



SPORT  RESOLUTIONS^(UK)

SPECIALIST INDEPENDENT DISPUTE SERVICE

ANNUAL REPORT
2015–2016

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CHAIRMAN'S REPORT



Edwin Glasgow QC
Independent Chairman

The past year has seen numerous reports of sport suffering from widespread and sometimes institutionalised corruption and cheating. For sport to be credible, the concept of a level playing field and the uncertainty of result is vital. When sport is tainted, as it has been in recent times, the predictable and wholly understandable result is likely to be that the interest of all involved, including participants, spectators, parents and sponsors will wane. It has therefore never been more important to have a trusted, independent and knowledgeable dispute resolution service that brings real expertise to resolving sporting disputes.

I took over as Chairman of Sport Resolutions on 1 January 2016, succeeding Peter Crystal, who had lead the organisation through a period of great growth and success. I pay tribute to Peter's exemplary leadership and my aim is to continue to build on his sterling work. Recognition should also be given to Ed Procter who left the organisation in May 2016, after serving 10 years as CEO. It is fair to say that Ed took the reins when Sport Resolutions was in a less robust state and his dedication and drive has taken us to a position of real strength. Sport Resolutions assists with all aspects of disputes that may arise, from the high profile to issues that arise at a more local, community level. It remains important to us that the service we provide remains accessible to all and that we cover all parts of the United Kingdom. We are very fortunate indeed to have Richard Harry stepping into Ed's shoes at such a challenging time.



We have had another remarkable year at Sport Resolutions. As the only sport specific arbitration and mediation service in the UK we have been able to provide a vitally important service during what has been a difficult year for sport worldwide. It is this service that helps put the UK at the forefront of the drive for clean, safe and fair sport. Our independent panels are made up of expert professionals from the legal, medical, safeguarding and sporting fields and are models for other countries to follow.

"As the only sport specific arbitration and mediation service in the UK we have been able to provide a vitally important service during what has been a difficult year for sport worldwide."

In addition to providing traditional services such as arbitration and mediation, Sport Resolutions runs an informative seminar series each year to examine current issues that are of interest to our stakeholders. In the past year we have covered topics ranging from athlete selection, the 2015 WADA Code and equality in sport and have taken these seminars on the road to all parts of the country. We have also held our second Annual Conference 'Integrity and Good Governance: Staying Ahead of The Game' which proved a great success and attracted delegates from both the UK and overseas. Speakers included Dick Pound, Michael Vaughan and Paula Radcliffe and the session on "Surviving Abuse" was recorded and later broadcast on BBC Radio 5 Live.

All of this success would not be possible without the support and commitment of our distinguished Board made up of Directors from our Member Organisations as well as our Independent Non-Executive Directors. The Board works hard to ensure that the Executive is supported and that the company is financially stable and properly run. I extend my sincere thanks to all on the Board; it is a privilege to Chair such a talented and professional group. The growing success of Sport Resolutions would not be possible without the excellence of the Executive team and staff who work extremely hard to respond effectively and efficiently to all matters that come through the door.

The year ahead promises much. As sport becomes more transparent and officials open to more scrutiny, it is perhaps inevitable that scandal and allegations of malpractice will follow. When this happens in the UK, and perhaps even further afield, I hope it will be some comfort for those who genuinely want to put things right and to improve the image of sport to know that Sport Resolutions is able to act independently to assist in such matters.



Edwin Glasgow QC

CEO'S REVIEW OF THE YEAR



Richard Harry
Chief Executive Officer

2015/16 has been another busy year for Sport Resolutions, with 179 enquiries resulting in appointments being made in 92 different matters including anti-doping, safeguarding, selection, disciplinary, regulatory and contract disputes.

There has also been a noticeable increase in the use of the pro bono legal panel. This was originally set up by Sport Resolutions in conjunction with LOCOG to provide free legal assistance to any accredited individual or party participating at the 2012 Olympics. As part of the Games legacy, Sport Resolutions has continued this service, with the panel more than doubling in size.

We now see regular requests from athletes to avail themselves of this service, the benefits of which are to ensure that athletes get sound legal advice at the start of a dispute, and if the matter gets to a hearing, then the athlete has the benefit of proper counsel. It would be appropriate to acknowledge the support that many law firms, chambers and individual lawyers provide – without them there would be no service and a great many individuals would be without advice and representation.

The reach of Sport Resolutions also continues to grow overseas. We attended a Council of Europe Doping Conference in Oslo and also spent a week in Tokyo to assist the relevant Japanese authorities with their preparation for the upcoming Rugby World Cup and Olympics that will be hosted in the city in the coming years.

Whilst the focus of Sport Resolutions to date has been very much on the needs of sport in the UK, it is becoming clear that the issues that affect sport at home are repeated on the international stage. Good governance, whether it be national or international, requires transparency and inde-



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pendence – the key to all that we do. We are happy to explore collaboration with international federations, instilling the good practice that we customarily provide in the UK.

Returning to domestic matters, Sport Resolutions will monitor with interest the publication of the soon to be released Governance Code, in the expectation that it will set, as a mandatory requirement, minimum levels of independence and transparency for all organisations that want to receive public funds. This is a step

that we would wholly endorse as we are advocates of fair processes and natural justice.

The start of 2016 also saw a double change at the top with both Chairman, Peter Crystal, and CEO, Ed Procter, moving on from the organisation. The enormous contribution made by both must be acknowledged, as must the welcome to be extended to the new Chair, Edwin Glasgow QC.

As the new CEO, I would want to place on record my thanks to the Board and also to the incredible Executive team assembled at Sport Resolutions. Year after year, Sport Resolutions assists with over 100 disputes, in addition to other services such as the seminar series, the Annual Conference, a membership scheme, informative publications and so on. To achieve this with such a small staff team is remarkable and my sincere thanks go out to all for making it happen.



Richard Harry



NATIONAL ANTI-DOPING PANEL

After widespread consultation with stakeholders, WADA implemented the 2015 Code on 1 January 2015. It contained some significant changes from the previous Code, the most publicised of which was the raising of the standard sanction for certain violations from 2 years to 4 years. New violations of Complicity (Article 2.9) and Prohibited Association (Article 2.10) were included for the first time, demonstrating WADA's desire to capture those individuals who operate close to and around athletes. A further change in the new Code is the concept of "intentional" behaviour (at Article 10.2) to determine whether an individual has cheated or not. This distinction is key in establishing the start point for sanction – and could be the difference between starting at 2 years instead of 4 years.

With these changes it was clear that the NADP would be faced with new challenges and would be invited to interpret and apply these new provisions. In the year 2015 to 2016, the NADP determined 24 matters, the majority of those cases involving the presence of anabolic steroids and cocaine. In the early months of the year hearings proceeded under the 2009 Code on the basis that the individuals were charged for violations before the implementation of the new Code. Notwithstanding, when the 2015 version became the applicable Code later in the year, it has still resulted in six individuals re-

ceiving 4 year bans with one other receiving a lifetime ban.

Globally, the publication of reports from Dick Pound and subsequently Richard McLaren have highlighted that doping remains a major problem with allegations that in certain jurisdictions doping is systemic and institutionalised. This has resulted in the IAAF banning Russia from competing in athletics events at the Rio Olympic Games, with the IPC banning Russia from the Paralympics in its entirety. This brings in to sharp focus the magnitude of the task that WADA has in implementing a global Code and how International Federations will respond to doping issues in its respective sports.

Returning to the NADP, I would express my gratitude to the team at Sport Resolutions for performing the function of Secretariat, and I welcome the arrival of Catherine Pitre who has joined the existing team of Jen Lincoln and Kylie Brackenridge from the Sport Dispute Resolution Centre of Canada.



Charles Flint QC



NADP PANEL MEMBERS



Charles Flint QC
President NADP

"Globally, the publication of reports from Dick Pound and subsequently Richard McLaren have highlighted that doping remains a major problem"

LEGAL MEMBERS

Christopher Quinlan QC

Kate Gallafent QC

Jeremy Summers

David Casement QC

Mark Hovell

Robert Englehart QC

Charles Hollander QC

Matthew Lohn

Rod McKenzie

William Norris QC

SPECIALIST MEMBERS

Carole Billington-Wood

Dr Terry Crystal

Dr Kitrina Douglas

Lorraine Johnson

Colin Murdock

Dr Barry O'Driscoll

Professor Peter Sever

Dr Neil Townshend

Graham Edmunds

Professor Dorian Haskard

Professor Gordon McInnes

Dr Mike Irani

Blondel Thompson

NATIONAL SAFEGUARDING PANEL

The news continues to regularly contain stories of the abuse of children, involving celebrities and politicians, local authorities, care homes and many other institutions that come in to contact with children and vulnerable people. The Independent Inquiry into Child Sexual Abuse (IICSA) was set up to provide a thorough review of how public bodies and other non-state institutions discharge their duty of care in protecting children from sexual abuse. It is clear that the scope of the Inquiry may well, in time, incorporate how sport manages its safeguarding risks and explore its processes and procedures.

The IICSA Inquiry has also highlighted an important factor in dealing with all safeguarding matters – the requirement for independence. Concerns in this area resulted in the resignation of both Elizabeth Butler-Sloss and Fiona Woolf. It is fundamental that any person conducting a review or investigation, or sitting in a judicial capacity, is wholly independent of the parties involved.

In a sporting context, an increasing number of NGB's are electing to incorporate the National Safeguarding Panel (NSP) in to its relevant rules and policies to ensure that any safeguarding matter is conducted by an individual who is both unconnected to the parties and has the requisite skills and experience.

The NSP has assisted sport with reviews of actions taken, investigations of allegations made and has sat as a disciplinary panel to determine allegations made

and to hand down a sanction if required. Safeguarding allegations are, by definition, of the utmost seriousness and all involved in such a process should have the right to know that any matter will be handled in a neutral way without fear of influence or favour.

It will be interesting to see if, and to what extent, safeguarding will be included in the soon to be published Governance Code. If sport is required to have appropriate policies in place to ensure good governance and the application of transparent process, then this should cover safeguarding policies and procedures. It would seem odd if having a robust and appropriate approach to the protection of the vulnerable was not considered to be a central pillar of good governance and a requirement to receive public funds.

Sport Resolutions continues to play an important role in shaping the safeguarding landscape with its involvement in the Sport Safeguarding Partnership (SSP) and the Safeguarding Adults at Risk Group, in addition to being invited to contribute to Dame Tanni-Grey Thompson's Duty of Care working group that considered safeguarding in sport.



Stephen Bellamy-James QC



NSP MEMBERS



Stephen Bellamy-James QC
President NSP

"It is fundamental that any person conducting a review or investigation, or sitting in a judicial capacity, is wholly independent of the parties involved."


LEGAL MEMBERS


David Thomson
 Kate Gallafent QC
 Gillian Irving QC
 Sara Lewis
 Jane Mulcahy QC
 Christopher Quinlan QC
 Blondel Thompson


SPECIALIST MEMBERS

Jane Aldred
 Carol Chamberlain
 Steve Boocock
 Martyn Dew
 Kim Doyle
 Keith Eldridge
 Helen Murdock
 Amanda Quirke
 Lance Spring
 Dr Neil Townshend
 Lisa Wilkins
 Ian Wilson
 Paul Clark (risk assessor)
 Peter Holden (risk assessor)

CONCLUDED CASES 15/16

UK Anti-Doping v McMillan 	
Football	SR/NADP/352/2015
Date of Decision:	21 April 2015
Tribunal:	Rod McKenzie, Mike Irani, Blondel Thompson
Outcome:	Two-year ineligibility

UK Anti-Doping v Awad 	
Boxing	SR/NADP/288/2015
Date of Decision:	11 May 2015
Tribunal:	David Casement QC, Lorraine Johnson, Blondel Thompson
Outcome:	Two-year ineligibility

UK Anti-Doping v Bilton 	
Rugby Union	SR/NADP/372/2015
Date of Decision:	13 May 2015
Tribunal:	David Casement QC, Kitrina Douglas, Terry Crystal
Outcome:	Two-year ineligibility

UK Anti-Doping v Bevan



Rugby League	SR/NADP/406/2015
Date of Decision:	27 May 2015
Tribunal:	Tim Kerr QC, Mike Irani, Gordon McInnes
Outcome:	Two-year ineligibility

Athlete v British Swimming



Swimming	SR/Adhocsport/412/2015
Date of Decision:	29 May 2015
Tribunal:	William Norris QC, Thomas Solesbury, Gawain Peter Briars
Outcome:	Confidential

UK Anti-Doping v Burnett



Darts	SR/NADP/320/2015
Date of Decision:	10 June 2015
Tribunal:	Matthew Lohn, Carole Billington-Wood, Peter Sever
Outcome:	Eighteen-month ineligibility

UK Anti-Doping v Eales



Rugby Union	SR/NADP/401/2015
Date of Decision:	19 June 2015
Tribunal:	Christopher Quinlan QC
Outcome:	Two-year ineligibility

UK Anti-Doping v Spencer-Tonks



Rugby League	SR/NADP/407/2015
Date of Decision:	29 June 2015
Tribunal:	William Norris QC
Outcome:	Four-year ineligibility

Coach v National Governing Body



	SR/NSP/419/2015
Date of Decision:	07 July 2015
Tribunal:	David Thomson, Jane Aldred, Ian Wilson
Outcome:	Appeal dismissed

UK Anti-Doping v Songhurst



Rugby League	SR/NADP/400/2015
Date of Decision:	08 July 2015
Tribunal:	Charles Hollander QC, Blondel Thompson, Kitrina Douglas
Outcome:	Four-year ineligibility

McMillan v UK Anti-Doping (Appeal)



Football	SR/NADP/384/2015
Date of Decision:	24 July 2015
Tribunal:	Robert Englehart QC, Kitrina Douglas, Gordon McInnes
Outcome:	Appeal dismissed

UK Anti-Doping v Penkywicz



Rugby League	SR/NADP/404/2015
Date of Decision:	10 August 2015
Tribunal:	William Norris QC
Outcome:	Two-year ineligibility

UK Anti-Doping v Graham



Rugby League	SR/NADP/378/2015
Date of Decision:	27 August 2015
Tribunal:	Kate Gallafent QC, Carole Billington-Wood, Terry Crystal
Outcome:	Four-year ineligibility

National Governing Body v Coach



	SR/NSP/416/2015
Date of Decision:	31 August 2015
Tribunal:	Simon Phillips QC, Amanda Quirke, Jane Aldred
Outcome:	Confidential

UK Anti-Doping v Williams



Rugby League	SR/NADP/403/2015
Date of Decision:	07 October 2015
Tribunal:	David Casement QC, Peter Sever, Dorian Haskard
Outcome:	Four-year ineligibility

Burnett v UK Anti-Doping (Appeal)

Darts	SR/NADP/405/2015
Date of Decision:	08 October 2015
Tribunal:	David Casement QC, Colin Murdock, Graham Edmunds
Outcome:	Appeal dismissed

UK Anti-Doping v Phelps

Rugby Union	SR/NADP/408/2015
Date of Decision:	19 October 2015
Tribunal:	Matthew Lohn, Mark Hovell, Lorraine Johnson
Outcome:	Four-year ineligibility

UK Anti-Doping v Hastings

Cycling	SR/NADP/410/2015
Date of Decision:	26 October 2015
Tribunal:	Rod McKenzie
Outcome:	Four-year ineligibility

UK Anti-Doping v Grant



Rowing	SR/NADP/433/2015
Date of Decision:	27 October 2015
Tribunal:	Matthew Lohn, Mike Irani, Kitrina Douglas
Outcome:	Two-year ineligibility

UK Anti-Doping v Bird



Rally Driving	SR/NADP/467/2015
Date of Decision:	07 December 2015
Tribunal:	William Norris QC, Gordon McInnes, Blondel Thompson
Outcome:	Two-year ineligibility

UK Anti-Doping v Buttifant



Rugby Union	SR/NADP/409/2015
Date of Decision:	14 December 2015
Tribunal:	Charles Hollander QC, Blondel Thompson, Barry O'Driscoll
Outcome:	Two-year ineligibility

UK Anti-Doping v Townsend



Cycling	SR/NADP/481/2015
Date of Decision:	22 December 2015
Tribunal:	Christopher Quinlan QC, Kitrina Douglas, Barry O'Driscoll
Outcome:	Four-year ineligibility

UK Anti-Doping v Cleary



Rugby Union	SR/NADP/470/2016
Date of Decision:	05 January 2016
Tribunal:	Robert Englehart QC, Neil Townshend, Blondel Thompson
Outcome:	Two-year ineligibility

UK Anti-Doping v Duffy



Rugby League	SR/NADP476/2016
Date of Decision:	09 February 2016
Tribunal:	Kate Gallafent QC, Colin Murdock, Terry Crystal
Outcome:	Fifteen-month ineligibility

UK Anti-Doping v Skafidas



Athletics	SR/NADP/507/2016
Date of Decision:	22 February 2016
Tribunal:	Charles Flint QC, Dorian Haskard, Jeremy Summers
Outcome:	Lifetime ban

Team Spirit v NISA



Ice Skating	SR/Adhocsport/428/2016
Date of Decision:	25 February 2016
Tribunal:	Jeffrey Benz, Jon Napier, Amanda Knight
Outcome:	Appeal dismissed

Buttifant v UK Anti-Doping (Appeal)



Ruby Union	SR/NADP/508/2016
Date of Decision:	07 March 2016
Tribunal:	Charles Flint QC, Mike Irani, William Norris QC
Outcome:	Appeal dismissed

UK Anti-Doping v Wilson (2)

Athletics	SR/NADP/512/2016
Date of Decision:	08 March 2016
Tribunal:	Robert Englehart QC
Outcome:	Ten-month ineligibility

EDUCATION PROGRAMME

Throughout the past year, Sport Resolutions has built on the success of both its seminar series and inaugural annual conference to run a successful training and education programme for over 300 delegates.

Seminars focused on topical areas including safeguarding, the 2015 WADA Code and athlete selection ahead of the Olympic and Paralympic Games in Rio de Janeiro, Brazil.

The second Sport Resolutions annual conference Integrity and Good Governance: Staying ahead of the Game was extremely well attended by industry experts and attracted a high calibre of speaker, including Paula Radcliffe, Dick Pound and Michael Vaughan.

EVENT	LOCATION	DELEGATES	% RATED EXCELLENT/GOOD
JUNE 2015 How to Investigate Safeguarding Concerns in Sport	Scotland	18	100%
DECEMBER 2015 How to Manage Athlete Selection	Northern Ireland	40	95%
Exploring the Science and Effectiveness of the Athlete Biological Passport System	London	26	93%
JANUARY 2016 The First Year of the 2015 WADA Code: Developing Trends and Issues	London	32	95%
FEBRUARY 2016 Ready for Rio? Avoiding, Managing and Resolving Olympic and Paralympic Selection Dis-	London	23	100%
MAY 2016 Integrity and Good Governance: Staying ahead of the game	London	184	94%



STATISTICS 15/16

179 Requests for dispute resolution guidance and help

- ⇒ **56** Enquiries
 - ⇒ **20** Pro-bono
 - ⇒ **7** Review
 - ⇒ **4** Education and training
-

92 Number of case referrals

- ⇒ **85** Appointments
 - ⇒ **7** Investigation
-

306 Number of delegates attending Sport Resolutions events

104 Number of days arbitration, mediation and meetings held at our 1 Salisbury Square office

EQUALITY MONITORING PROFILE 15/16

Sex

	Number	%
Male	14	70%
Female	6	30%
Total	20	100%

Age

	Number	%
18-25	3	15%
26-44	7	35%
45-64	8	40%
65+	2	10%
Total	20	100%

Ethnicity

	Number	%
White		
British	9	45%
Welsh	3	15%
Irish	1	5%
English	3	15%
Scottish	1	5%
Other white	1	5%
Mixed	0	0%
Asian	0	0%
Black	1	5%
Chinese	0	0%
Other ethnic	1	5%
Total	20	100%

Disability

	Number	%
Yes	0	0%
No	20	100%
Total	20	100%

Sexual Orientation

	Number	%
Heterosexual	18	90%
Gay	0	0%
Lesbian	0	0%
Bisexual	0	0%
Prefer not to say	2	10%
Total	20	100%

Gender Reassignment

	Number	%
Transsexual	0	0%
Not applicable	20	100%
Total	20	100%

Relationship status

	Number	%
Married	14	70%
Civil Partnership	0	0%
Neither	6	30%
Total	20	100%

Pregnancy and maternity

	Number	%
Pregnant	0	0%
Within 26 weeks of giving birth	0	0%
Neither	20	100%
Total	20	100%

Religion

	Number	%
Christian	11	55%
Buddhist	1	5%
Muslim	1	5%
Jewish	2	10%
Sikh	0	0%
None	5	25%
Total	20	100%

BOARD OF DIRECTORS

MANAGEMENT BOARD

Edwin Glasgow QC Independent Chairman	Barrister
David Rigney Vice-Chairman	Qualified chartered accountant Chair of Finance and Human Resources Committee
Simon Cliff Independent Non-Executive Director	Solicitor Chair of Panel and Appointments Review Committee
Margot Daly Independent Non-Executive Director	Accredited mediator and tribunal judge Chair of Marketing and Service Development Committee
Ian Braid Member Director	Chief Executive Officer Nominated by British Athletes Commission Member of Panel and Appointments Review Committee and 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 Development Committee
Richard Hendicott Member Director	Retired District judge Nominated by Welsh Sports Association

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
James Allen Member Director	Head of Policy Nominated by Sport and Recreation Alliance
Shahab Uddin Member Director	Solicitor Nominated by British Olympic Association
Elaine Battson Member Director	Director of Finance and Corporate Services Nominated by British Paralympic Association

SECRETARIAT

Richard Harry	Chief Executive Officer
Catherine Pitre	Head of Case Management
Ross Macdonald	Business Manager / Company Secretary
James Muncer	Marketing Manager
Jenefer Lincoln	Case Manager
Kylie Brackenridge	Case Manager
Matthew Berry	Business Support Officer
Richard Bazley	Business Support Assistant



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