



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

SPECIALIST INDEPENDENT DISPUTE SERVICE

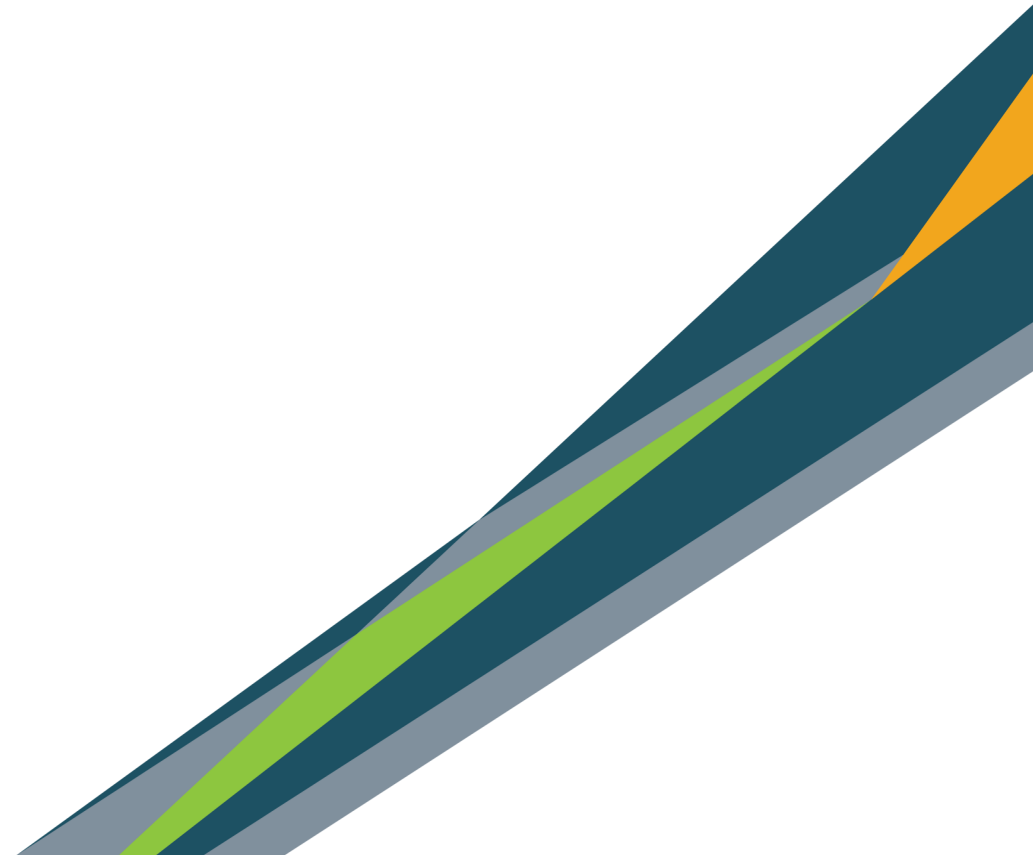
ANNUAL REPORT 2014 - 2015



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# CHAIRMAN'S REPORT

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As the Sport Resolutions brand and reputation has grown and become stronger it was important last year to build on our successes and strengthen our core activities. We also had to look to the future and identify areas in national and sporting life where we will be able to have the greatest impact. Ever increasing pressure on government funding has meant that attempts to widen our sources of income have become more and more important; we recognise the need to do this and of taking advantage of opportunities whilst not in any way putting our key values of independence and integrity at risk.

To achieve our objectives we rely on the support and hard work of our directors and their member organisations together with our independent non-executive directors. Last year we welcomed John Palmer to our Board, with his wide experience in marketing whilst Trevor Watkins, a senior sports lawyer moved on with our thanks for his contribution over the last few years. We are grateful for the trust and commitment shown in us by the Department for Culture, Media and Sport in awarding us a new 3 year contract to continue to run the National Anti-

Doping Panel (NADP), which reflects our reputation and expertise in this area. With the new WADA Code, a steep rise in the number of cases with which we have been involved and the ever increasing pressure on governing bodies to deal with the problem of doping in sport, we intend to play our part in helping sporting bodies to make their sports "clean".

Specific thanks must go to Peter Leaver QC for his hard work since the establishment of the NADP and a welcome to Charles Flint QC for agreeing to take on the role of President of the NADP. Increased public awareness of child safeguarding issues has meant that development of the National Safeguarding Panel and help in child protection issues has become even more vital. Our thanks go to the continuing hard work and expertise of the National Safeguarding Panel and its President Stephen Bellamy QC.

As mentioned, the Secretariat has had its busiest year so far with 225 case enquires and helping to resolve 145 disputes. The profile and importance of many of these cases have serious consequences for the sports concerned. Recent anti-doping coverage, the problems at FIFA and transparent governance, issues arising from previous Olympics and with the Olympic Games in Rio next year, provide opportunities for the governance of sport to show that it has been able to move with the times in its ability to deal with the problems of betting, doping, and

cheating as well as more straightforward disputes. Sport Resolutions must show that it can help in these difficult areas and is a vital part in enabling the sporting world to cope with these problems.

As part of our efforts to ensure we are ready to deal with sporting issues as and when they arise, the Board has committed major funds by way of investment in its digital strategy resulting in a new website with further additions to follow, which ensures we have state of the art facilities to deal with sports' problems. As ever we acknowledge the continuing support of UK Sport for our work and efforts.



None of our efforts to develop our brand and expand our business could succeed without the effort and skills of the people that work for us and contribute in so many ways to establishing and maintaining our reputation. As our profile increases this becomes more and more important as we come under ever increasing scrutiny. We need to ensure that performance in all our areas of operation is consistently at the highest standard and recognised to be so by our stakeholders and all the governing bodies and sports authorities who use our services. I wish to thank all the arbitrators, mediators and members of our Panel for their commitment to working and resolving the many disputes that come before us.

Our skilled, hardworking and able staff have consistently worked at a very high level often under great pressure and under the able leadership of Ed Procter and Richard Harry have continued to increase our reputation in the sporting world.

Ross MacDonald, Jen Lincoln, Jo Parry and Honor Lansdell have each contributed to our strong team and on behalf of the directors may I thank them all for their individual and collective contributions to our success. Nowhere was this better shown than in our first conference last May which successfully opened a major new area for our business and profile; in a very competitive market this shows great credit to our hard working staff and the

participants in the conference.

We must strive to reconcile our need to widen and increase our income sources with maintaining and developing our independence and integrity as a key participant in the UK sports industry. We hope that with the continued support of those involved in sport whether as participant, governing body or in other ways we can achieve our objectives and contribute to the growth of sport in the UK.



**Peter Crystal**



# 2014-15 REVIEW OF THE YEAR

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Sport Resolutions Chief Executive Ed Procter looks back on the highlights of another successful year.

## Edward Procter

### Summer:

Sport Resolutions helps to resolve athlete selection disputes in the sports of table tennis and judo prior to the Glasgow 2014 Commonwealth Games. During the Games, Sport Resolutions works in partnership with the Law Society of Scotland and the Faculty of Advocates to provide a pro-bono legal advice and representation service for visiting athletes and officials. Ten referrals are made during the 12 day period of the Games.

Sport Resolutions publishes final decisions in two of the most significant cases of the year. Firstly, Stephen Lee's appeal against match-fixing allegations made by the World Professional Billiards & Snooker Association. Secondly, the UK's first biological passport case involving Sky cyclist Jonathan Tiernan-Locke and UK Anti-Doping, which results in a two year period of ineligibility and Sky terminating his contract.



### Autumn:

Sport Resolutions launches its autumn seminar series with a focus on equality and discrimination, anti-doping, spot-fixing, safeguarding and mediation in sport. Seminars are held in London, Manchester and Belfast.

Marketing and media expert John Palmer is appointed as a non-executive director of the Sport Resolutions board in place of Trevor Watkins who completes his second and final term in office.



### Winter:

Sport Resolutions launches a new website with improved visuals, resources and user experience.

The Sport Resolutions' operated National Anti-Doping Panel releases a revised set of Procedural Rules to coincide with implementation of the new 2015 World Anti-Doping Agency (WADA) Code. The 2015 WADA Code increases the penalty for intentional dopers to four years and introduces new regulations to restrict association with those serving doping bans. Sport Resolutions publishes the decision of Welsh athlete's Rhys Williams and Gareth Warburton who receive significantly reduced sanctions, of three and six months respectively, after the National Anti-Doping Panel determines that supplements taken before the Commonwealth Games in Glasgow were part of a contaminated batch.

### Spring:

Sport Resolutions presents its inaugural conference, *Integrity and Athlete Welfare: Staying Ahead of the Game*, which is attended by 162 delegates. Facilitated by BBC Presenter John Inverdale, it focuses on doping, match-fixing, athlete motivation and head injury in sport and features Nicole Cooke, Matt Dawson and Denise Lewis in an impressive line-up of speakers.

Sport Resolutions wins a tender competition to operate the National Anti-Doping Panel and Tribunal Administration Service for a further three years on behalf of the Department for Culture Media and Sport. Charles Flint QC is appointed as the new President of the NADP following the retirement of Peter Leaver QC.

Sport Resolutions' Panel Appointments and Review Committee, chaired by non-executive director Simon Cliff, reviews applications to join the panel of arbitrators and mediators and appoints over 100 expert arbitrators, mediators and investigators throughout the United Kingdom.

# NATIONAL SAFEGUARDING PANEL

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The National Safeguarding Panel (NSP) has delivered a variety of services to sport in the past year, including providing safeguarding hearing panels complete with full administrative support, investigations, reviews and one appointment. The expertise of the NSP was also extended to include two individuals specialising in forensic risk assessment.

The hearings took place in sports where jurisdiction was conferred pursuant to the incorporation of referral to the NSP in the relevant safeguarding policy. They dealt with concerns about the activity of coaches that ranged from grooming to poor and outdated practice. One case dealt with the interesting issue of a coach who commenced a relationship with a girl who had attained the age of consent but was deemed to be a minor in the eyes of the sport. In all cases, the appointed panel had to consider whether and to what degree the coach posed a risk to children.

The NSP has conducted two investigations, the first being a protracted matter with over 25 individuals being interviewed, whilst the second was a much simpler matter where the investigation

unearthed that the female individual involved was actually nearly thirty years of age and so the matter was not a child safeguarding concern at all.

These referrals highlight that sport can instruct an external agency to thoroughly investigate concerns where that sport does not have the capacity or inclination to do so itself.

Two NSP members were also engaged to review the process followed by a Paralympic sport in how it investigated and responded to a safeguarding concern. As a result of the review, the sport has implemented a number of recommendations including inviting a safeguarding expert on to its case management group.

The Rules of the NSP have also been amended to expand the scope of the Panel to incorporate adults at risk in sport (previously described as “vulnerable adults”) in addition to children.





# NSP PANEL MEMBERS

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## **Stephen Bellamy-James QC -**

NSP President



## **LEGAL MEMBERS**

David Thomson

Kate Gallafent QC

Gillian Irving QC

Sara Lewis

Jane Mulcahy QC

Simon Phillips 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)

# NATIONAL ANTI-DOPING PANEL

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The new contract to operate the National Anti-Doping Panel (NADP) and Tribunal Administration Service was awarded by the Department for Culture, Media & Sport (DCMS) to Sport Resolutions in April 2015 and it runs for a period of 3 years to 2018.

The NADP saw the retirement of its President, Peter Leaver QC, replaced by Mr Charles Flint QC of Blackstone Chambers. Sport Resolutions also reviewed the composition of the NADP and appointed Mark Hovell, Jeremy Summers, Charles Hollander QC, Kate Galafent QC, Professor Gordon McInnes, Professor Dorian Haskard, Dr Mike Irani, Blondel Thompson and Graham Edmunds as new NADP members.

The new 2015 WADA Code came in to effect on 1<sup>st</sup> January 2015 and the first cases to be determined under that Code are now being decided. The most significant change to the Code is that an athlete can now receive a four year ban for a first offence in certain circumstances.

The approach taken by UK Anti-Doping (UKAD) is intelligence lead and this has resulted in the target testing of athletes. The result of this approach is that most of the cases that have come before the NADP are presence cases, namely cases where the sample provided by the athlete tests positive for a substance that is listed on the WADA Prohibited List. The most common type of substance detected is anabolic steroids, and given that the outcome in such cases could now be a four year ban, it is likely that the NADP will hand down longer sanctions pursuant to the new Code. There is also the potential for more appeals from athletes who attempt to reduce this longer period of ineligibility but this remains to be seen.

UKAD also continues to work with a growing number of sports with their biological passport systems and the NADP has had its first case of this type in 2014 in the sport of cycling.



# NADP PANEL MEMBERS

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**Charles Flint QC** - NADP President



## LEGAL MEMBERS

Christopher Quinlan QC

Kate Gallafent QC

Jeremy Summers

David Casement QC

Mark Hovell

Robert Englehart QC

Charles Hollander QC

Tim Kerr QC (retired June 2015)

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

Mike Irani

Blondel Thompson

# CONCLUDED CASES 2014–15

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## **Athlete I v National Governing Body**

SR/Adhocsport/247/2015

**Decision Date:** 21/07/2014

**Issue:** Athlete Selection & Eligibility

**Tribunal:** Nicholas Stewart QC

**Outcome:** Appeal dismissed

## **Athlete M v National Governing Body**

SR/NADP/243/2015

**Decision Date:** 31/07/2014

**Issue:** Anti-Doping

**Tribunal:** William Norris QC, Neil Townshend, Kitrina Douglas

**Outcome:** Appeal upheld

## **British Swimming Limited v United Kingdom Sports Council**

SR/Adhocsport/209/2015

Swimming

**Decision Date:** 28/07/2014

**Issue:** Regulation & Governance

**Tribunal:** Charles Hollander QC, Barry O'Driscoll, Colin Murdock

**Outcome:** Appeal dismissed

## **Coach C v National Governing Body**

SR/NSP/443/2015

**Decision Date:** 26/01/2015

**Issue:** Safeguarding

**Tribunal:** Stephen Bellamy-James QC, Keith Eldridge, Lisa Wilkins

**Outcome:** Two-year period of ineligibility of coaching Under 18's upheld

## **Coach OH v National Governing Body**

SR/NSP/419/2015

**Decision Date:** 07/07/2015

**Issue:** Safeguarding

**Tribunal:** David Thomson, Jane Aldred, Ian Wilson

**Outcome:** Appeal dismissed

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**Cwmbran Celtic FC v Welsh Football League**

SR/Adhocsport/214/2015

Football

**Decision Date:** 17/10/2014

**Issue:** Regulation & Governance

**Tribunal:** Christopher Quinlan QC

**Outcome:** Appeal dismissed

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**Glentoran FC v Irish Football Association**

SR/Adhocsport/446/2015

Football

**Decision Date:** 31/01/2015

**Issue:** Athlete Selection & Eligibility

**Tribunal:** Paul Gilroy QC

**Outcome:** Appeal dismissed

---

**Hattersley v British Swimming**

SR/Adhocsport/412/2015

Swimming

**Decision Date:** 29/05/2015

**Issue:** Athlete Selection & Eligibility

**Tribunal:** William Norris QC, Thomas Solesbury, Gawain Peter Briars

**Outcome:** Appeal dismissed

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**Knight v English Table Tennis Association (Appeal 1)**

SR/Adhocsport/219/2015

Table Tennis

**Decision Date:** 19/05/2014

**Issue:** Athlete Selection & Eligibility

**Tribunal:** Paul Gilroy QC

**Outcome:** Appeal upheld

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**Knight v English Table Tennis Association (Appeal 2)**

SR/Adhocsport/218/2015

Table Tennis

**Decision Date:** 05/06/2014

**Issue:** Athlete Selection & Eligibility

**Tribunal:** William Norris QC

**Outcome:** Appeal dismissed

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**Kolasa v UK Anti-Doping (NADP Appeal)**

SR/NADP/239/2015

Rugby League

**Decision Date:** 22/05/2014

**Issue:** Anti-Doping

**Tribunal:** Tim Kerr QC, Terry Crystal, Neil Townshend

**Outcome:** Appeal partially upheld, two-year sanction reduced to 15 months

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**Lee v World Professional Billiards & Snooker Association (2)**

SR/Adhocsport/271/2015

Billiards & Snooker

**Decision Date:** 15/05/2015

**Issue:** Integrity & Discipline

**Tribunal:** Nicholas Stewart QC

**Outcome:** Appeal dismissed

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**McMillan v UK Anti-Doping (Appeal)**

SR/NADP/384/2015

Football

**Decision Date:** 24/07/2015

**Issue:** Anti-doping

**Tribunal:** Robert Englehart QC, Terry Crystal, Gordon McInnes

**Outcome:** Appeal dismissed

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**National Governing Body v Mr S**

SR/Adhocsport/250/2015

**Decision Date:** 30/09/2014

**Issue:** Integrity & Discipline

**Tribunal:** Kate Gallafent QC

**Outcome:** Case proved

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**National Governing Body v Mr S (2)**

SR/Adhocsport/251/2015

**Decision Date:** 18/11/2014

**Issue:** Integrity & Discipline

**Tribunal:** Jane Mulcahy QC

**Outcome:** Appeal dismissed

---

### **Tancock v British Swimming (1)**

SR/Adhocsport/191/2014

Swimming

**Decision Date:** 30/10/2014

**Issue:** Athlete Selection & Eligibility

**Tribunal:** David Phillips QC

**Outcome:** Leave to appeal granted

### **Tancock v British Swimming (2)**

SR/Adhocsport/241/2015

Swimming

**Decision Date:** 20/11/2014

**Issue:** Athlete Selection & Eligibility

**Tribunal:** David Phillips QC, Desmond Smith

**Outcome:** Appeal dismissed

### **Tinklin, Sophie v UK Anti-Doping (NADP Appeal)**

SR/NADP/266/2015

Boxing

**Decision Date:** 31/08/2014

**Issue:** Anti-Doping

**Tribunal:** William Norris QC, Robert Englehart QC, Barry O'Driscoll

**Outcome:** Appeal dismissed

### **UK Anti-Doping v Awad**

SR/NADP/288/2015

Boxing

**Decision Date:** 11/05/2015

**Issue:** Anti-Doping

**Tribunal:** David Casement QC, Lorraine Johnson, Blondel Thompson

**Outcome:** Two-year sanction

### **UK Anti-Doping v Bevan**

SR/NADP/406/2015

Rugby League

**Decision Date:** 27/05/2015

**Issue:** Anti-Doping

**Tribunal:** Tim Kerr QC, Mike Irani, Gordon McInnes

**Outcome:** Two-year sanction

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**UK Anti-Doping v Bilton**

SR/NADP/372/2015

Rugby Union

**Decision Date:** 13/05/2015

**Issue:** Anti-Doping

**Tribunal:** David Casement QC, Kitrina Douglas, Terry Crystal

**Outcome:** Two-year sanction

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**UK Anti-Doping v Croall**

SR/NADP/296/2015

Cycling

**Decision Date:** 24/04/2014

**Issue:** Anti-Doping

**Tribunal:** William Norris QC, Colin Murdock, Kitrina Douglas

**Outcome:** Six-month sanction

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**UK Anti-Doping v Davies**

SR/NADP/317/2015

Rugby Union

**Decision Date:** 16/09/2014

**Issue:** Anti-doping

**Tribunal:** Rod McKenzie, Carole Billington-Wood, Colin Murdock

**Outcome:** Two-year sanction

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**UK Anti-Doping v Eales**

SR/NADP/401/2015

Rugby Union

**Decision Date:** 16/06/2015

**Issue:** Anti-doping

**Tribunal:** Christopher Quinlan QC

**Outcome:** Two-year sanction

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**UK Anti-Doping v Edwards**

SR/NADP/302/2015

Rugby Union

**Decision Date:** 10/06/2015

**Issue:** Anti-doping

**Tribunal:** Christopher Quinlan QC, Barry O'Driscoll, Lorraine Johnson

**Outcome:** Three-year sanction

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**UK Anti-Doping v Evans**

SR/NADP/311/2015

Rugby Union

**Decision Date:** 29/01/2015

**Issue:** Anti-doping

**Tribunal:** William Norris QC, Mike Irani, Blondel Thompson

**Outcome:** Two-year sanction

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**UK Anti-Doping v Graham**

SR/NADP/378/2015

Rugby League

**Decision Date:** 27/08/2015

**Issue:** Anti-doping

**Tribunal:** Kate Gallafent QC, Carole Billington-Wood, Terry Crystal

**Outcome:** Four-year sanction

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**UK Anti-Doping v Hosseinpoor**

SR/NADP/329/2015

Wrestling

**Decision Date:** 05/08/2014

**Issue:** Anti-doping

**Tribunal:** Paul Gilroy QC, Kitrina Douglas, Terry Crystal

**Outcome:** Two-year sanction

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**UK Anti-Doping v Kendall**

SR/NADP/321/2015

Rugby Union

**Decision Date:** 09/01/2015

**Issue:** Anti-doping

**Tribunal:** Tim Kerr QC, Neil Townshend, Barry O'Driscoll

**Outcome:** Three-year, three-month sanction

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### UK Anti-Doping v Kruk

SR/NADP/330/2015

Weightlifting

**Decision Date:** 11/08/2014

**Issue:** Anti-doping

**Tribunal:** David Casement QC, Colin Murdock, Kitrina Douglas

**Outcome:** Eight-year sanction

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### UK Anti-Doping v McMillan

SR/NADP/352/2015

Football

**Decision Date:** 21/04/2015

**Issue:** Anti-doping

**Tribunal:** Rod McKenzie, Mike Irani, Blondel Thompson

**Outcome:** Two-year sanction

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### UK Anti-Doping v Mr C

SR/NADP/320/2015

**Decision Date:** 10/06/2015

**Issue:** Anti-doping

**Tribunal:** Matthew Lohn, Carole Billington-Wood, Peter Sever

**Outcome:** 18-month sanction (subject to appeal)

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### UK Anti-Doping v Penkywicz

SR/NADP/404/2015

Rugby League

**Decision Date:** 10/08/2015

**Issue:** Anti-Doping

**Tribunal:** William Norris QC

**Outcome:** Two-year sanction

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### UK Anti-Doping v Songhurst

SR/NADP/400/2015

Rugby League

**Decision Date:** 08/07/2015

**Issue:** Anti-Doping

**Tribunal:** Charles Hollander QC, Blondel Thompson, Kitrina Douglas

**Outcome:** Four-year sanction

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**UK Anti-Doping v Spencer-Tonks**

SR/NADP/407/2015

Rugby League

**Decision Date:** 29/06/2015

**Issue:** Anti-doping

**Tribunal:** William Norris QC

**Outcome:** Four-year sanction

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**UK Anti-Doping v Thompson**

SR/NADP/328/2015

Boxing

**Decision Date:** 14/11/2014

**Issue:** Anti-doping

**Tribunal:** Matthew Lohn, Kitrina Douglas, Terry Crystal

**Outcome:** 18-month sanction

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**UK Anti-Doping v Tiernon-Locke**

SR/NADP/326/2015

Cycling

**Decision Date:** 15/07/2014

**Issue:** Anti-doping

**Tribunal:** Charles Flint QC, Peter Sever, Terry Crystal

**Outcome:** Two-year sanction

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**UK Anti-Doping v Tinklin & Tinklin**

SR/NADP/327/2015

Boxing

**Decision Date:** 28/05/2014

**Issue:** Anti-doping

**Tribunal:** Paul Gilroy QC, Carole Billington-Wood, Neil Townshend

**Outcome:** Lifetime sanction (Athlete P), Four-year sanction (Athlete S)

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**UK Anti-Doping v Turner**

SR/NADP/322/2015

Rugby Union

**Decision Date:** 10/02/2015

**Issue:** Anti-doping

**Tribunal:** Rod McKenzie

**Outcome:** Two-year sanction

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**UK Anti-Doping v Watt**

SR/NADP/315/2015

Ice Hockey

**Decision Date:** 06/11/2014

**Issue:** Anti-doping

**Tribunal:** Robert Englehart QC, Blondel Thompson, Terry Crystal

**Outcome:** Eight-year sanction

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**UK Anti-Doping v Williams & Warburton (Consolidated)**

SR/NADP/354/2015

Athletics

**Decision Date:** 12/01/2015

**Issue:** Anti-doping

**Tribunal:** Christopher Quinlan QC, Colin Murdock, Barry O'Driscoll

**Outcome:** Three-month sanction (Williams), Six-month sanction (Warburton)

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**Watt v UK Anti-Doping (Appeal)**

SR/NADP/253/2015

Ice Hockey

**Decision Date:** 10/03/2015

**Issue:** Anti-doping

**Tribunal:** Charles Flint QC

**Outcome:** Appeal dismissed

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# EDUCATION PROGRAMME

Over the last year, Sport Resolutions hosted several training seminars across the UK, attracting 179 delegates from over 20 sports. All seminars were led by experienced members of Sport Resolutions' panel of arbitrators and mediators, as well as professional associates from partner organisations. These interactive seminars received very positive feedback with over 95% rating the seminars as good or excellent.

In May 2015, Sport Resolutions also hosted its inaugural sports law conference, which was met with great success. The one-day conference welcomed 162 delegates to listen and learn from top-rated experts in the fields of sports integrity, match-fixing, doping, athlete welfare and sports medicine.

EVENT	LOCATION	DELEGATES	% RATED EXCELLENT/ GOOD
<b>JULY 2014</b>			
How to Investigate Safeguarding Complaints in Sport	Manchester	10	100%
How to Investigate Safeguarding Complaints in Sport	London	19	100%
<b>NOVEMBER 2014</b>			
Equality and Discrimination Challenges in Sport	London	18	97%
Unlocking the WADA Code (introduction)	London	16	99%
How to Run a Model Sport Disciplinary Process	Belfast	28	100%
How to Resolve Conflict and Disputes in Sport	Belfast	22	100%
<b>DECEMBER 2014</b>			
Unlocking the WADA Code (advanced)	London	23	98%
<b>JANUARY 2015</b>			
How to Manage Spot-Fixing Cases	London	24	98%
<b>FEBRUARY 2015</b>			
Mediation Skills in Sport	London	19	100%
<b>MAY 2015</b>			
Integrity and Athlete Welfare Conference: Staying Ahead of the Game	London	162	100%



# STATISTICS

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**225** Requests for dispute resolution guidance and help

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**145** Number of Case Referrals

- 26 National Anti-Doping Panel
  - 18 National Safeguarding Panel
  - 37 Arbitration
  - 7 Mediation
  - 48 Appointments
  - 9 Other
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**341** Number of delegates attending conference and seminars

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**107** Number of days of arbitration and mediation held at our 1 Salisbury Square centre

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# EQUALITY MONITORING PROFILE 2015

Number of Staff and Board Members 21

Forms Returned 20

Forms not returned 1

## Sex

	Number	%
Male	14	70%
Female	6	30%
<b>Total</b>	<b>20</b>	<b>100%</b>

## Age

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

## 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%
<b>Total</b>	<b>20</b>	<b>100%</b>

## Disability

	Number	%
Yes	0	0%
No	20	100%
<b>Total</b>	<b>20</b>	<b>100%</b>

## Sexual Orientation

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

## Gender Reassignment

	Number	%
Transsexual	0	0%
Not applicable	20	100%
<b>Total</b>	<b>20</b>	<b>100%</b>

## Relationship status

	Number	%
Married	14	70%
Civil Partnership	0	0%
Neither	6	30%
<b>Total</b>	<b>20</b>	<b>100%</b>

## Pregnancy and maternity

	Number	%
Pregnant	0	0%
Within 26 weeks of giving birth	0	0%
Neither	20	100%
<b>Total</b>	<b>20</b>	<b>100%</b>

## Religion

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

# BOARD OF DIRECTORS

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## MANAGEMENT BOARD

Peter Crystal <b>Independent Chairman</b>	Solicitor
Richard Hendicott <b>Vice-Chairman</b>	Retired District judge Nominated by Welsh Sports Association
Simon Cliff <b>Independent Non-Executive Director</b>	Solicitor Chair of Panel and Appointments Review Committee
Margot Daly <b>Independent Non-Executive Director</b>	Accredited mediator and tribunal judge Chair of Marketing and Service Development Committee
Dame Di Ellis <b>Non-Executive Director</b>	Nominated by Sport and Recreation Alliance Member of Panel and Appointments Review Committee
Keith McGarry <b>Non-Executive Director</b>	Solicitor Advocate Nominated by Northern Ireland Sports Forum Member of Finance and Human Resources Committee
John Palmer <b>Independent Non-Executive Director</b>	Corporate communications consultant Member of Marketing and Service Development Committee
David Rigney <b>Independent Non-Executive Director</b>	Qualified chartered accountant Chair of Finance and Human Resources Committee

## MEMBER ASSOCIATION DIRECTORS

Simon Barker <b>Non-Executive Director</b>	Assistant Chief Executive Nominated by Professional Players Federation
John Kerr <b>Non-Executive Director</b>	Solicitor Nominated by Scottish Sports Association Member of Marketing and Service Development Committee
Warren Phelops <b>Non-Executive Director</b>	Solicitor Nominated by European Sponsorship Association
Ian Braid <b>Non-Executive Director</b>	Chief Executive Officer Nominated by British Athletes Commission Member of Panel and Appointments Review Committee and Marketing and Service Development Committee
Shahab Uddin <b>Non-Executive Director</b>	Solicitor Nominated by British Olympic Association
Elaine Battson <b>Non-Executive Director</b>	Director of Finance and Corporate Services Nominated by British Paralympic Association

## SECRETARIAT

Edward Procter	<b>Chief Executive</b>
Richard Harry	<b>Legal Director</b> <b>Company Secretary</b>
Jenefer Lincoln	<b>Case Manager</b>
Joanna Parry	<b>Case Manager</b>
Ross Macdonald	<b>Business Support Manager</b>
Honor Lansdell	<b>Marketing Officer</b>
Matthew Berry	<b>Business Support Assistant</b>
Kei Ikuta	<b>Case Officer</b>
Joshua Daniels	<b>Events Intern</b>

