access to all the materials it seeks, including copies of the previously commissioned reviews and audits. Where any material is not in the possession of the LTA , the LTA will take all reasonable steps to try and obtain such material in support of the Review.
12. The Review recognises that WTC is an operational tennis centre and it will seek to minimise unnecessary disruption as it conducts its investigations.
13. The Review will endeavour not to cause further distress or publicity to the victim involved in this case.
14. The Review will not cover any areas where the LTA, Tennis Wales or WTC does not have jurisdiction but in the event information comes to light of further offences or safeguarding concerns such information will be passed on to the local authority and, where appropriate, the Police.
15. The Review will refer any potential regulatory breaches relating to accredited coaches or matters within the jurisdiction of the LTA or Tennis Wales to the LTA or Tennis Wales who will take appropriate action.
16. These Terms of Reference may be amended by mutual agreement between the Review Panel and the LTA Commissioning Team.
17. The Review will be conducted in such a way as to be as transparent as is possible within the scope of these terms of reference whilst having regard to all the relevant duties of confidentiality, security and data protection protocol. The LTA will make the final report publicly available. The Review will decide what should be published and will liaise with the LTA Commissioning Team on timing and content, along with other appropriate authorities, bodies and enforcement agencies.

18. The Review is keen to talk to individuals who have been directly or indirectly involved with, or affected by, the events at WTC . The existence of the Review, and its terms of reference will be available on both the LTA and the Sport Resolutions UK website which will detail how contact with the Investigating team can be made. All LTA employees and directors will be required to assist the Review if requested to do so, and the LTA will support the Review to encourage other individuals not employed by the LTA to do the same.

Responsibility for the Inquiry

19. **Sport Resolutions UK:** Sport Resolutions UK will select and appoint the Review Chair, two further members of the Panel as well as independent investigators to conduct the Review and produce a report based on the agreed Terms of Reference. Sport Resolutions UK will also provide the administrative support to the Panel and the independent investigators.

20. **Commissioning team:** The LTA has appointed a Commissioning Team of two LTA non-executive board directors (one independent and one Council-elected) to:

- a. Agree the Terms of Reference;
- b. Ensure that there are no conflicts of interest on the Panel or the Investigators ;
- c. Meet with the Chair monthly or as agreed ;
- d. Answer specific questions regarding the structure and operation of tennis and the LTA, and
- e. Comment on the final draft report for points of factual accuracy or potential misunderstanding.

21. **LTA Board:** The LTA Board will fund the Review, receive the final report and take appropriate actions regarding the findings and recommendations of the Review. The final report will be shared with Sport England, Tennis Wales and WTC, before publication.

22. **Review Panel:** The Panel is to consist of three members including the Chair and will:

- a. Work to the Terms of Reference;
- b. Provide monthly updates to the Commissioning Team; and
- c. Produce a final report detailing their findings and recommendations for the LTA Board.

23. **Independent Investigator(s):** The independent investigator(s) will:

- a. Work to the Terms of Reference;
- b. Gather evidence in relation to this matter (including, but not limited to, conducting interviews with relevant individuals);
- c. Produce such evidence, together with a report of the same, for the consideration of the Panel.

24. **Timetable:** The Review will commence immediately. It is accepted that no final date can be agreed at this stage given the time it will take to recall files for review and to locate and interview all those relevant people to the Review some of whom no longer work at WTC.

25. **Confidentiality:** The LTA, Tennis Wales, WTC, the Review Panel, the Independent Investigators and Sport Resolutions UK procure to keep confidential all confidential information disclosed as a result of this investigation and shall not use or disclose the same save as provided in these Terms of Reference or as required by law. The parties shall only disclose such confidential information to those of their respective employees, consultants or agents who need to know it for the purposes of these Terms of Reference provided that the recipient of such information is bound by obligations of confidentiality no less onerous than

provided herein and each party shall be responsible to the other in respect of any disclose to such a person. The obligations of confidentiality shall not extend to any matter which is in, or becomes part of the public domain.

December 2017