



# ANNUAL REPORT 2016/17

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# Chairman's Report



**Edwin Glasgow QC**  
Independent Chairman

The year 2016/17 has seen continued growth for Sport Resolutions both in terms of its reputation and reach and the increase in the volume, variety and complexity of the issues that it helps to resolve.

Sport Resolutions was invited to provide the administrative support to the panel in the British Cycling review and we continue to do the same for Mr Sheldon QC in the review that he is conducting for the Football Association. These matters require careful and delicate handling and it is a credit to the staff team that they are entrusted to do so, particularly given the public interest in their progress and conclusions.

It should also be noted that Sport Resolutions provides services for an increasing number of International Federations, again testimony to our growing reputation and abilities.

To reflect these changes, Sport Resolutions has made additions to its Pro Bono service, panel membership and Board during the period.

The Pro Bono panel was first set up to provide legal advice and assistance to participants and accredited individuals at the London 2012 Olympic Games. This service was continued after the Games and is available to individuals who are a party to a matter being administered by Sport Resolutions or are part of the UK's high performance system. To cater for the increase in demand, the panel was recently reviewed and enlarged. This is a little known but well used service that ensures that all have the benefit of legal advice, ensuring fairness and equality of arms. I would like to acknowledge the support of all members of the Pro Bono service and publicly thank them for the support that they provide to sport in the UK.

Sport Resolutions has also gone through a period of change within its own governance structure. After a comprehensive review of the composition and skill set of its management board, we identified areas that required strengthening. After open advertisement and interview process, Sport Resolutions welcomed Jo Sheppard and Tracy Harrison on to its management board. Both are valuable and important additions and their presence serves to enhance further the qualities and skills on our Board, and its diversity.

We would of course be unable to provide any of our services if it were not for the individuals on our various panels; and we would be unable to maintain the excellence of the quality of those services without the commitment of those individuals.

We must set the standards of entry at the highest level. We make no apology for rigorously sticking to those standards in only nominating the very best. The panels will undergo a full review in the spring of 2018 but we made some selective additions during the year to ensure that we have proper geographical representation within the UK, and that we can respond to changes in demand for our services.

We have welcomed Lord Dyson, Sir Wyn Williams and Sir Richard McLoughlin on to our arbitrator panel, and we have also added individuals to our NSP team to cater for the increasing number of reviews and investigations that are required by NGB's.

I would like again to acknowledge the work of the National Anti-Doping Panel and the National Safeguarding Panel under the guidance of Charles Flint QC and Stephen Bellamy-James QC respectively as the Presidents of each body. The nature of the work conducted by these panels requires sensitivity and expertise and it is reassuring but surprises no one that both are considered to be the leading panel of its type in the world.

Finally I would like to acknowledge the debt that I personally, and the entire Board owe to Richard and all members of his team at Sport Resolutions. As a not-for-profit organisation, it is essential that the business is run as efficiently as possible with a small but skilled team. I never cease to be impressed and amazed by the volume and complexity of matters that are successfully and seemingly effortlessly handled by Catherine and her team, ably supported by Ross, James and Richard. But even I am not fooled by their effortless swan-like appearances; I am only too well aware of the relentless vigour with which they are constantly paddling under the water.

The year ahead offers much, with obvious and increasing demands and challenges which I am certain, with the continued support of the Board and the unfailing commitment of our devoted staff, Sport Resolutions will rise to meet.



**Edwin Glasgow QC**

# CEO's Review of the Year



**Richard Harry**  
Chief Executive Officer

2016/17 has been a record year for Sport Resolutions with over 227 enquiries of which 85 resulted in a dispute resolution service being applied.

To cater for this increase in workload, the Case Management team has increased in size to four, with the Head of Case Management being supported by the acquisition of a new member of staff in Alisha Ellis. The total staff complement has now risen to 8, which is a doubling from when I joined the organisation in 2010. If the workload increases at this same rate moving forward, then there is every likelihood that staff numbers will have to increase to ensure that we have the resources available to continue to maintain our excellent standards.

During the year, Sport Resolutions provided administrative support to Annamarie Phelps and her panel throughout the British Cycling review. This significant piece of work was of great interest to the media and public and the publication of the final report was widely reported in the national media.

It must be remembered that both the Governance Code and Duty of Care report were published in the year, raising athlete welfare and good governance to the top of the sporting agenda. It is in this climate that Andy Woodward, a former professional footballer, made allegations that he was abused by a coach when he was a young trainee. This disclosure encouraged others to come forward with similar claims, resulting in the FA establishing an independent review lead by Clive Sheldon QC. Given our expertise in assisting in such matters, the FA appointed Sport Resolutions to provide the required administrative support to Mr Sheldon and his team.

In this new climate, athletes seem to be more prepared to speak out about behaviour that they perceive to be inappropriate and, consequently, Sport Resolutions is working with a number of sports to investigate and review such complaints. It is important that any process followed is independent of the referring sport as this gives credibility and serves to reassure complainants.

As reported last year, the call on the Sport Resolutions Pro Bono Panel constantly grows such that we underwent a recent recruitment drive to increase numbers to cater for the demand. The quality of the applications was of the highest order and Sport Resolutions, and the individuals who are assisted by the Panel, should recognise the sterling work that these individuals, firms and Chambers provide, it should be remembered, at no charge to the athlete.

On the subject of panels, the wider panel membership of Sport Resolutions is reviewed every three years, and the next round will conclude in spring 2018. Toward the end of 2017, we will advertise that the panel is under review and details will be given for how applications can be made.

In addition to the work that we do in the UK, Sport Resolutions is also assisting several international federations, covering areas such as anti-doping, integrity, discipline, eligibility and contract disputes. Given the increase in this international work, it is our intention to create an International Panel of individuals who can provide diverse and proper geographical representation to reflect the global nature of this increasing work stream.

As ever, credit must be given to the fantastic team assembled at Sport Resolutions. It is incredible that such high-quality work can be delivered by such a small staff team. We are also indebted to the panel members, without whom we would not be able to provide the range of services that we do. The support that these individuals give to the sport sector in this country should not be underestimated and the least that I can do is to recognise their efforts here.

If the past 12 months is an indicator of what lies ahead then we have interesting times to come. I am confident that the staff and Board, in conjunction with our panel members, can rise to meet all challenges that await us.

A handwritten signature in black ink that reads "R Harry". The signature is fluid and cursive, with the first letter 'R' being particularly large and stylized.

**Richard Harry**

# National Anti-Doping Panel

Following the Independent Person report produced by Richard McLaren in 2016, there has been increased scrutiny on the global application of the WADA Code and how national anti-doping organisations uphold and apply the Code in their jurisdiction. With increasing pressure from stakeholders to redouble anti-doping efforts and act upon the report's findings, the IOC opened proceedings against numerous Russian athletes before the Oswald Commission.

There has also been momentum growing to ban Russian athletes from competing at the Winter Olympic Games in PyeongChang. This includes the global social media "My Moment" campaign that has been started by Olympians and Paralympians around to world to increase pressure on bodies such as the IOC to ensure that the rights of clean athletes are protected. It will be interesting to see what the IOC and FIFA do in response to the evidence that has been obtained to date. The task of bringing charges based on historic evidence and the re-testing of samples has no doubt been aided by the amendment to the 2015 WADA Code that extended the limitation period from 8 to 10 years.

The increased interest in clean sport has also been felt at the national level. In the year 2016 to 2017, the NADP determined 22 matters, including its first referral from the RFU. The majority of the cases heard by the NADP involved charges other than Presence of a Prohibited Substance. This reinforces the changing landscape of anti-doping in that we are moving away from determining cases based on positive tests to a system where as a result of their intelligence led approach, UKAD are utilising the full range of potential violations included in the Code. These non-presence cases included Evading, Refusing or Failing to Submit to Sample Collection (article 2.3) and Tampering with any part of Doping Control (article 2.5). These cases tested the notion of compelling justification in refusing or failing to submit to sample collection, and its notification prerequisite, the latter being a reminder of the importance of adherence to procedures when performing anti-doping functions.

I should also express my gratitude and acknowledge the support of the team at Sport Resolutions for performing the function of Secretariat to the NADP with such diligence. Further thanks should also be extended to the members of the NADP, both legal and specialist, for the expertise that they bring and the care with which they determine the sensitive and important matters that are brought before them.



Charles Flint QC

# NADP Panel Members



Charles Flint QC  
President NADP

***"We are moving away from determining cases based on positive tests to a system where as a result of their intelligence led approach, UKAD are utilising the full range of potential violations included in the Code."***

## SPECIALIST MEMBERS

Carole Billington-Wood  
Dr Terry Crystal  
Dr Kitrina Douglas  
Graham Edmunds  
Professor Dorian Haskard  
Dr Mike Irani  
Lorraine Johnson  
Professor Gordon McInnes  
Colin Murdock  
Dr Barry O'Driscoll  
Professor Peter Sever  
Blondel Thompson  
Dr Neil Townshend

## LEGAL MEMBERS

David Casement QC  
Robert Englehart QC  
Kate Gallafent QC  
Charles Hollander QC  
Mark Hovell  
Matthew Lohn  
Rod McKenzie  
William Norris QC  
Jeremy Summers

# National Safeguarding Panel

The biggest and most widely reported safeguarding matter in sport this year involved the disclosure made by Andy Woodward in relation to how he was treated as a young football player.

His bravery in speaking out resulted in many other individuals coming forward to complain of similar treatment by others in the game. In response, the Football Association appointed Clive Sheldon QC to lead a thorough and wide spread investigation in to what was known within football throughout a defined period of time and what measures, if any, were taken to respond to any disclosures made.

The independent investigation has had to be respectful of the on-going police operation, Operation Hydrant, that is covering much of the same ground but from the perspective of whether there are any criminal charges arising out of the same allegations.

Both matters have been running for some time and many more months may yet pass before either the police or Mr Sheldon are in a position to release any report or conclusions.

This situation in football serves as a timely reminder of the importance of having robust and clear guidelines for the protection of the vulnerable within sport. I have no doubt that procedures and practice has improved greatly but none of us can be complacent.

As I mentioned in my report of last year, the Duty of Care report concentrates on how sport should treat its participants. I will say again that this has to include the well-being and safety of those individuals who are vulnerable.

Typically this has always been perceived as referring to children but it is equally clear that adults may also be vulnerable and at risk of abuse.

It may seem an odd concept to some but even those who compete at the highest level may be vulnerable to abuse and manipulation. The allegations made in the sport of cycling this year highlight this. I would also take this opportunity of paying tribute to the work done by the members of the National Safeguarding Panel. The NSP has assisted many sports in investigating safeguarding concerns, providing risk assessments and sitting as arbitral panels to determine cases brought against individuals.

The NSP, CPSU, Sport Safeguarding Partnership, Ann Craft Trust and others provide the sport community with the resources to deal with and respond to any safeguarding matter that may be raised.

Whilst we must always strive to minimise risks and improve practice, it is a sad reality that safeguarding concerns will continue to be raised. It should be some comfort to those involved in sport that these resources are available for matters to be dealt with independently and with fairness to all.

**Stephen Bellamy-James QC**

# NSP Members



**Stephen Bellamy-James QC**  
President NSP

***"This situation in football serves as a timely reminder of the importance of having robust and clear guidelines for the protection of the vulnerable within sport."***

## SPECIALIST MEMBERS

Jane Aldred  
Carol Chamberlain  
Steve Boocock  
Martyn Dew  
Kim Doyle  
Keith Eldridge  
Peter Keen  
Helen Murdock  
Amanda Quirke  
Lance Spring  
Dr Neil Townshend  
Lisa Wilkins  
Ian Wilson

## LEGAL MEMBERS

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

# Concluded Cases 16/17



## Joseph Phelps v UK Anti-Doping (Appeal)

SR/NADP/483/2015	<b>Rugby Union</b>
<b>Date of Referral:</b>	10/11/2015
<b>Date of Decision:</b>	01/04/2016
<b>Tribunal:</b>	William Norris QC (chair) Graham Edmunds, Professor Peter Sever
<b>Charge:</b>	Presence
<b>Outcome:</b>	Appeal dismissed



## UK Anti-Doping v Adam Scanlon

SR/NADP/510/2016	<b>Rugby Union</b>
<b>Date of Referral:</b>	04/01/2016
<b>Date of Decision:</b>	04/04/2016
<b>Tribunal:</b>	David Casement QC (chair) Gordon McInnes, Lorraine Johnson
<b>Charge:</b>	Presence
<b>Outcome:</b>	2-year ineligibility via consent order



## UK Anti-Doping v John Todd

SR/NADP/514/2016	<b>Rugby League</b>
<b>Date of Referral:</b>	07/01/2016
<b>Date of Decision:</b>	26/04/2016
<b>Tribunal:</b>	Charles Hollander QC
<b>Charge:</b>	Presence
<b>Outcome:</b>	4-year ineligibility via consent order



## Warrenpoint Town Football Club v Irish FA

SR/Adhocsport/617/2016	<b>Football</b>
<b>Date of Referral:</b>	01/06/2016
<b>Date of Decision:</b>	20/06/2016
<b>Tribunal:</b>	Nicholas Randall QC
<b>Charge:</b>	-
<b>Outcome:</b>	Claim dismissed



## UK Anti-Doping v Sam Barlow

SR/NADP/511/2016	<b>Rugby League</b>
<b>Date of Referral:</b>	05/01/2016
<b>Date of Decision:</b>	27/06/2016
<b>Tribunal:</b>	Christopher Quinlan QC (chair) Colin Murdock, Professor Dorian Haskard
<b>Charge:</b>	Tampering
<b>Outcome:</b>	4-year ineligibility



## Gabriel Evans v UK Anti-Doping (Appeal)

SR/NADP/515/2016	<b>Cycling</b>
<b>Date of Referral:</b>	08/01/2016
<b>Date of Decision:</b>	05/07/2016
<b>Tribunal:</b>	William Norris QC (chair) Professor Peter Sever, Dr Terry Crystal
<b>Charge:</b>	Possession
<b>Outcome:</b>	Appeal dismissed

concluded cases continued



**Jordan McMillan v UK Anti-Doping (Appeal 2)**

SR/NADP/594/2016	<b>Football</b>
<b>Date of Referral:</b>	17/05/2016
<b>Date of Decision:</b>	08/07/2016
<b>Tribunal:</b>	Matthew Lohn
<b>Charge:</b>	Presence
<b>Outcome:</b>	Appeal allowed: 1-month reduction

**Athlete v Team**

SRAdhocsport/603/2016	
<b>Date of Referral:</b>	20/05/2016
<b>Date of Decision:</b>	04/08/2016
<b>Tribunal:</b>	Jonathan Bellamy
<b>Charge:</b>	-
<b>Outcome:</b>	Confidential



**Salford Red Devils and Dr Marwan Koukash v The RFL**

SR/Adhocsport/599/2016	<b>Rugby League</b>
<b>Date of Referral:</b>	25/05/2016
<b>Date of Decision:</b>	14/07/2016
<b>Tribunal:</b>	David Casement QC (chair) Janice Shardlow, Desmond Smith
<b>Charge:</b>	-
<b>Outcome:</b>	Appeal dismissed



**UK Anti-Doping v Sam Barlow (Appeal)**

SR/NADP/649/2016	<b>Rugby League</b>
<b>Date of Referral:</b>	19/07/2016
<b>Date of Decision:</b>	06/09/2016
<b>Tribunal:</b>	Robert Engelhart QC (chair) Dr Kitrina Douglas, Dr Neil Townshend
<b>Charge:</b>	Tampering
<b>Outcome:</b>	Appeal dismissed: 4-year ineligibility



**UK Anti-Doping v Jonathan Slowey**

SR/NADP/509/2016	<b>Boxing</b>
<b>Date of Referral:</b>	06/01/2016
<b>Date of Decision:</b>	09/09/2016
<b>Tribunal:</b>	Rod McKenzie
<b>Charge:</b>	Presence
<b>Outcome:</b>	3-year ineligibility



**UK Anti-Doping v Robin Townsend (2)**

SR/NADP/654/2016	<b>Cycling</b>
<b>Date of Referral:</b>	02/08/2016
<b>Date of Decision:</b>	03/10/2016
<b>Tribunal:</b>	Christopher Quinlan QC (chair) Dr Barry O'Driscoll, Dr Kitrina Douglas
<b>Charge:</b>	Presence
<b>Outcome:</b>	4-year ineligibility



concluded cases continued



**Athlete v British Swimming**

SR/Adhocsport/727/2016	<b>Swimming</b>
<b>Date of Referral:</b>	01/12/2016
<b>Date of Decision:</b>	08/12/2016
<b>Tribunal:</b>	Raj Parker
<b>Charge:</b>	-
<b>Outcome:</b>	Appeal dismissed



**UK Anti-Doping v Kurt Clabby**

SR/NADP/559/2016	<b>Rugby Union</b>
<b>Date of Referral:</b>	24/03/2016
<b>Date of Decision:</b>	20/12/2016
<b>Tribunal:</b>	Jeremy Summers (chair) Dr Mike Irani, Dr Barry O'Driscoll
<b>Charge:</b>	Evasion
<b>Outcome:</b>	4-year ineligibility

**Athlete v International Federation**

SR/Adhocsport/697/2016	
<b>Date of Referral:</b>	27/10/2016
<b>Date of Decision:</b>	24/12/2016
<b>Tribunal:</b>	-
<b>Charge:</b>	-
<b>Outcome:</b>	Confidential



**Vahid Hosseinpoor v UK Anti-Doping (Appeal)**

SR/NADP/667/2016	<b>Wrestling</b>
<b>Date of Referral:</b>	26/08/2016
<b>Date of Decision:</b>	13/01/2017
<b>Tribunal:</b>	Mark Hovell (chair) Colin Murdock, Blondel Thompson
<b>Charge:</b>	Returning to training before end of sanction
<b>Outcome:</b>	Appeal allowed: reduction from 2 years to 12-months of ineligibility



**UK Anti-Doping v Chinu Sandhu**

SR/NADP/704/2016	<b>Wrestling</b>
<b>Date of Referral:</b>	31/10/2016
<b>Date of Decision:</b>	27/02/2017
<b>Tribunal:</b>	William Norris QC (chair) Dr Kitrina Douglas, Professor Peter Sever
<b>Charge:</b>	Presence
<b>Outcome:</b>	4-year ineligibility



**UK Anti-Doping v Shila Panjavi**

SR/NADP/676/2016	<b>Weightlifting</b>
<b>Date of Referral:</b>	30/09/2016
<b>Date of Decision:</b>	02/03/2017
<b>Tribunal:</b>	Charles Hollander QC (chair) Professor Gordon McInnes, Carole Billington-Wood
<b>Charge:</b>	Presence
<b>Outcome:</b>	4-year ineligibility

concluded cases continued



**Aljaž Bedene & the LTA vs. International Tennis Federation**

SR/Adhocsport/746/2017		<b>Tennis</b>
<b>Date of Referral:</b>	10/01/2017	
<b>Date of Decision:</b>	02/03/2017	
<b>Tribunal:</b>	Charles Hollander QC	
<b>Charge:</b>	-	
<b>Outcome:</b>	Appeal dismissed	



**Ross Bevan v UK Anti-Doping (Appeal)**

SR/NADP/740/2017		<b>Rugby League</b>
<b>Date of Referral:</b>	03/01/2017	
<b>Date of Decision:</b>	23/03/2017	
<b>Tribunal:</b>	Jeremy Summers	
<b>Charge:</b>	Refusal	
<b>Outcome:</b>	Appeal dismissed	

**National Governing Body v International Federation**

SR/Adhocsport/780/2017	
<b>Date of Referral:</b>	06/03/2017
<b>Date of Decision:</b>	14/03/2017
<b>Tribunal:</b>	Charles Flint QC
<b>Charge:</b>	-
<b>Outcome:</b>	Confidential



**Rugby Football International Federation v Mikhail Burlutskiy**

SR/Adhocsport/773/2017		<b>Rugby League</b>
<b>Date of Referral:</b>	24/02/2017	
<b>Date of Decision:</b>	29/03/2017	
<b>Tribunal:</b>	Robert Englehart QC (chair) Dr Barry O'Driscoll, Jeff Benz	
<b>Charge:</b>	Presence	
<b>Outcome:</b>	2-year ineligibility	



**Athlete v British Swimming (2)**

SR/Adhocsport/728/2016		<b>Swimming</b>
<b>Date of Referral:</b>	01/12/2016	
<b>Date of Decision:</b>	17/03/2017	
<b>Tribunal:</b>	Mark Hovell (chair) Fergus Feeney, Janice Shardlow	
<b>Charge:</b>	-	
<b>Outcome:</b>	Appeal dismissed	



**Rugby Football International Federation v Vadim Fedchuk**

SR/Adhocsport/774/2017		<b>Rugby League</b>
<b>Date of Referral:</b>	24/02/2017	
<b>Date of Decision:</b>	29/03/2017	
<b>Tribunal:</b>	Robert Englehart QC (chair) Dr Barry O'Driscoll, Jeff Benz	
<b>Charge:</b>	Presence	
<b>Outcome:</b>	4-year ineligibility	

# Education Programme

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

Seminars focused on topical areas including governance issues, how athletes with the hyperandrogenism have been treated by their international federations, how to protect your brand, and a review of the Olympic and Paralympic Games in Rio de Janeiro, Brazil.

The third Sport Resolutions Annual Conference in association with Winston & Strawn LLP was extremely well received by industry experts and attracted a high calibre of delegates and speakers, including Tyler Hamilton, Kelly Sotherton, Michael Jamieson, Baroness Tanni Grey-Thompson and Dame Mary Peters.

EVENT	LOCATION	DELEGATES	% RATED EXCELLENT/GOOD
<b>October 2016</b> Post-Rio Review	London	31	100%
<b>November 2016</b> Governance Code	London	31	100%
<b>December 2016</b> Hyperandrogenism	London	17	100%
<b>April 2017</b> Protecting Your Brand	London	17	92%
<b>May 2017</b> Sport Resolutions Annual Conference	London	205	98%



# Statistics

## 227

Requests for dispute resolution guidance and help

- 50** Pro-Bono
- 15** National Anti-Doping Panel
- 8** Referrals outside the UK
- 4** National Safeguarding Panel

## 85

Number of case referrals

- 83** Appointments
- 2** Independent Investigations and Reviews

## 301

Number of delegates attending Sport Resolutions events

## 121

Number of days arbitration, mediation and meetings held at our 1 Salisbury square office (external bookings)

# Equality Monitoring Profile

as of 01 April 2017

Management Board Gender		
	Number	%
Male	5	55.6
Female	4	44.4
Responses	9	100

  

Sexual Orientation		
	Number	%
Heterosexual	14	93.3
Gay	0	0
Lesbian	0	0
Bisexual	0	0
Prefer not to say	1	6.7
Responses*	15	100

  

Board and Staff Gender		
	Number	%
Male	16	69.6
Female	7	30.4
Responses	23	100

  

Age		
	Number	%
18-25	2	8.7
26-44	9	39.1
45-64	9	39.1
65+	3	13.1
Responses	23	100

  

Ethnicity		
	Number	%
White British	10	47.5
White Welsh	2	9.5
White Irish	1	4.8
White English	2	9.5
White Scot-tish	1	4.8
White Other	3	14.3
Black British	1	4.8
Bangladeshi	1	4.8
Responses*	21	100

  

Gender Reassignment		
	Number	%
Transsexual	0	0
Not applicable	20	100
Responses*	20	100

  

Relationship Status		
	Number	%
Married	9	50
Civil Partner-ship	0	0
Neither	9	50
Responses*	18	100

  

Pregnancy and Maternity		
	Number	%
Pregnant	0	0
Within 26 weeks of giv-ing birth	0	0
Neither	18	100
Responses*	18	100

  

Religion		
	Number	%
Christian	9	45
Muslim	1	5
Jewish	2	10
Agnostic	2	10
None	6	30
Responses*	20	100

  

Disability		
	Number	%
Yes	0	0
No	23	100
Responses	23	100

*\*options from survey have been removed where no responses*

# Board of Directors

## MANAGEMENT BOARD

<b>Edwin Glasgow QC</b> Independent Chairman	Barrister
<b>David Rigney</b> Vice-Chairman	Qualified chartered accountant Chair of Finance and Human Resources Committee
<b>Margot Daly</b> Independent Non-Executive Director	Accredited mediator and tribunal judge Chair of Marketing and Service Development Committee
<b>Keith McGarry</b> Member Director	Solicitor Advocate Nominated by Northern Ireland Sports Forum Member of Finance and Human Resources Committee
<b>John Palmer</b> Independent Non-Executive Director	Corporate communications consultant Member of Marketing and Service Development Committee
<b>Elaine Battson</b> Member Director	Director of Finance and Corporate Services Nominated by British Paralympic Association Member of Finance and Human Resources Committee
<b>Tracy Harrison</b> Independent Non-Executive Director	Director of Marketing
<b>Johanna Sheppard</b> Independent Non-Executive Director	Director of Compliance

## WIDER BOARD

<b>James Allen</b> Member Director	Head of Policy Nominated by Sport and Recreation Alliance
<b>Simon Barker</b> Member Director	Assistant Chief Executive Nominated by Professional Players Federation
<b>Richard Hendicott</b> Member Director	Retired District Judge Nominated by Welsh Sports Association
<b>John Kerr</b> Member Director	Solicitor Nominated by Scottish Sports Association Member of Marketing and Service Development Committee

**Warren Phelops**  
Member Director

Solicitor  
Nominated by European Sponsorship Association

**Shahab Uddin**  
Member Director

Solicitor  
Nominated by British Olympic Association

## SECRETARIAT

<b>Richard Harry</b>	<b>Chief Executive Officer</b>
<b>Ross Macdonald</b>	<b>Business Manager / Company Secretary</b>
<b>Catherine Pitre</b>	<b>Head of Case Management</b>
<b>James Muncer</b>	<b>Marketing Manager</b>
<b>Kylie Brackenridge</b>	<b>Case Manager</b>
<b>Matthew Berry</b>	<b>Case Manager</b>
<b>Alisha Ellis</b>	<b>Case Manager</b>
<b>Richard Bazley</b>	<b>Business Support Officer</b>

