

SPORT  RESOLUTIONS<sup>(UK)</sup>

SPECIALIST INDEPENDENT DISPUTE SERVICE

# SPORT RESOLUTIONS ANNUAL REPORT 2018/19





## Did you know?..

### **Sport Resolutions has:**

- ▶ resolved over 1000 disputes across 40 sports in the past 10 years
- ▶ saved sports in the UK more than £10,000,000 in legal and administration costs
- ▶ received 300 requests for help each year, which leads to 120 cases being resolved by arbitration or mediation
- ▶ resolved 19 athlete selection disputes which took place during an 8 week period in the lead up to the London 2012 Olympic and Paralympic Games
- ▶ resolved 125 anti-doping disputes since establishment of the NADP in 2008
- ▶ over 200 sport specific arbitrators and mediators, covering all regions of the UK
- ▶ been recognised in the Review of Australia's Sport Integrity Arrangements as "one of the most successful and well-regarded sports arbitration agencies globally"

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# Chair's Report



**Edwin Glasgow QC**  
Independent Chair

In 2016, the Board took a fresh look at the operation of the business and set a challenging strategy to run for the next 5 years and to take us up to 2022 .

By 2018, it was clear that the objectives that had been set were all met and that the Key Performance Indicators by which we had determined to measure them had also been not only met but exceeded by some margins.

The result has been that, during 2018, the Board conducted a further Strategic Review to re-assess our position and to establish even more challenging objectives

for Sport Resolutions and to agree a new Strategy that will run from 2019 to 2024. We will announce the details of that Strategy later this year.

It is already clear that Sport Resolutions is now significantly different from what we were even a few years ago. This can be demonstrated by a number of facts and figures.

i) In the early years of its life, Sport Resolutions was heavily reliant on UK Sport; that body providing 98% of our funding. In this last financial year, that figure has dropped to less than 18% of a significantly increased turnover - a result of diversification and expansion in to new areas.

ii) Since 2017, the number of referrals received from International Federations has risen from none to more than 100; and it is now clear that this number will significantly increase in the years ahead.

These statistics are not only good for Sport Resolutions. They are perhaps even more important for the image of the UK on the international stage. Sport Resolutions is now widely recognised as being the beacon of best practice. Further, the fundamental principles of fairness, transparency and natural justice that are pillars of all that we do are now also serving to improve and enhance the resolution of sport disputes beyond the UK.

That we are now considered by so many as the first port of call is a privilege that we have worked very hard to earn but which we in no way take for granted. All members of the Sport Resolutions team and the members of our many panels are all acutely aware of the wider importance of our role and of the need for us all to live up to the standards we have set for ourselves. We are determined to maintain our hard-won reputation for providing the best possible service.

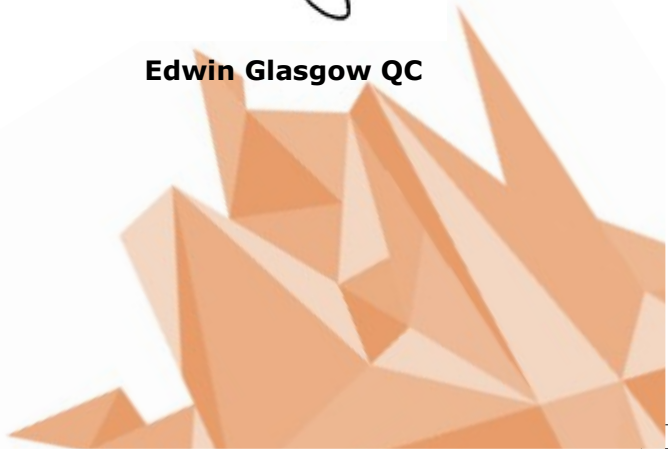
As ever, the delivery of our services has been made possible only by the prodigious work and commitment of our Executive team, led from the front by the inspirational leadership of our CEO, Richard Harry, and by the equally vital expertise and loyalty of our panel members. The matters that are referred to us are proving to be increasingly complex and often give rise to issues of the highest gravity and significance, not only to the parties directly involved but not infrequently to a wider body of people within a sport, and sometimes to the public at large. It is now the universal expectation that the case team and the panel appointed for each matter are not only capable of fairly and effectively administering the dispute but also that they will do so with friendly efficiency and in a manner that is beyond reproach and criticism.

I would also like to recognise the invaluable work and support that is provided by those individuals, law firms and chambers that populate and support our Pro Bono panels. That such people are willing to provide their time and expertise on a pro bono basis to ensure equality of arms and fairness is a significant benefit to any process. Their support should be, and is, acknowledged and recognised and sincere thanks given to them.

My final thanks are reserved for my fellow board members who continue to provide very real support and expert guidance to me, with almost unflinching patience! Equally to the executive team who continue to ensure appropriate governance and oversight of all that we do. As we continue to grow and take on more varied and complex work, the importance of the effective board that Sport Resolutions is fortunate to have cannot be overstated.



**Edwin Glasgow QC**



# CEO's Review of the Year



**Richard Harry**  
Chief Executive Officer

The year 2018/19 has provided yet more success for Sport Resolutions – in terms of the volume of work that we do, the breadth and variety of the referrals made and the ever increasing recognition of our expertise from international bodies and partners. There is an increasing recognition in sport that disputes need to be resolved in a fair and transparent way. Concepts such as natural justice are now commonly held and there is an acceptance that disputes require independence and expertise, particularly when there is potentially so much at stake both for athletes and governing bodies.

During the year the company received 302 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. Just four years ago that figure was 179 providing an increase of nearly 70%.

The National Anti-Doping Panel received 18 requests for arbitration, whilst the National Safeguarding Panel dealt with 13 matters. The pro bono service received 45 requests for assistance and there were 35 case referrals from international federations.

In total, 156 of these enquiries resulted in a case being opened and run to a conclusion – amounting to roughly 50% of the matters that are initially raised with us. Again, just four years ago that figure was 92, giving an increase of just under 70%.

In addition to the resolution of disputes, Sport Resolutions has recognised its unique position in the sector and its ability to provide guidance and information, both directly and through its panel members.

In total, Sport Resolutions presented before 876 delegates and individuals during the year, an increase of over 130% in just four years. In addition, we have continued our work with our European University partners to continue the development of the valuable Erasmus Integrity module. This has been rolled out in four different countries and has been a great success in each.

In relation to new projects, I would like to recognise the support of Sport England in relation to an innovative and ground breaking project that aims to provide meaningful case management support to NGBs in safeguarding matters. This is an area that is being reported more widely and is the subject of greater public and media scrutiny. The desire for sports to deal with such

matters in an appropriate way cannot be doubted and it is very much to the credit of Sport England that it is willing to support a pilot, for a limited number of NGBs to assist them with what are often very difficult and sensitive issues.

Sport Resolutions intends to make a success of this pilot with the aim of it being scaled up and offered to many more NGBs. Safeguarding and the requirement to provide a safe environment for those participating in sport is a given. We are delighted that we are able to assist NGBs to deal with matters referred to them to ensure that complaints and concerns are dealt with fairly and expeditiously.

In order to facilitate the increased work created by the pilot, Sport Resolutions has bolstered the numbers on the National Safeguarding Panel, adding individuals from policing and social care, in addition to high profile legal and judicial members.

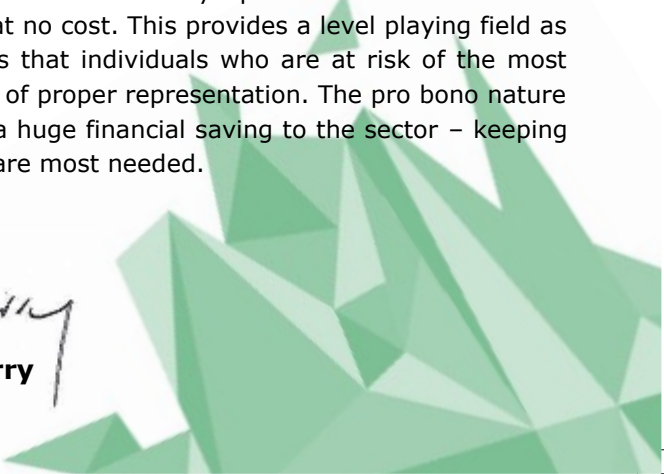
I would also acknowledge the continued support of UK Sport in relation to the various services provided to those involved in the World Class Programme. With the Tokyo Olympics taking place in 2020, there will inevitably be an increase in disputes as athletes focus their efforts on securing selection in their chosen discipline. We remain honoured that UK Sport trusts Sport Resolutions to provide the timely and expert services that are required at such times.

Every year that I have written this report I have acknowledged the work and support of our panel members. This year is no different. Put simply, we are only able to provide our services because of the support of our panel members. We are hugely fortunate that they are also leaders in their field and recognised widely for their skill and expertise.

There should also be recognition for the individuals, law firms and barristers' chambers that populate the Sport Resolutions Pro Bono panel. Every athlete or respondent involved in a matter administered by Sport Resolutions is offered access to top-class legal advice at no cost. This provides a level playing field as between the parties and ensures that individuals who are at risk of the most severe sanction have the benefit of proper representation. The pro bono nature of this support also amounts to a huge financial saving to the sector – keeping limited resources to where they are most needed.



**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.

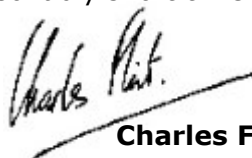
The UK National Anti-Doping Panel, funded by the Department for Digital, Culture, Media and Sport, plays a significant part in resolving doping cases and setting the standards for adjudication under the World Anti-Doping Code. The panel has two significant structural advantages over other arbitral bodies 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. Last year we strengthened the reach of our medical expertise to ensure that we can cover psychiatric issues, an area becoming of greater relevance to our work particularly in cases of failure to submit to sample collection.

During the year we conducted 17 UK anti-doping cases, but our panel members were also asked to adjudicate on a number of 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.



**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 | Michelle Duncan | Sir Richard McLaughlin

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## **NADP SPECIALIST MEMBERS**

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

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 | Professor Nicol Ferrier | Professor Brian Lunn |

Professor Isla Mackenzie | Dr. Tim Rogers



# National Safeguarding Panel



**Stephen Bellamy-James QC**  
President NSP

In recent years, safeguarding and the right of individuals to safely participate in sport has come to the fore. More than this, though, there has been an increase in the preparedness of individuals to speak up about poor and unacceptable treatment that took place in the past. Both these trends must be seen as a positive step forward. For current participants, we must strive to do all that we can to make sport a welcoming and safe environment. It would be naive to think that there will not occasionally be instances of poor behaviour, and accordingly, sport should also be able to demonstrate a fair yet robust process to deal with such things.

For historical matters, it is equally important for sport to have a means of addressing concern. This will allow victims to be heard, often involving incidents from many years before, and will offer a sense of justice. It should also be recognised that some of these historical complaints could relate to individuals who remain involved in sport. If after following due process it is determined that someone is not fit to work in the sector or poses a risk of harm, then it is better to know to protect current and future generations.

We have seen examples of such historical matters play out in the media, notably allegations of abuse in football from many decades ago. That such things have happened is, of course, a terrible thing, but we should take comfort that the current climate enables such events to be exposed and investigated – something that perhaps has not always been the case.

So how can sport achieve this? The first step is to lift safeguarding higher up the agenda and to make it a standing item at Board meetings and a consideration in all decisions.

There is also a need to better equip and support those who are tasked to deal with such issues. This may be by way of additional, or even accredited, training and access to expertise as it is needed.

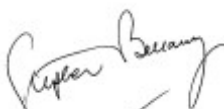
Mindful of this, it is very much to the credit of Sport England that it has approved National Lottery funding for Sport Resolutions to operate a safeguarding pilot, commencing in April 2019, through the National Safeguarding Panel (NSP). This will, initially for a limited number of sports, provide early support to NGBs, an investigative function and finally a mechanism for hearings.

This is a huge step forward and goes a long way to providing proper support to Lead Safeguarding Officers and should also provide comfort to the Boards of those bodies.

In order to facilitate this project, undertaken with the support of LimeCulture, there has been a review of the NSP to make sure that it has appropriate skills and resource to deal with the increased demands of the Pilot. This includes the addition of former police officers, social workers, safeguarding professionals and those from the legal profession and judiciary.

In addition to the Pilot, this year has also seen Sport Resolutions administer its first international safeguarding case referrals, determined by members of the NSP. We anticipate these referrals to continue given the current climate.

To conclude, I would extend my thanks and gratitude to all on the NSP for their work and support. Similarly, I would like to record and acknowledge the work of all at Sport Resolutions for their expertise in this area but also their desire to be a positive change for good.



**Stephen Bellamy-James QC**

## **NSP LEGAL MEMBERS**

Christopher Quinlan QC | Blondel Thompson | David Thomson

Katherine Apps | Fenella Morris QC | Sara Lewis | John Bevan QC

Jane Bickerstaff QC | Tim Owen QC | Mary Robertson

Charles Thomas | Ian Unsworth QC | Gemma White QC

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## **NSP SPECIALIST MEMBERS**

Jane Aldred | Carol Chamberlain | Steve Boocock | Hannah Dunne

Martyn Dew | Keith Eldridge | Martyn Burrell | Sharon Scotson

Peter Keen | Helen Murdock | Amanda Quirke | Michelle Draper

Lance Spring | Dr Neil Townshend | Stephen Binks | Melissa Hague

Lisa Wilkins | Ian Wilson | Elizabeth Benhke | Ben Ewart


Colin Jones | James May | Stephen Pearce | Laura Potter

Michael Sheath | Ann Stuart MBE | Sally Wernick | Milly Wildish




## Concluded International Cases 2018/19


IAAF v Kipyegon Bett	
<b>Athlete Nationality:</b>	Kenya
<b>Date of Decision:</b>	19/11/2018
<b>Tribunal:</b>	Michael Beloff QC, Anna Bordiugova, Dennis Koolard
<b>Charge:</b>	Presence: r-EPO and refusal
<b>Outcome:</b>	ADRV. 4 years ineligibility



ITF v Dylan Scott	
<b>Athlete Nationality:</b>	USA
<b>Date of Decision:</b>	09/05/2018
<b>Tribunal:</b>	Robert Englehart QC, Neil Townshend, Colin Murdock
<b>Charge:</b>	Presence: Dehydrochloromethyltestosterone
<b>Outcome:</b>	ADRV. 4 years ineligibility



IAAF v Kabange Mupopo	
<b>Athlete Nationality:</b>	Zambia
<b>Date of Decision:</b>	31/07/2018
<b>Tribunal:</b>	Janie Soubliere
<b>Charge:</b>	Presence: Exogenous Testosterone
<b>Outcome:</b>	ADRV. 4 years ineligibility



## National Tennis Federation v ITF



<b>Tennis</b>	
<b>Date of Decision:</b>	29/11/2018
<b>Tribunal:</b>	Janie Soubliere
<b>Nature:</b>	Eligibility of nation to participate in Davis Cup
<b>Outcome:</b>	Dismissed

## ITF v Athlete




<b>Tennis</b>	
<b>Date of Decision:</b>	15/05/2018
<b>Tribunal:</b>	Charles Hollander QC, Despina Mavromati, Lorraine Johnson
<b>Charge:</b>	Whereabout failures (3 within 12 month period)
<b>Outcome:</b>	No ADRV, no period of ineligibility


## IAAF v Eliud Magut




<b>Athlete Nationality:</b>	Kenya
<b>Date of Decision:</b>	15/06/2018
<b>Tribunal:</b>	Malcolm Holmes QC, Daniel Ratushny, Despina Mavromati
<b>Charge:</b>	Presence: Norandrosterone
<b>Outcome:</b>	ADRV. 4-year ineligibility

## Concluded international cases continued

Individual v World Sailing	
<b>Sailing</b>	
<b>Date of Decision:</b>	11/03/2019
<b>Tribunal:</b>	David Tillett, Josje Hofland, Chris Atkins
<b>Nature:</b>	Application for renewal appointment of International Race Officer Status
<b>Outcome:</b>	Appeal dismissed

IAAF v Despoina Zapounidou	
<b>Athlete Nationality:</b>	Greece 
<b>Date of Decision:</b>	19/04/2018
<b>Tribunal:</b>	Michael Beloff QC, Francisco Larios, Dominique Gavage
<b>Charge:</b>	Presence: r-EPO
<b>Outcome:</b>	ADRV. 4 years ineligibility

IAAF v Violah Jepchumba	
<b>Athlete Nationality:</b>	Bahrain 
<b>Date of Decision:</b>	10/07/2018
<b>Tribunal:</b>	Raj Parker
<b>Charge:</b>	Presence: r-EPO
<b>Outcome:</b>	ADRV. 4 years ineligibility

IAAF v Adrian Griffith	
<b>Athlete Nationality:</b>	Bahamas
<b>Date of Decision:</b>	21/06/2018
<b>Tribunal:</b>	Michael Beloff QC
<b>Charge:</b>	Presence: Metabolites of Stanozolol
<b>Outcome:</b>	ADRV. 4 years ineligibility



National Tennis Federation v ITF	
<b>Tennis</b>	
<b>Date of Decision:</b>	26/11/2018
<b>Tribunal:</b>	Michael Heron QC
<b>Nature:</b>	Appeal of fine re: late withdrawal from Fed Cup
<b>Outcome:</b>	Appeal dismissed



IAAF v Lydia Jele	
<b>Athlete Nationality:</b>	Botswana
<b>Date of Decision:</b>	25/09/2018
<b>Tribunal:</b>	Jeff Benz, Anik Sax, Christopher Quinlan QC
<b>Charge:</b>	Presence: metabolite of metandienone
<b>Outcome:</b>	ADRV. 4 years ineligibility




## Concluded National Cases 2018/19


Wigan Warriors v Rugby Football League	
<b>Rugby League</b>	
<b>Date of Decision:</b>	11/03/2019
<b>Tribunal:</b>	Jeremy Summers, Brad Pomfret, Arthur Harverd
<b>Charge:</b>	Salary cap
<b>Outcome:</b>	Points deduction and £5000 fine



Adam Fedorciow v British Weightlifting (Appeal)	
<b>Weightlifting</b>	
<b>Date of Decision:</b>	29/05/2018
<b>Tribunal:</b>	Jeremy Summers, Carole Billington-Wood, Colin Murdock
<b>Charge:</b>	Presence - higenamine
<b>Outcome:</b>	Appeal dismissed



Athlete v British Shooting	
<b>Shooting</b>	
<b>Date of Decision:</b>	03/12/2018
<b>Tribunal:</b>	Kate Gallafent QC
<b>Charge:</b>	Selection appeal
<b>Outcome:</b>	Dismissed





## Blackburn Rovers LFC v Football Association (Appeal)



<b>Football</b>	
<b>Date of Decision:</b>	12/07/2018
<b>Tribunal:</b>	Robert Englehart QC
<b>Nature:</b>	Licence Renewal
<b>Outcome:</b>	Appeal dismissed

## UK Anti-Doping v Paul Bird




<b>Motor Sports</b>	
<b>Date of Decision:</b>	08/01/2019
<b>Tribunal:</b>	Christopher Quinlan QC, Lorraine Johnson, Dr Tim Rogers
<b>Charge:</b>	Refusal to submit to sample collection
<b>Outcome:</b>	ADRV found to be proven. 8 years ineligibility

## UK Anti-Doping v Athlete




<b>Rugby League</b>	
<b>Date of Decision:</b>	06/04/2018
<b>Tribunal:</b>	Charles Hollander QC, Blondel Thompson, Robert Englehart QC
<b>Charge:</b>	Presence: Cocaine
<b>Outcome:</b>	ADRV. 14 months ineligibility

## Concluded cases continued

Joanna Blair v UK Anti-Doping (Appeal)	
<b>Javelin</b>	
<b>Date of Decision:</b>	30/07/2018
<b>Tribunal:</b>	Charles Hollander QC, Professor Gordon McInnes, Blondel Thompson
<b>Charge:</b>	Presence: metabolite of metandienone
<b>Outcome:</b>	The first instance decision (4 years ineligibility) upheld.

English Football League v Birmingham City FC	
<b>Football</b>	
<b>Date of Decision:</b>	22/03/2019
<b>Tribunal:</b>	Charles Flint QC, Arthur Harverd, Dr. Neil Hudgell.
<b>Charge:</b>	Financial fair play regulations breach
<b>Outcome:</b>	9 points deduction

Rugby Football Union v Athlete	
<b>Rugby Union</b>	
<b>Date of Decision:</b>	23/07/2018
<b>Tribunal:</b>	William Norris QC, Sir Richard McLaughlin, Dorian Haskard
<b>Charge:</b>	Presence: hydrochlorothiazide
<b>Outcome:</b>	ADRV found to be proven. 6 months eligibility

## UK Anti-Doping v Eric Molina



<b>Boxing</b>	
<b>Date of Decision:</b>	27/04/2018
<b>Tribunal:</b>	Mark Hovell, Professor Dorian Haskard, Dr Michael Irani
<b>Charge:</b>	Presence: dexamethasone
<b>Outcome:</b>	ADRV. 2 years ineligibility

## Lawn Tennis Association v Individual



<b>Tennis</b>	
<b>Date of Decision:</b>	01/02/2019
<b>Tribunal:</b>	Charles Thomas, Helen Murdock, Martyn Burrell
<b>Charge:</b>	Appeal of LTA Safeguarding and Protection Committee Review Decision
<b>Outcome:</b>	Appeal dismissed

## British Weightlifting v Athlete



<b>Weightlifting</b>	
<b>Date of Decision:</b>	19/02/2019
<b>Tribunal:</b>	Mark Hovell, Carole Billington-Wood, Dr Terry Crystal
<b>Charge:</b>	Evading, Refusing or Failing to submit to sample collection
<b>Outcome:</b>	No ADRV found, case dismissed

# Global Reach

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



## International Clients

- ✓ International Association of Athletics Federation
- ✓ International Tennis Federation
- ✓ Rugby League International Federation
- ✓ International Cricket Council
- ✓ World Sailing
- ✓ World Professional Billiards and Snooker Association

# Global Reach



# 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 Trikala, Greece in November 2018 and Brasov, Romania in June 2019. The next partner meeting will be held in London in November 2019.



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 800 delegates in various locations. These events focused on the big issues that create conflict and disputes in sport.

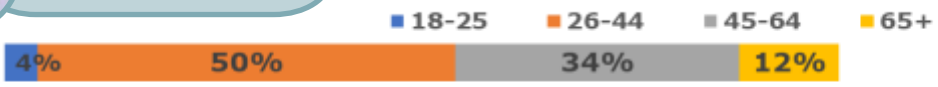
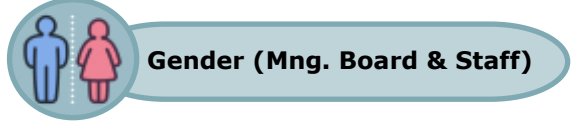
Event	Location	Delegates
Sport Resolutions Annual Conference 2018	London	189
WISLAW Annual Conference	Lausanne	160
Seminar: Inside Information and Sanctions for Corruption	London	25
Panel Introduction Day x 2	London	60
Gloucester University Lecture x 4	Gloucester	140
Seminar: Independent Investigations	London	30
ISDE Masters, Cambridge Uni Lecture	Cambridge	40
Seminar: Conflict Management	London	30
UK Sport event	Loughborough	18
Erasmus+ Programme	Czech Rep.	10
Erasmus+ Programme	Greece	10
Roundtable: WISLAW "5 à 7" - Gender Diversity in Sport Leadership Roles	London	26
Seminar: How to Prepare and Present a Case Before a Disciplinary Tribunal	London	35
Roundtable: Diane Modahl - The Evolution of Sport Dispute Resolution	London	26
Seminar: Understanding the High-Performance Environment	London	30
UK Sport event	London	50

# Key Numbers

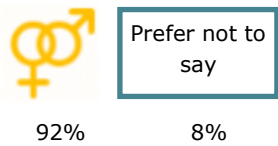
	2018/19	2017/18	2016/17	2015/16
<b>Requests for dispute resolution guidance and help</b>	<b>302</b>	<b>303</b>	<b>227</b>	<b>179</b>
Pro-Bono	45	51	50	20
NADP	18	28	15	25
Referrals outside the UK	35	36	8	0
NSP	13	15	4	4
Others (arbitration, mediation, other enquiries)	191	173	150	130
<b>Number of case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



# Equality Monitoring Profile



7 White English	29%
6 British	26%
3 White Welsh	13%
1 Other White	4%
1 White Scottish	4%
1 White Canadian	4%
1 White American	4%
1 Mixed Caucasian & Slavic	4%
1 Mixed White & Asian	4%
1 Caribbean	4%
1 White Northern Irish	4%



Yes	8%
No	88%
Prefer not to say	4%



Married	55%
Civil Partnership	4%
Neither	41%



Not applicable	100%
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None	55%
Christian	29%
Muslim	4%
Buddhist	4%
Prefer not to say	8%



Not applicable	100%
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# Board of Directors

## Management Board

Edwin Glasgow QC <b>Independent Chair</b>	Barrister at 39 Essex Chambers
Margot Daly <b>Independent Non-Executive Director</b>	Accredited mediator and tribunal judge Chair of Marketing and Service Development Committee
Keith McGarry <b>Member Director</b>	Solicitor Advocate Nominated by Northern Ireland Sports Forum Member of Audit and Risk Committee
John Palmer <b>Independent Non-Executive Director</b>	Corporate communications consultant Member of Marketing and Service Development Committee
Elaine Battson <b>Member Director</b>	Director of Finance and Corporate Services Nominated by British Paralympic Association
Tracy Harrison <b>Independent Non-Executive Director</b>	Director of Marketing at Sky plc Member of Marketing and Service Development Committee
Johanna Sheppard <b>Independent Non-Executive Director</b>	Director of Compliance at Barclays plc Member of Audit and Risk Committee
James Allen <b>Member Director</b>	Director of Policy, Governance and External Affairs Nominated by Sport and Recreation Alliance Member of Marketing and Service Development Committee
Bryn Williams <b>Independent Non-Executive Director</b> resignation date: 14.12.2018	Chair Teamwork Technology Services Chair of Audit and Risk Committee

## Wider Board

John Kerr <b>Member Director</b>	Solicitor Nominated by Scottish Sports Association Member of Marketing and Service Development Committee
Warren Phelops <b>Member Director</b>	Solicitor Nominated by European Sponsorship Association
Shahab Uddin <b>Member Director</b>	Solicitor Nominated by British Olympic Association
Richard Hendicott <b>Member Director</b>	Retired District Judge Nominated by Welsh Sports Association
Victoria Aggar <b>Member Director</b>	Chief Executive of the BAC Nominated by British Athlete Commission
Simon Barker <b>Member Director</b> resignation date: 24.11.2018	Director Nominated by Professional Players Federation

## Secretariat

<b>Richard Harry</b>	Chief Executive Officer
<b>Catherine Pitre</b>	Head of Case Management
<b>Ross Macdonald</b>	Business Manager
<b>Duygu Yetkincan</b>	Marketing Manager
<b>Kylie Brackenridge</b>	Senior Case Manager
<b>Matthew Berry</b>	Senior Case Manager
<b>Roxana Weich</b>	Senior Case Manager
<b>Alex Treacher</b>	Case Manager
<b>Anna Thomas</b>	Case Manager
<b>Alisha Ellis</b>	Case Manager
<b>Sharon Hoyos-Martinez</b>	Business Support Officer



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