

 SPORT  
RESOLUTIONS



# ANNUAL REPORT 22-23



This authoritative stamp of independence from Sport Resolutions ensures integrity



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# CHAIR'S REPORT



**Audley Sheppard KC**  
*Independent Chair*

It is a privilege to present my second Chair's report and to comment on our growth this past year and to reflect on the challenges facing sport for which Sport Resolutions (SR) can offer assistance.

The importance and gravity of what we do is clear. SR plays an integral part in the proceedings that it administers, and it is a right of parties involved to expect that any process is fair, transparent, independent and expert. Sometimes parties may be unhappy with the outcome, but I am very confident that our processes meet these four criteria.

In the last year, SR has continued to administer the National Anti-Doping Panel (NADP) and National Safeguarding Panel (NSP), the Safeguarding Case Management Programme (SCMP) and Sport Integrity.

It has also administered several high-profile matters, including the DP Tour and LIV Golf arbitration, the World Snooker case against a number of Chinese players and the Welsh Rugby Union Review. In addition, we regularly administer national and international doping cases and many English football matters that can result in bans, financial penalties and, sometimes, points deductions.

The trust placed in SR is evidenced by the major events and Games that rely on us to provide panels and necessary administrative support. Those organising such events seek comfort that, in the event that issues arise affecting athletes in the competition requiring speedy determination, a trusted partner is in place to deal with any eventuality - not an insignificant responsibility. In the last year we have provided such support for the Rugby League World Cup, the Billie Jean King Cup, the Davis Cup and the Commonwealth Games.

In relation to our international work, we have recently been engaged to provide services for World Boxing, World Triathlon, World Darts and World Netball - in addition to the International Federations (IFs) that already use SR such as the International Tennis Federation and World Athletics.

It is interesting to note the different services accessed by these new sports. Some require assistance with their anti-doping processes, some in relation to safeguarding, others to provide a vetting service and others with general disciplinary processes.

As a measure of the reach of our recent work, athletes involved in our processes have come from 31 different countries including Albania, China, Mongolia, Morocco, Pakistan and Zambia.

In total, we have worked with 35 different sports during the past year and case referrals have increased by 66% since 2022.

In order to manage the increase in work, staff numbers have increased to 15 with the case department being split in to 4 broad teams, covering general safeguarding (including the SCMP), Sport Integrity, national and international work.

The team includes former Metropolitan police officers who provide investigation support for Sport Integrity, individuals who have worked at National Governing Bodies (NGBs), and others with safeguarding expertise or legal qualifications.

Similarly, SR's panel from which tribunals are selected has grown to reflect the volume and nature of our work. Our panel is now more diverse and international than it has ever been, and this is particularly important, for example, when providing assistance to IFs and their athletes. When having discussions with IFs about how we are able to assist, an important factor for them is whether we are able to provide panel members from a variety of backgrounds that properly represent their sport and also have linguistic and cultural empathy. Our panel is composed of high-quality members from around the globe.

In June 2022, the Whyte Review report was published. Whilst the content of the report made for difficult reading, it was notable that SR was already providing services, such as through the SCMP and Sport Integrity, recommended in the report.

It is key that any organisation trusted to assist sport in this way is knowledgeable and experienced with safeguarding processes and procedure. SR established the NSP in 2013, which is recognised globally as the leading body of sport-specialist safeguarding experts. In addition to the SCMP and Sport Integrity that provide a bespoke service on behalf of Sport England and UK Sport respectively, SR provides general safeguarding support to sport both domestically and internationally with the provision of investigations, reviews and hearings conducted by specialists and administered by it.

It is clear that there is momentum and desire for change and improvement in sport to place integrity at its core and to ensure that the welfare of athletes and participants is given greater prominence. For some, a solution is to create an Ombudsman, as originally suggested by Dame Tanni-Grey Thompson in her Duty of Care in Sport Review of 2017. This idea had very good intentions. When considered closely, what is actually required is independence and expertise - both already ably provided by SR. Indeed, referrals to the NSP have increased by nearly 150% in a year - a marker of how SR has become integral to sport in relation to safeguarding matters.

If, as looks likely, even greater support is required to help sports in the UK with the operation of their safeguarding functions, then SR is well placed and willing, through its staff and panel members, to engage with the relevant stakeholders to implement and deliver required change.

I should like to thank all those who sit as arbitrators and on investigations for enhancing the quality of service that SR offers the world of sport. I should also like to recognise the invaluable work undertaken on the Pro Bono Service, providing excellent legal representation to those who could not otherwise afford it.

SR is fortunate to have a Board who take their role extremely seriously and who provide sage advice and oversight of all that we do, testing decisions with reference to our values, and contributing with collegiality and common sense based on their extensive experience. We are sorry to lose John Palmer and Keith McGarry, who retired at the end of their maximum terms as directors, and we welcome Adrian Stockman.

Finally, and very importantly, all the good work that SR does could not be achieved without the dedication, teamwork and expertise of our exceptional staff team and executive team led by the indefatigable Richard Harry.

# CEO'S REVIEW OF THE YEAR



**Richard Harry**  
Chief Executive Officer

Our year started with the return, in May 2022, of our Annual Conference as an in-person event, the first since 2019. It was a pleasure to see people in person again and to have proper conversations not through a computer screen.

The event was expertly orchestrated by Holly Hamilton and covered topics as diverse as DSD, trans athletes and sportswashing to NFTs and esports. It was a pleasure to welcome a record number of delegates from a broad range of backgrounds, from both the UK and overseas. My thanks go to all the speakers for their time and expertise and to Winston & Strawn LLP for their continued support.

Our work and the use of our services continues to grow, with much of that growth in safeguarding and international work. By the end of the year, the Sport Resolutions (SR) staff team had grown to 15 to reflect the increasing demand for our services.

We continue to operate the Safeguarding Case Management Service (SCMP), with 43 NGBs now signed up and able to access the support provided by SR, namely initial advice, investigations and the provision of hearing panels. This service is designed to assist NGBs with the management of safeguarding cases below the high-performance level.

To ensure that the service runs smoothly it has been necessary to increase the size of our safeguarding team and to make additional appointments to our panel.

In addition, to provide further support for the participating NGBs, SR has established the Legal Advice Service (LAS) and organised a training event to assist NGBs with how to prepare for a safeguarding hearing.

The LAS consists of nearly 70 law firms, chambers or individual lawyers who have agreed to provide assistance to participating NGBs with preparation for and attendance at safeguarding hearings. A fee will be payable to access the LAS members, but the rate is significantly lower than commercial levels – providing a saving and cost certainty.

My thanks go to all who those who populate the LAS, as such services are vital to ensure that proper process is followed whilst being mindful of the limited resources of many NGBs.

To provide further support, Bird & Bird kindly agreed to host and deliver a whole day training event for NGBs to assist with their understanding of the hearing process, providing useful tips and structure for what can be a daunting prospect for those who are charged with presenting a case on behalf of an NGB.

In May 2022, SR launched Sport Integrity with the support of UK Sport. This service is designed to provide a confidential means for those in high performance, namely those in the Olympic and Paralympic system, to make complaints about a range of issues such as bullying, harassment, discrimination and safeguarding matters.

If a complaint is received, a subsequent investigation will be conducted by an individual who is independent of both the NGB and the complainant. This aims to address the unwillingness of athletes to raise concerns direct with their NGBs and ensures an impartial inquiry into any allegations made.

After one year, Sport Integrity has been a well-used service and hopefully it will soon become a trusted tool to be used to air and address grievances and concerns. As a measure of its success, it should be noted that the scope of the service has already been expanded to include allegations of policy breaches such as Code of Conduct or Performance Agreements, and UK Sport has requested that all funded sports sign up to the service by the end of 2023.

SR is proud to be trusted to operate the SCMP and Sport Integrity but the support and vision of both Sport England and UK Sport should rightly be acknowledged.

As referenced above, our international work continues to grow and we are increasingly being asked to administer complex and sensitive disputes.

For example, SR is written into the rules of the PGA's DP Tour and so when the dispute arose in relation to the LIV Tour, it was SR that was tasked with administering the required process. The importance and ramifications of this case were of global interest and, arguably, it is the most significant decision in sport since Bosman.

Another example is the trust placed in SR by World Snooker to administer the recent case against ten Chinese players. To ensure a fair hearing the entire process had to be conducted in English and Mandarin throughout, all assisted by our ability to appoint a Mandarin speaking panel member.

SR has also been integral to significant domestic matters. We worked closely with the EFL to establish the CFRP – a body to assist the financial regulation of EFL clubs. Our role included running the open appointment process to populate the panel and thereafter administering the operation of the CFRP. The financial regulation of football clubs is often challenging and keenly contested, and it is an honour for SR to be trusted to provide such a key element of the EFL's overall governance.

Another example is the assistance provided to the Welsh Rugby Union in relation to setting up the Review into the culture within Welsh rugby. As a Welshman, I am acutely aware of the importance of rugby within Wales, so it is humbling that confidence has been placed in SR, and the panel we appointed, to conduct this important piece of work.

As is customary, I should extend my thanks to the outstanding staff team at SR for their dedication and diligence with all that they do, and I know that the responsibility and faith placed in us by so many is recognised by all my colleagues. My thanks also extend to our panel members who consistently provide the highest quality service in the most economical way. Without their support we simply would not be able to provide the range and quality of services that are relied upon by those who use SR.

# CASE MANAGEMENT REPORT



**Catherine Pitre**  
*Head of Case Management*

Over the year, Sport Resolutions (SR) received a record number of requests for assistance from sports organisations and athletes (343), leading to 244 case referrals, continuing on its growth trajectory. The nature of matters referred to SR was varied, ranging from anti-doping, safeguarding, integrity, match manipulation, vetting and eligibility determination processes, team selection, eligibility and funding appeals, financial fair play and contractual matters to more generic discipline and grievances.

Interestingly, the active caseload was at times primarily made up of investigations, surpassing the number of arbitration and adjudication procedures. Although SR administers investigations into a wide range of subject matters, safeguarding has continued to be at the forefront of our work.

Indeed, through the support of Sport England and UK Sport, the national sport system can now benefit from support in the safeguarding sector, through the Sport Integrity Pilot and Safeguarding Case Management Programme, free of charge and from grassroots to high performance. These programmes ensure sports and individuals are supported throughout each stage of a matter. With the recent expansion of scope in the Sport Integrity Pilot to include potential breaches of Code of Conducts and other NGB policies, it is likely to see an increase in usership over the coming months, including at later stages of the complaints management process. Where a matter falls outside the jurisdiction of those programmes, the National Safeguarding Panel remains available to national governing bodies, providing end to end services in safeguarding, with expert panellists conducting investigations, reviews, risk assessments and adjudicating on charges brought by governing bodies.

SR's safeguarding expertise is now being called upon increasingly to deliver those same services to international federations, with a rising number of IFs integrating SR into their policies and dispute resolution processes, some of which have opted to fully outsource their safeguarding function and complaints management process to it. Evidently, the need to maintain independence throughout the lifecycle of a case is paramount, with strict measures in place to ensure it.

There has also been increasing interest from sports governing bodies, and particularly IFs, to adopt the "SR formula" of populating panels with a legally qualified and experienced Chair supported by specialist side members with expertise in the subject – matter of the dispute – for example, scientists and pharmacologists in anti-doping matters, ethicists in integrity-related violations, and social workers in safeguarding matters.

The vast majority of processes administered by SR envisage for it to select the arbitrators appointed to a case, and due to its expertise in doing so and populating tribunals with relevant and complimentary skill-sets and experience, very few challenges to composition are received. Despite the relatively low percentage of women on our Panel, we are proud that parties entrust us to appoint panel members to their cases, and that as a result, the gender diversity of those appointments continue to be fairly evenly split. With our next panel recruitment process fast approaching and opening in Autumn 2023, we hope that it will result in greater diversity in all of its forms, and would encourage those with relevant experience and skill-sets to consider applying.

As a result of the volume of work, the case management department has increased and restructured into four specialised teams, to better serve the needs of users. The teams provide professional and neutral guidance and support to Panels and parties, administering matters in accordance with a wide range of procedural rules. This enables SR to provide bespoke services to its users, applying the rules of the sport in the majority of cases it receives. Sports governing bodies are therefore afforded flexibility in the implementation of independent dispute resolution processes within their existing frameworks, a reflection of the realities faced by IFs, for whom there are often multiple interim stages prior to arriving at a fully independent system, and a significant number of member stakeholders involved in the governance process. Despite the ability to refer matters on a discretionary basis, more and more IFs are opting to incorporate SR into their rules and processes, and SR has now supported more than 25 IFs in their dispute resolution processes. The International Hearing Panel, which considers first instance anti-doping referrals made by IFs, is now the dispute resolution route of choice for a number of RADOs on appeal, where the World Anti-Doping Code so permits.

Although in-person hearings have resumed and SR has access to world-class facilities at the IDRC, data shows that parties are much more likely to opt for a virtual or hybrid process than they were a few years ago, with the majority of international matters being heard virtually. Nevertheless, SR has this year conducted in-person proceedings on three continents.

Another trend we have observed relates to the increased adoption of mediation as part of a wider dispute resolution framework. Although this has not yet resulted in an increase in usage, mediation is integrated within the Sport Integrity Pilot procedure and is beginning to see adoption with IFs as well, with World Netball being the latest example. Our seminar on the benefits of mediation in the sport context and manners in which to incorporate it was well attended, with significant interest from stakeholders nationally and internationally.

# SAMPLE OF CONCLUDED INTERNATIONAL CASES 2022-23

## International Federation of American Football v Maxsim Cyhir

<b>Nationality:</b>	Belarus
<b>Date of Decision:</b>	3 May 2022
<b>Tribunal:</b>	Tanja Haug (Sole Arbitrator)
<b>Charge:</b>	Presence of Prohibited Substance: Methandienone
<b>Outcome:</b>	ADRV found proven: 4 Year Ineligibility

## World Athletics v Gjergi Ruli & Athlete

<b>Nationality:</b>	Albania
<b>Date of Decision:</b>	3 March 2023
<b>Tribunal:</b>	Catherine O'Regan, Anna Smirnova, Barbara Agostinis
<b>Charge:</b>	Breaches of World Athletics Integrity Code of Conduct
<b>Outcome:</b>	Mr Ruli – 6 Year Ineligibility Athlete – No breach of code and no period of Ineligibility.

## Individual v World Athletics

<b>Nationality:</b>	-
<b>Date of Decision:</b>	24 August 2022
<b>Tribunal:</b>	Ian Hunt (Sole Arbitrator)
<b>Charge:</b>	Objection to AIU Demand
<b>Outcome:</b>	Objection Dismissed

## World Athletics v Eglay Nalyanya

<b>Nationality:</b>	Kenyan
<b>Date of Decision:</b>	20 March 2023
<b>Tribunal:</b>	Charles Hollander KC, Tanja Haud, Hannu Kalkas
<b>Charge:</b>	Presence of Prohibited Substance: 19-Norandrosterone and Tampering
<b>Outcome:</b>	ADRV found proven: 8 Years Ineligibility

## International Tennis Federation v Athlete

<b>Nationality:</b>	-
<b>Date of Decision:</b>	1 July 2022
<b>Tribunal:</b>	Yves Fortier KC, Kitrina Douglas, Peter Sever
<b>Charge:</b>	Presence of Prohibited Substance: Ractopamine
<b>Outcome:</b>	No ADRV: No period of Ineligibility

## RADO v Athlete

<b>Nationality:</b>	-
<b>Date of Decision:</b>	18 May 2022
<b>Tribunal:</b>	Daniel Saoul KC (Sole Arbitrator)
<b>Charge:</b>	Presence of Prohibited Substance: Hydrochlorothiazide
<b>Outcome:</b>	ADRV found proven: 12 Months Ineligibility

# SAMPLE OF CONCLUDED INTERNATIONAL CASES CONTINUED

## Members v World Sailing

<b>Nationality:</b>	Russian and Belarussian
<b>Date of Decision:</b>	12 August 2022
<b>Tribunal:</b>	Ian Hunt, Erika Riedl, James Kitching
<b>Subject Matter :</b>	Appealing suspension of memberships
<b>Outcome:</b>	3 Appeals upheld. 5 Appeals dismissed

## International Investigation

<b>Nationality:</b>	-
<b>Date of Decision:</b>	26 January 2023
<b>Investigator:</b>	Janie Soublière
<b>Allegations:</b>	Misconduct of member federation
<b>Outcome:</b>	Recommendations

## World Athletics v Taye Girma Arit

<b>Nationality:</b>	Ethiopian
<b>Date of Decision:</b>	15 August 2022
<b>Tribunal:</b>	Nick De Marco KC, Dominique Gavage, Daniel Souza
<b>Charge:</b>	Presence of Prohibited Substance: Recombinant Erythropoietin
<b>Outcome:</b>	ADRV found proven: 5 years 4 months Ineligibility

## RADO v Athletes

<b>Nationality:</b>	-
<b>Date of Decision:</b>	22 June 2022
<b>Tribunal:</b>	Joelle Monlouis (Sole Arbitrator)
<b>Charge:</b>	Presence of a Prohibited Substance: Stanozolol
<b>Outcome:</b>	ADRVs found proven. Periods of Ineligibility: 2-4 years

## International Tennis Federation v Athlete

<b>Nationality:</b>	Australian
<b>Date of Decision:</b>	14 June 2022
<b>Tribunal:</b>	Clifford Hendel, Olga Hamama, Phillipe Boss
<b>Charge:</b>	Whereabouts Failures
<b>Outcome:</b>	No ADRV

## International Tennis Federation v Stéphane Houdet

<b>Nationality:</b>	French
<b>Date of Decision:</b>	30 June 2022
<b>Tribunal:</b>	Despina Mavromati, Alexander Englehard, Kwadjo Adjepong
<b>Charge:</b>	Whereabouts Failures
<b>Outcome:</b>	ADRV found proven. 15 Months Ineligibility

# SAMPLE OF CONCLUDED NATIONAL CASES 2022-23

## Glentoran FC v Irish FA

<b>Date of Decision:</b>	22 April 2022
<b>Tribunal:</b>	Jane Bickerstaff KC (Sole Arbitrator)
<b>Charge:</b>	Fielded Ineligible Player
<b>Outcome:</b>	Appeal Dismissed

## Blackburn Rovers FC v English Football League

<b>Date of Decision:</b>	28 February 2023
<b>Tribunal:</b>	William Norris KC (Sole Arbitrator)
<b>Charge:</b>	Failure to register player
<b>Outcome:</b>	Appeal dismissed. Registration remains unsuccessful

## Athlete v British Wrestling

<b>Date of Decision:</b>	4 April 2022
<b>Tribunal:</b>	Neil Block KC (Sole Arbitrator)
<b>Subject Matter :</b>	Appeal against non-selection for Commonwealth Games
<b>Outcome:</b>	Appeal Dismissed

## Sport England Review

<b>Date of Report:</b>	17 March 2023
<b>Reviewer:</b>	Louis Weston
<b>Subject Matter :</b>	Reivew of complaints that were made to Sport England by those involved in three cases addressed by Swim England's safeguarding and/or judicial procedures
<b>Outcome:</b>	Delivery of Recommendations and plan of Implementation. Report published by Sport England.

## English Football League v Rochdale & Ors

<b>Date of Decision:</b>	14 October 2022
<b>Tribunal:</b>	Nick Stewart KC, Leanne O'Leary, Alistair McHenry
<b>Charge:</b>	Breaches of the EFL Regulations – Sale and purchase of Shares in the Club
<b>Outcome:</b>	Suspended points deduction for Club. Four individual Respondents varying periods of being prohibited from being a relevant person for the purposes of the OADT test

## Phillip Bowes v UKAD (Appeal)

<b>Date of Decision:</b>	13 April 2022
<b>Tribunal:</b>	William Norris KC, Tim Rogers, Kitrina Douglas
<b>Subject Matter :</b>	Appealing four-year period of Ineligibility
<b>Outcome:</b>	Appeal Dismissed



# SAMPLE OF CONCLUDED NATIONAL CASES CONTINUED

## UK Anti-Doping v Chris Mayor

<b>Date of Decision:</b>	23 June 2022
<b>Tribunal:</b>	Michelle Duncan, Kitrina Douglas, Terry Crystal
<b>Charge:</b>	Possession, Use and Trafficking of Prohibited Substances
<b>Outcome:</b>	ADRVs found proven: 4 Years Ineligibility

## UK Anti-Doping v Tom Wood

<b>Date of Decision:</b>	24 June 2022
<b>Tribunal:</b>	David Casement KC (Sole Arbitrator)
<b>Charge:</b>	Presence of a Prohibited Substance: Terbutaline
<b>Outcome:</b>	ADRV found proven: 6 Months Ineligibility

## UK Anti-Doping v Amir Khan

<b>Date of Decision:</b>	21 February 2023
<b>Tribunal:</b>	Charles Flint KC, Dorian Haskard, Lorraine Johnson
<b>Charge:</b>	Presence of a Prohibited Substance: Ostarine
<b>Outcome:</b>	ADRV found proven: 2 Years Ineligibility

## National Governing Body Investigation

<b>Date of Decision:</b>	9 May 2022
<b>Tribunal:</b>	Colin Port (Investigator)
<b>Allegations:</b>	Bullying
<b>Outcome:</b>	Disciplinary action recommended

## UK Anti-Doping v Rowland Kaye

<b>Date of Decision:</b>	4 January 2023
<b>Tribunal:</b>	Robert Englehart KC, Neil Townshend, Isla Mackenzie
<b>Charge:</b>	Presence of a Prohibited Substance: Oxymetholone & Methasterone Metabolite
<b>Outcome:</b>	ADRV found proven: 4 Years Ineligibility

## Athlete v England Boxing

<b>Date of Decision:</b>	30 May 2022
<b>Tribunal:</b>	Lydia Banerjee (Sole Arbitrator)
<b>Subject Matter:</b>	Appeal against interim suspension
<b>Outcome:</b>	Appeal Dismissed

# GLOBAL REACH

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



# INTERNATIONAL CLIENTS

To date, we have supported over 25 international federations and other international sports bodies with their dispute resolution processes, including;

- ▶ Commonwealth Games Federation
- ▶ DP Tour
- ▶ Fédération Équestre Internationale
- ▶ International Cricket Council
- ▶ International Tennis Federation
- ▶ International Tennis Integrity Agency
- ▶ International Federation of American Football
- ▶ International Weightlifting Federation
- ▶ International Testing Agency
- ▶ Rugby League European Federation
- ▶ Rugby League International Federation
- ▶ Rugby League World Cup 2021
- ▶ Union Cycliste Internationale
- ▶ Women Tennis Association
- ▶ World Archery
- ▶ World Association of Kickboxing Organizations
- ▶ World Athletics
- ▶ World Boxing
- ▶ World Darts
- ▶ World Karate Federation
- ▶ World Netball
- ▶ World Sailing
- ▶ World Triathlon
- ▶ World Underwater Federation
- ▶ World Professional Billiards and Snooker Association
- ▶ WADA Regional Organisations
  - Central America RADO
  - Caribbean RADO
  - South America RADO
  - Africa Zone I RADO
  - Africa Zone II & III RADO
  - Africa Zone V RADO
  - Africa Zone VI RADO
  - West Asia RADO
  - Central Asia RADO
  - South Asia RADO
  - Southeast Asia RADO
  - Indian Ocean RADO
  - Oceania RADO

# 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 1000 delegates. These events focused on the big issues that create conflict and disputes in sport.
















Event	Location	Delegates
Sport Resolutions Annual Conference 2022	London	204
25th Anniversary Event	London	94
UK Sport Integrity Day	London	60
Sports Law Conference	Belfast	100
Sports Law Bar Association Conference	Dublin	40
SGA Annual Conference	Manchester (Hybrid)	150
University of Sherbrooke DESS Programme (Guest Lecture)	Online	25
University of Kent Sports Law Society Lecture	Kent	15
Executive Master in Global Sport Governance (MESGO) presentation	Brussels	35
Ankura Sports Governance, Compliance and Investigations Seminar	Lausanne	90
Sports Arbitration Moot	Online	10
How to Manage Athlete Selection	London (Hybrid)	56
Safeguarding and Leadership	London (Hybrid)	58
The unknown value of mediation in sport disputes	London (Hybrid)	43
Nottingham Trent University (Guest Lecture)	Nottingham	20

# KEY NUMBERS

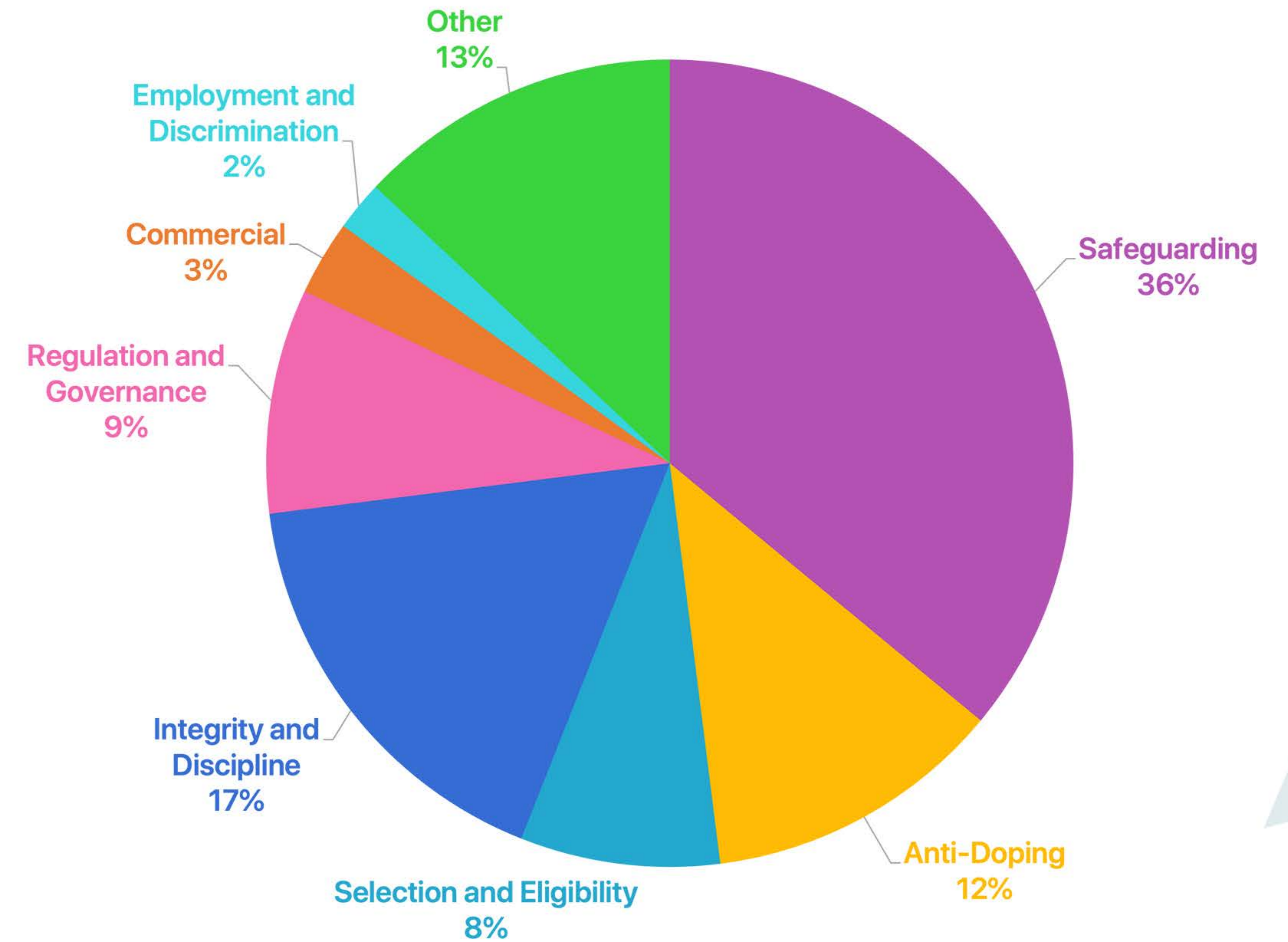
	2022-2023	2021-2022	2020-2021	2019-2020	2018-2019	2017-2018	2016-2017	2015-2016
<b>Requests for dispute resolution guidance and help</b>	343	308	279	331	302	303	227	179
Pro Bono Service	68	80	54	69	45	51	50	20
National Anti-Doping Panel	13	8	10	33	18	28	15	25
Referrals Outside the UK	43	40	25	63	35	36	8	0
National Safeguarding Panel	85	35	10	11	13	15	4	4
Others (sport arbitration, mediation, other enquiries)	134	145	180	155	191	173	150	130
<b>Number of Case Referrals</b>	244	147	149	184	156	108	85	92
Appointments	233	122	140	181	153	99	83	85
Investigations & Reviews	11	25	9	3	3	9	2	7
<b>Number of delegates attending SR events / events at which SR presents</b>	1000	1120	1081	1022	876	540	301	306

# KEY NUMBERS

Sport Resolutions has helped **34 different sports** in the 2022/23 financial year

 Wrestling	 Sailing	 Athletics
 Tennis	 Netball	 Snooker
 Equestrian	 Cricket	 Boxing
 Weightlifting	 Rugby League	 Rugby Union
 Football	 Ice Hockey	 Bowls
 Tae-Kwon-Do	 Squash	 Wheelchair Basketball
 Swimming	 Snowsport	 Gymnastics
 Triathlon	 Horse Racing	 Archery
 Skydiving	 Cycling	 Mountaineering
 Baseball	 Golf	 Table Tennis
 Rowing	 Badminton	 Pentathlon
 Judo		

Nature of disputes that Sport Resolutions has dealt in the 2022/23 financial year



# SPORT INTEGRITY INFOGRAPHIC

A confidential reporting line and independent investigation service, supporting athletes, coaches and all support personnel within the Olympic and Paralympic high-performance community across the UK, operated by **Sport Resolutions**.

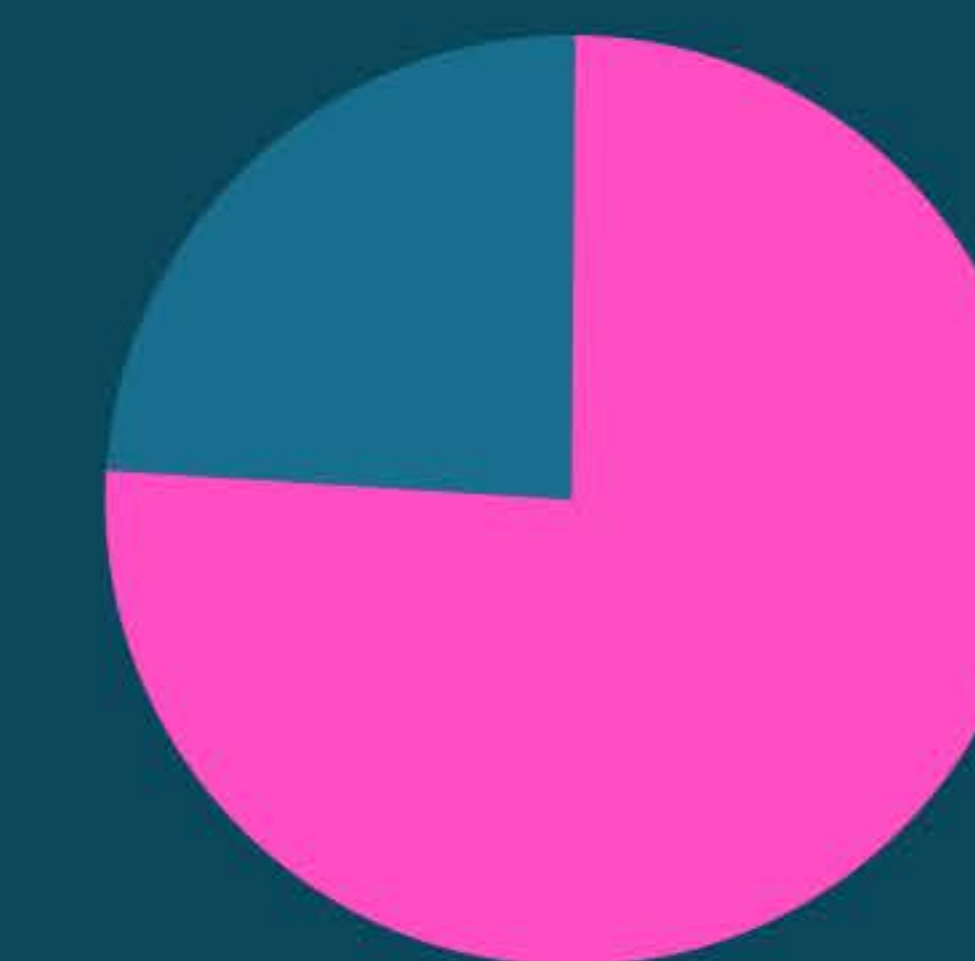


## TIMETABLE

<b>APRIL 22</b>	<ul style="list-style-type: none"><li>● Procedural Rules finalised</li><li>● Unacceptable Behaviour Policy Template finalised</li><li>● Dedicated case managers and investigators appointed</li><li>● First national sport governing body signed up</li></ul>
<b>MAY 22</b>	<ul style="list-style-type: none"><li>● Sport Integrity publicly launched</li><li>● Crimestoppers Line and SI website become operational</li></ul>
<b>JULY 22</b>	<ul style="list-style-type: none"><li>● First investigation concluded</li></ul>
<b>AUGUST 22</b>	<ul style="list-style-type: none"><li>● Tenth concern reported</li></ul>
<b>SEPTEMBER 22</b>	<ul style="list-style-type: none"><li>● 20 NGBs signed-up</li></ul>
<b>OCTOBER 22</b>	<ul style="list-style-type: none"><li>● SR presents at the UK Sport Integrity Day</li><li>● Twelfth investigation referral received</li></ul>
<b>NOVEMBER 22</b>	<ul style="list-style-type: none"><li>● 22 NGBs signed-up</li></ul>
<b>FEBRUARY 23</b>	<ul style="list-style-type: none"><li>● 26 NGBs signed-up</li><li>● Sixteenth investigation referral received</li></ul>

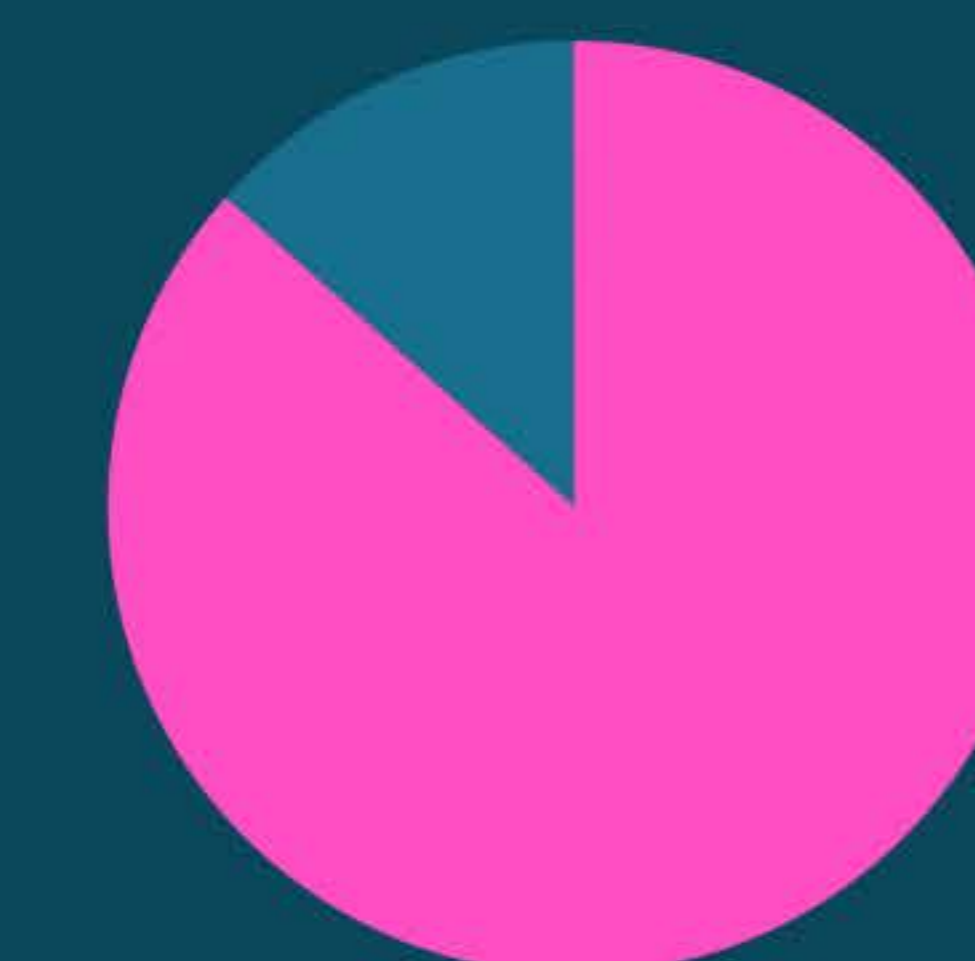
## KEY NUMBERS

Data correct as of 31<sup>st</sup> March 2023



Sports signed up to Sport Integrity

- How many sports can access the Service?  
**34 sports are eligible to access**
- How many sports have signed-up so far as of February 2023?  
**26 NGBs**



Athletes covered under the signed sports

- How many athletes are eligible to access the Service?  
**1,120**
- What % of athletes are eligible from the signed-up sports to date?  
**87% (972 out of 1,120)**

For more details on the Service please visit [sportresolutions.com/services/sport-integrity](https://sportresolutions.com/services/sport-integrity) or [sportintegrity.com](https://sportintegrity.com)

## BOARD OF DIRECTORS

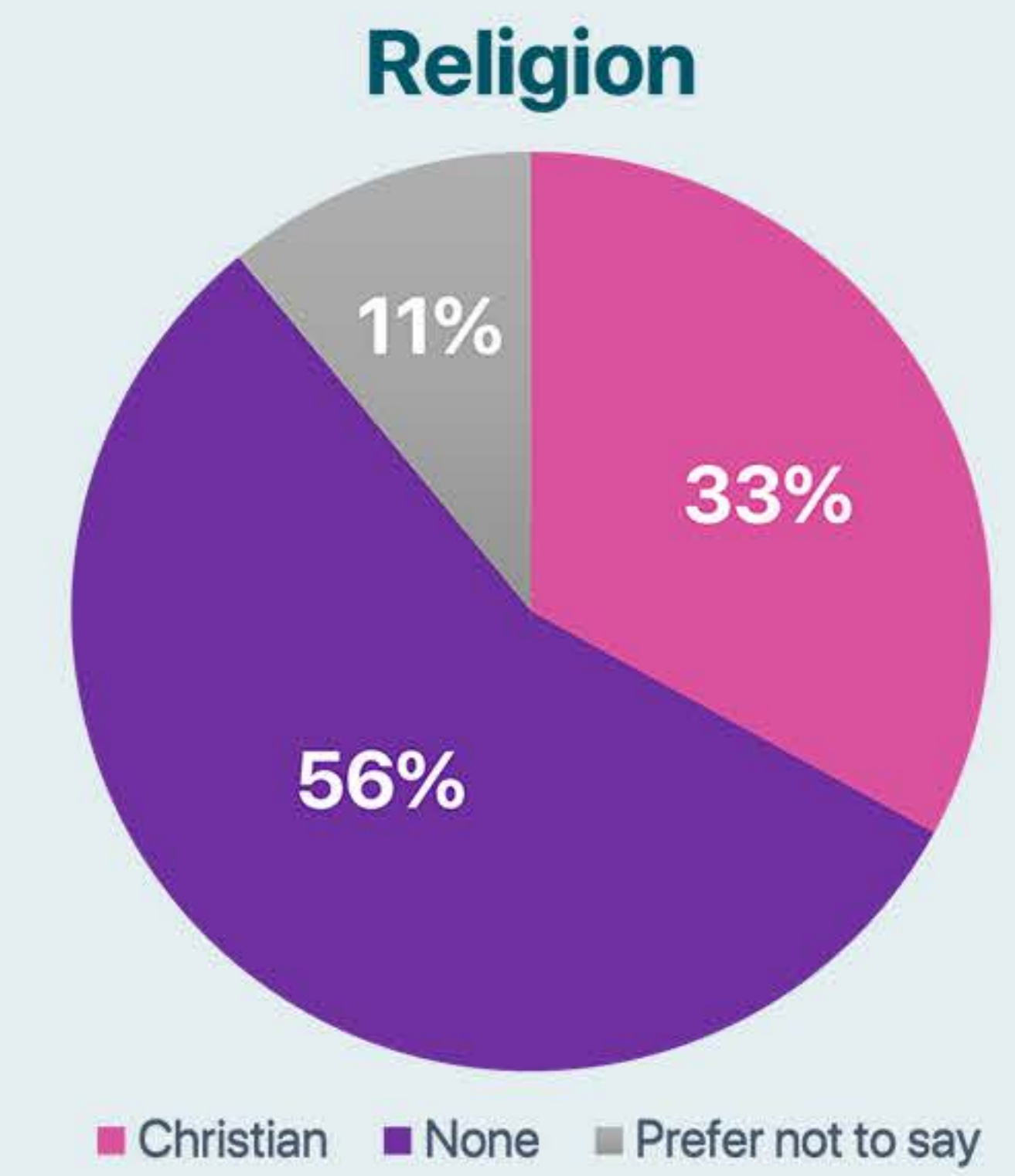
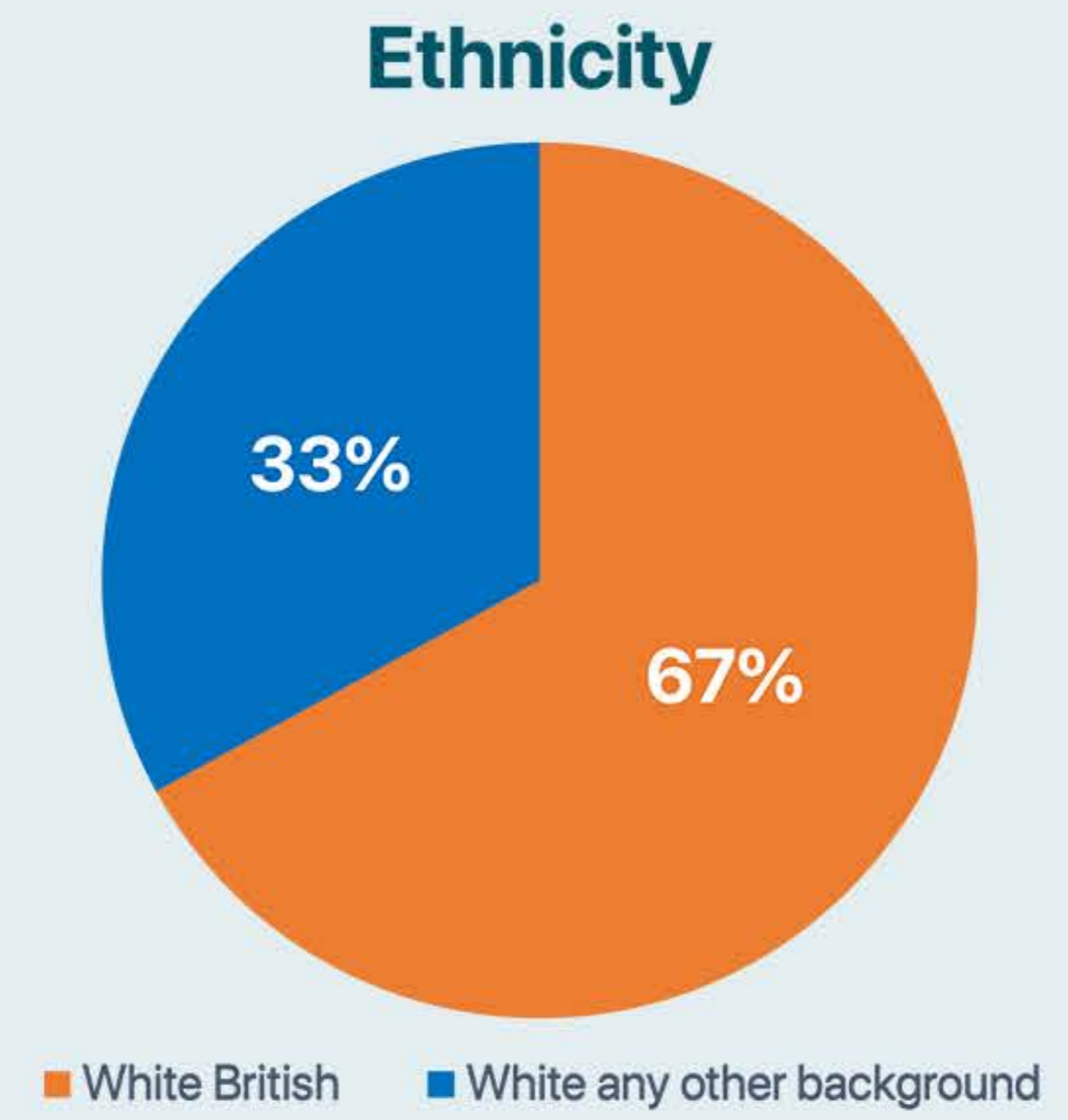
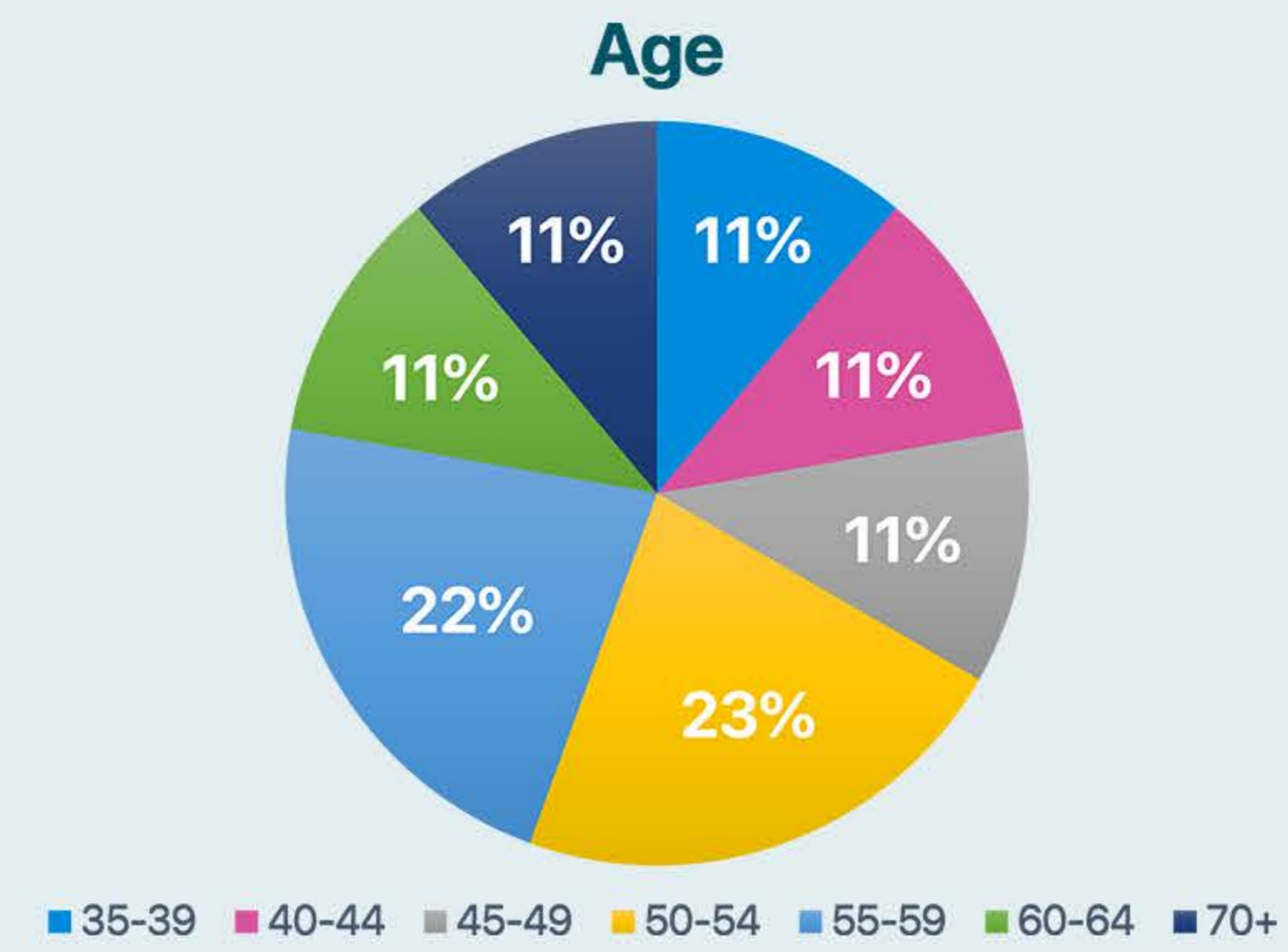
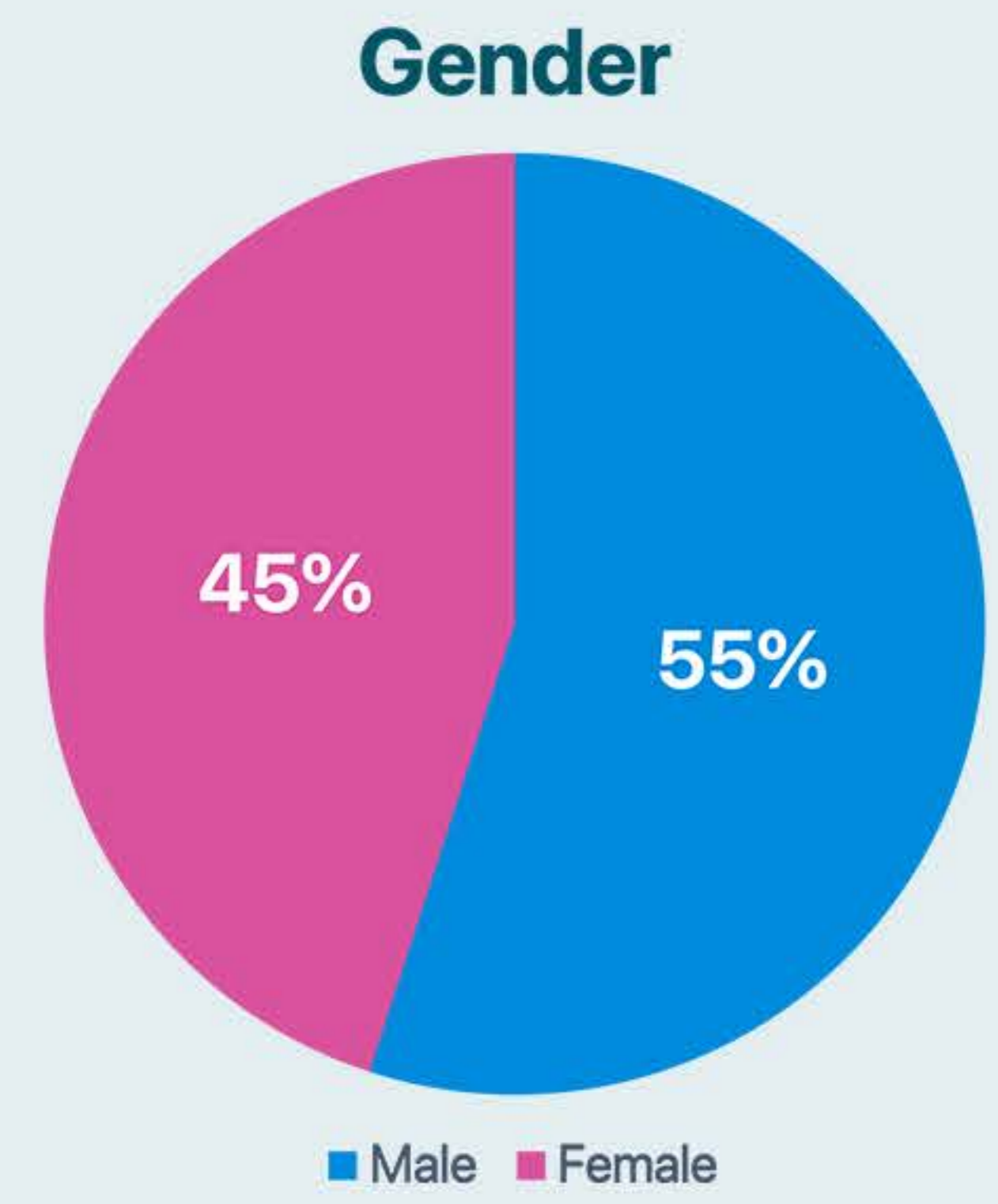
Audley Sheppard KC <b>Independent Chair</b>	Partner at Clifford Chance LLP
John Palmer <b>Senior Independent Non- Executive Director</b> In post until 28 September 2022	Corporate Communications Consultant Member of Marketing and Service Development Committee
Keith McGarry <b>Representative Non- Executive Director</b> In post until 28 September 2022	Senior Partner at Conn & Fenton Solicitors Nominated by Northern Ireland Sports Forum Member of Audit and Risk Committee
Tracy Harrison <b>Independent Non- Executive Director</b>	Director of Marketing at Sky plc Chair of Marketing and Service Development Committee
Alison Mitchell <b>Independent Non- Executive Director</b>	Broadcast Journalist Member of Marketing and Service Development Committee
Jacqui Traynor <b>Independent Non- Executive Director</b>	Head of Safeguarding and Integrity at British Rowing Non-Executive Director for UK Sport Member of Audit and Risk Committee Chair of Panel Appointments and Review Committee
Sarah Newton <b>Representative Non- Executive Director</b>	Chief Operating Officer at British Elite Athlete Association Member of Audit and Risk Committee
Martin Gibbs <b>Independent Non- Executive Director</b>	Managing Director of SportAccord Member of Marketing and Service Development Committee
Nigel Smith <b>Independent Non Executive Director</b>	Financial Consultant Chair of Audit and Risk Committee
Richard Hendicott <b>Representative Non- Executive Director</b>	Retired District Judge Nominated by Welsh Sports Association Member of Panel Appointments and Review Committee
Adrian Stockman <b>Representative Non- Executive Director</b> Start date: 28 September 2022	Director of Finance and Corporate Services at British Paralympic Association Member of Audit and Risk Committee

## EXECUTIVE TEAM

<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 and Communications Manager
<b>Kylie Brackenridge</b>	Senior Case Manager
<b>Roxana Weich</b>	Senior Case Manager
<b>Matthew Berry</b> In post until 10 March 2023	Senior Case Manager
<b>Alisha Ellis</b>	Case Manager
<b>Anna Thomas</b>	Case Manager
<b>Joshua Ingham-Headland</b>	Case Manager
<b>Savita Sohal</b>	Case Manager
<b>Gillian Sanders</b>	Case Manager
<b>Astrid Mannheim</b>	Case Manager
<b>Lauren McHale</b>	Case Manager
<b>Neil Simmons</b>	Investigator
<b>James Bromley-Derry</b>	Investigator

# EQUALITY MONITORING PROFILE

## BOARD



## EXECUTIVE TEAM

