Membership of Sport Resolutions Panel

Selection Criteria 2027

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A. Introduction

A key objective of Sport Resolutions' commitment to a strategic policy of continuous improvement is the establishment and maintenance of a well-balanced panel which is fit for purpose across the board in terms of:

- Experience that matches the range of services to be offered by Sport Resolutions in the short, medium and long-term;
- Equality and Diversity; and
- Support for Sport Resolutions, its mission, objectives and strategy.

The Panel Selection Criteria ("the Criteria") provide the Panel Appointments and Review Committee ("PARC")[1] with the means to assess and evaluate applications by individuals for membership of Sport Resolutions Panels in a fair and consistent manner, capable of withstanding the test of external audit.

The Criteria enable the PARC:

- To set a benchmark against which all applications for Panel Membership are assessed;
- To appraise each application objectively on its own merits and in the context of the wider objectives of Sport Resolutions;
- To establish and maintain a consistent, open and transparent procedure of assessment so that prospective applicants are aware of the standards that they will be required to meet and sustain; and
- To ensure that any member of the Sport Resolutions Panel can be appointed to individual cases with confidence that the individual is suitably qualified and will enhance Sport Resolutions' reputation in the marketplace.

[1] The PARC is a sub-committee of the Board of Sport Resolutions, and its purpose is to approve various panels by considering applications against stated criteria.

B. Panel Structure

The Sport Resolutions Panel comprises Legal and Specialist Members appointed to undertake a range of dispute resolution, tribunal, investigative and advisory functions in sport. Membership is organised across national and international categories, with members eligible to belong to both where they meet the relevant appointment criteria.

The Panel includes legal arbitrators, mediators and specialist members appointed to relevant thematic panels. The national membership includes the National Anti-Doping Panel (NADP) and the National Safeguarding Panel (NSP), each of which operates under its own procedural framework.

Arbitrator members are also assigned to thematic panels covering the following areas:

- Athlete Selection and Eligibility
- Commercial
- Discipline and Integrity
- Employment and Discrimination
- Paralympic Classification
- Professional Football
- Vetting and Governance

Legal Members

Individuals appointed as Legal Members have the requisite experience to sit on anti-doping, safeguarding, disciplinary, athlete selection, eligibility, governance and other regulatory hearings, reviews and investigations and/or any other sport tribunal. Legal Members are appointed to chair hearings, lead reviews and give advisory opinions.

Specialist Members

Individuals appointed as Specialist Members have the requisite experience to be appointed as tribunal wing members alongside a Legal Chair, to undertake fact-finding investigations, or to contribute to independent reviews and assessments.

Legal and Specialist Members may also be appointed to contribute to Sport Resolutions' training and seminar programme.

National Anti-Doping Panel (NADP)

The NADP is the centralised tribunal which adjudicates on anti-doping matters in sport in the United Kingdom. Sport Resolutions has operated the service since April 2008 under a service level agreement with the Department for Digital, Culture, Media and Sport. The NADP operates under its own procedural rules and hears between 20 and 40 cases each year. A President is appointed as judicial head of the NADP, along with Legal and Specialist members. Only those eligible for the national category of membership can apply for the NADP.

National Safeguarding Panel (NSP)

The NSP adjudicates on safeguarding matters in sport in the United Kingdom. It also provides an investigation and advice service. The NSP was established by Sport Resolutions with the support of the NSPCC. The NSP operates under its own procedural rules and investigations framework. A President is appointed as head of the NSP, along with Legal and Specialist members. Specialist members are appointed to fulfil one of two distinct roles: either (i) wing members of safeguarding tribunals, or (ii) investigators. Only those eligible for the national category of membership can apply for the NSP.

Panel of Mediators

The Panel of Mediators is maintained to identify and appoint individuals with the requisite experience to act as mediator in any dispute referred to Sport Resolutions where mediation has been identified and agreed by the parties as the most appropriate form of alternative dispute resolution.

Mediators may also be appointed to contribute to Sport Resolutions' training and seminar programme.

C. Selection Criteria

The following general criteria apply to the appointment of members to all Sport Resolutions Panels:

- Interest in sport and knowledge of the structure of sport globally;
- Members of the Panels are required to have recent experience in at least two of the following areas; anti-doping, safeguarding of children or adults at risk, athlete selection, eligibility, corporate governance, sport disciplinary procedures, integrity issues in sport, commercial contracts in sport, financial fair play, employment and discrimination or any other area identified by Sport Resolutions as targets for service provision in accordance with its objectives as notified from time to time;
- Members are expected to support Sport Resolutions in its objective of providing an independent service for the fair, speedy and effective resolution of sports disputes globally;
- Panel Membership is open to all sections of the community;
- Panel Members are not required to make any fixed time commitment beyond making reasonable efforts to make themselves available if requested to sit;
- Panel Members are required to adhere to a standard code of conduct and to agree that any complaints made by a party, which do not relate to the outcome of a dispute resolution process, will be dealt with under the Sport Resolutions Complaints Policy and Process;
- Panel Members are required to adhere to Sport Resolutions Safeguarding and Adults at Risk policies.

Appointment to the Panels is for a period to be specified by the PARC and notified to the Panel Member. The PARC reserves the right to review Panel Membership and/or categories of Panel Membership from time to time.

C.1 Criteria for Appointment to the International Panel

Sport Resolutions acts as Secretariat for a number of International Federations and administers various disciplinary, regulatory and other tribunals on behalf of those Federations.

The International Panel of Arbitrators (the "International Panel") will provide an internationally diverse panel maintained to identify and appoint suitable individuals with the requisite experience to chair or lead anti-doping, safeguarding, disciplinary, athlete selection, eligibility and other regulatory hearings or tribunals, conduct investigations and reviews pursuant to the rules and procedures of any referring International Federation, or sit on independent vetting panels responsible for assessing candidate eligibility in elections.

We welcome applications from suitably qualified professionals around the world, bringing diverse expertise, perspectives and experience to the resolution of sporting matters.

The International Panel is divided into Legal Members and Specialist Members. The criteria for appointment to each category include, but are not limited to, the following:

C.1.1 Legal Members

- Judge, barrister, solicitor or accredited arbitrator;
- A minimum of seven years' post-qualifying legal or arbitration experience;
- Recent experience of chairing no fewer than ten tribunals, reviews, investigations or similar; subject to the right of PARC to waive/amend these requirements in exceptional circumstances;
- Recent experience of sitting as a member of a sport disciplinary, arbitration or appeal panel in sport on no fewer than five occasions; subject to the right of PARC to waive/amend these requirements in exceptional circumstances;
- Demonstration of active participation in sport as part of a legal practice and/or by means of involvement as an official, published author on sporting topics, participant in lectures/seminars etc. Participation in sport socially will not be sufficient to satisfy this requirement;

- An expressed commitment to complete a minimum of eight hours of relevant continuing professional development training each year and to provide evidence of completion of such training to Sport Resolutions if requested to do so;
- Applications will also be measured against current and potential Sport Resolutions' needs to fill gaps in experience and/or geographical representation and/or to meet diversity requirements, and/or anticipate trends.
- Ability to chair hearings and conduct proceedings effectively in English. French, Spanish and German language skills are desirable.

C.1.2 Specialist Members

- A nationally recognised professional qualification requiring expertise and skills in either law, accountancy, anti-doping, medical, safeguarding, policing, social work, psychology, offender management; and/or
- Involvement at a national or international level in a sport or sports organisation as an administrator, competitor, coach, official, sponsor, or adviser, published author on sporting topics, participant in lectures/seminars etc. Participation in sport socially will not be sufficient to satisfy this requirement; and/or
- Experience of sitting as a member of, or as an independent adviser/expert to, tribunals or an involvement as a wing member in commercial arbitrations; and/or
- Experience of undertaking relevant investigations, reviews, or risk assessments;
- An expressed commitment to complete a minimum of four hours of relevant continuing professional development training each year and to provide evidence of completion of such training to Sport Resolutions if requested to do so;
- Applications will also be measured against current and potential Sport Resolutions' needs to fill gaps in experience and/or geographical representation and/or to meet diversity requirements, and/or anticipate trends;
- Ability to participate effectively in tribunal proceedings conducted in English. French, Spanish and German language skills are also desirable.

The PARC may require applicants for appointment to the International Panel to attend for interview or provide details of suitable referees as part of the application process in order to enable it to assess properly and fairly the full range of skills that the applicant has to offer.

C.2 Criteria for Appointment to the National Panel

Sport Resolutions acts as Secretariat for National Governing Bodies and other organisations, administering disciplinary and regulatory tribunals, reviews and independent investigations on their behalf.

C.2.1 Legal Members

Legal Members are appointed to chair or lead anti-doping, safeguarding, disciplinary, athlete selection, eligibility and other regulatory hearings, reviews and investigations and/or any tribunal which has the power to make decisions restricting participation in sport, commercial activities, funding etc. The criteria for appointment include, but are not limited to, the following:

- Judge, barrister, solicitor or accredited arbitrator;
- A minimum of seven years' post-qualifying legal or arbitration experience;
- Recent experience of chairing no fewer than ten tribunals, reviews, investigations or similar; subject to the right of PARC to waive/amend these requirements in exceptional circumstances;
- Recent experience of sitting as a member of a disciplinary, arbitration or appeals panel in sport on no fewer than five occasions; subject to the right of PARC to waive/amend these requirements in exceptional circumstances;
- Demonstration of active participation in sport as part of a legal practice and/or by means of involvement as an official, published author on sporting topics, participant in lectures/seminars etc. Participation in sport socially will not be sufficient to satisfy this requirement;
- An expressed commitment to complete a minimum of eight hours of relevant continuing professional development training each year and to provide evidence of completion of such training to Sport Resolutions if requested to do so;
- Applications will also be measured against current and potential Sport Resolutions' needs to fill gaps in experience and/or geographical representation and/or to meet diversity requirements, and/or anticipate trends;
- Additional criteria will also be applied from time to time when appointing to specific panels such as the National Anti-Doping Panel, National Safeguarding Panel or other specialist panels that Sport Resolutions may establish from time to time.

C.2.2 Specialist Members

Specialist Members sit as wing members in anti-doping, safeguarding, disciplinary, athlete selection, eligibility and other regulatory hearings, reviews and investigations and/or any other sport tribunal. The Criteria for appointment include, but are not restricted to:

- A nationally recognised professional qualification requiring expertise and skills in either law, accountancy, anti-doping, medical, safeguarding, policing, social work, psychology, offender management; and/or
- Involvement at a national level in a sport or sports organisation as an administrator, competitor, coach, official, sponsor, or adviser, published author on sporting topics, participant in lectures/seminars etc. Participation in sport socially will not be sufficient to satisfy this requirement; and/or
- Experience of sitting as a member of, or as an independent adviser/expert to, tribunals or an involvement as a wing member in commercial arbitrations; and/or
- Experience of undertaking relevant investigations, reviews, or risk assessments;
- An expressed commitment to complete a minimum of four hours of relevant continuing professional development training each year and to provide evidence of completion of such training to Sport Resolutions if requested to do so;
- Applications will also be measured against current and potential Sport Resolutions' needs to fill gaps in experience and/or geographical representation and/or to meet diversity requirements, and/or anticipate trends;
- Additional criteria will also be applied from time to time when appointing to specific panels such as the National Anti-Doping Panel or National Safeguarding Panel.

C.3 National Anti-Doping Panel (NADP)

Background

The National Anti-Doping Panel (NADP) is an independent body established to determine anti-doping cases and appeals in sport in the United Kingdom. The NADP is independently operated by Sport Resolutions under the judicial leadership of the NADP President. The NADP operates under its own procedural rules and is afforded jurisdiction through the UK National Anti-Doping Rules.

The NADP and tribunal administration service is provided free of charge to national governing bodies, athletes and support personnel. The NADP is currently made up of twelve experienced Legal Members (including the President) who chair hearings and fifteen Specialist Members who have a background in high-performance sport as either an athlete, coach, medical professional, scientist or administrator. The NADP is independent of UK Anti-Doping, national governing bodies and other anti-doping organisations. Its role is to ensure that all anti-doping cases are dealt with fairly and consistently. NADP hearings are held throughout the UK, as well as via video conference.

C.3.1 Legal Members

Role Overview

Legal Members will be appointed by the NADP President to chair specific anti-doping tribunals in accordance with the NGB anti-doping rules and the procedural rules of the NADP. Legal Members will chair up to five first instance tribunals or appeal hearings each year, either alone or as part of a panel of three. Hearings are held within 40 days of referral to the NADP, or later at the request of the parties, and written decisions finalised within 15 working days of the hearing. Legal Members are responsible for the conduct and case management of the tribunal with the support of the NADP Secretariat. Legal Members are also responsible for writing and agreeing a reasoned decision with other panel members which is then scrutinised by the President prior to publication.

Specific Responsibilities

- To be available for appointment to chair up to five anti-doping tribunals a year sitting alone or as part of a panel of three;
- To liaise with the NADP Secretariat to ensure that tribunal proceedings are heard as quickly and efficiently as possible;

- To prepare for hearings by reading and assimilating papers before the tribunal or appeal commences, including the study of written documents and reports;
- To issue directions and control the manner in which cases are conducted in accordance with the NGB anti-doping rules and the Procedural Rules of the NADP;
- To ensure that parties, whether present, or represented or not, are able to present their case, for consideration, as fully and as fairly as possible, including, where appropriate, taking the initiative at the hearing, to ensure that all relevant matters are covered, whether specifically raised by the parties or not;
- To decide on issues of law and procedure which may arise during a tribunal;
- To decide cases by finding facts, applying the relevant Rules to them and giving a reasoned written decision within timetables laid down in NADP Rules;
- To contribute to ongoing review of the NADP Rules by liaising with the President, Secretariat and other NADP members;
- To participate in induction and ongoing training as required by Sport Resolutions and the President (usually held twice a year);
- To keep abreast of legal developments in anti-doping across the world.

Selection Criteria

- Principal professional practice/residence is in the United Kingdom;
- Solicitor or Barrister of seven years' standing;
- Recent and extensive experience of chairing sport tribunals and/or appearing before them on a regular basis;
- Recent experience of writing reasoned decisions and judgments;
- An understanding and appreciation of the unique relationships between participants in sport and sporting organisations;
- Expertise in anti-doping and in the application of the World Anti-Doping Code and UK Anti-Doping Rules;
- Able and willing to be available to accept appointments which allow cases to be heard within 40 days of appointment;
- Able and willing to commit to chairing five tribunals per year;
- Willing to give an undertaking not to accept any appointments whether paid or unpaid to UKAD or to enter into the employment or act as a decision maker on the governing board of any body with responsibility for anti-doping in sport;

- Willing to give an undertaking not to accept other appointments or instructions in relation to any anti-doping issue which may fall within the jurisdiction of the NADP or relate to any of its decisions.

C.3.2 Specialist Members

Role Overview

Specialist Members will be appointed by the President to provide tribunals with additional knowledge and experience in high-performance sport, sports medicine or sports science as and when required by specific cases. Specialist Members will normally sit alongside a second Specialist Member and a legally qualified Chair, to hear up to seven anti-doping tribunals each year, as part of a three-person panel.

Specific Responsibilities

- To be available to sit on up to seven anti-doping tribunals per annum, normally as one of two Specialist Members, sitting alongside a legally qualified Chair;
- To prepare for hearings by reading and assimilating papers before the tribunal or appeal commences, including the study of written documents and reports;
- To contribute to a reasoned written decision under the guidance of the Chair;
- To contribute to the review of the NADP Rules by liaising with the President, Secretariat and other NADP members;
- To participate in induction and ongoing training as required by the NADP (normally held twice per year).

Selection Criteria

- Principal professional practice/residence is in the United Kingdom;
- A nationally recognised professional qualification requiring expertise and skills in anti-doping (including, but not restricted to, chemistry, medical, and physiological qualifications); or
- 10 years involvement at a national level in high-performance sport as a past or present administrator, competitor, coach, official, or other similar capacity;
- Experience of sitting as a member of, or independent adviser to tribunals;

- An understanding and appreciation of the unique relationships between participants in sport and sporting organisations;
- Expertise in anti-doping and familiarity with the application of the World Anti-Doping Code and UK Anti-Doping Rules;
- Able and willing to be available to accept appointments which allow cases to be heard within 40 days of appointment;
- Able and willing to commit to sitting on up to seven tribunals per year;
- Willing to give an undertaking not to accept any appointments, whether paid or unpaid, to UKAD or to enter into the employment or act as a decision maker on the governing board of any body with responsibility for anti-doping in sport;
- Willing to give an undertaking not to accept other appointments or instructions in relation to any anti-doping issue which may fall within the jurisdiction of the NADP or relate to any of its decisions;
- Willing to give an undertaking not to represent any party or National Governing Body in relation to any doping issue, which may fall within the jurisdiction of the NADP or relate to any of its decisions, during your period of appointment;
- Willing to give an undertaking not to accept an appointment to sit as an Arbitrator for the Court of Arbitration for Sport in appeals against decisions made by NADP;
- Willing to give an undertaking not to provide expert evidence, advice or opinion in any non-NADP anti-doping matter or at a non-NADP Tribunal, including the CAS.

C.4 National Safeguarding Panel (NSP)

The National Safeguarding Panel (NSP) supports NGBs in the professional management of safeguarding complaints and concerns.

The NSP works in tandem with NGB safeguarding systems and provides professional support in cases of significant complexity or seriousness, which present risks to children, young people, adults at risk or to the reputation of a sport. The NSP is also appropriate in cases where an independent and "arm's length" approach is required.

C.4.1 Legal Members

Role Overview

Legal Members shall be appointed to chair National Governing Body (NGB) safeguarding tribunals and panels. The main aim of such appointments is to improve the quality and consistency of decision-making in respect of concerns about staff members' or volunteers' performance, capability or conduct in working with children, young people or adults at risk.

Specific Responsibilities

- To be available for appointment to NGB tribunals and panels, to make decisions in respect of concerns about staff members' or volunteers' performance, capability or conduct in working with children, young people or adults at risk;
- To prepare for hearings by reading and assimilating papers before the tribunal or appeal commences, including the study of written documents and reports;
- To issue directions and control the manner in which cases are conducted in accordance with the relevant rules and procedures;
- To ensure that the tribunal is conducted in an impartial, fair, calm and transparent manner;
- To ensure that parties are able to present their case for consideration, as fully and as fairly as possible, including, where appropriate, taking the initiative at the hearing, to ensure that all relevant matters are covered, whether specifically raised by the parties or not;
- To ensure that witnesses are supported in giving evidence, and to take special measures if required, with particular attention to children and adults at risk who are witnesses of abuse;
- To decide on issues of law and procedure which may arise during a tribunal;
- To work collaboratively with other tribunal members to decide cases by finding facts, applying the relevant rules and giving a reasoned written decision;

- To contribute to the development of, and keep abreast of, best practice in safeguarding in sport.

Selection Criteria

- Principal professional practice/residence is in the United Kingdom;
- Judge, barrister, solicitor or arbitrator of seven years' standing;
- Recent experience of chairing tribunals, panels or case management groups which have powers to decide on the suitability of individuals to work with children, young people and adults at risk;
- Knowledge of employment law and other relevant legislation which concerns equality, disability discrimination, human rights law, and the safeguarding of vulnerable groups;
- Knowledge of best practice in conducting disciplinary proceedings and in particular those of sports governing bodies;
- An understanding and appreciation of the support required for vulnerable witnesses and those accused of unsafe practice in working with children, young people and adults at risk;
- An understanding and appreciation of the impact which abusive behaviour can have on children, young people and adults at risk including the additional vulnerability to abuse of some young people and the impact of peer abuse;
- An understanding and appreciation of behaviour which is indicative of 'grooming' with the intention to abuse a child or adult at risk.

C.4.2 Specialist Members

Role Overview

Specialist Members will be appointed to apply their specialist knowledge and experience to National Governing Body (NGB) safeguarding tribunals, panels, reviews and investigations. The aim of such appointments is to improve the quality and consistency of decision-making in respect of concerns about staff members' or volunteers' performance, capability or conduct in working with children, young people or adults at risk.

Specific Responsibilities

- To be available for appointment to NGB tribunals to make decisions in respect of concerns about staff members' or volunteers' performance, capability or conduct in working with children, young people or adults at risk; and/or

- To be available for appointment to undertake reviews or investigations arising from NGB concerns about staff members' or volunteers' performance, capability or conduct in respect of their work with children, young people or adults at risk;
- To prepare thoroughly by reading and assimilating relevant papers and reports;
- To impartially evaluate and/or gather evidence and information to assist in establishing the true facts;
- To cross-examine and/or interview witnesses as required;
- To contribute to a reasoned written decision under the guidance of the Chair; and/or
- To prepare written investigation reports and advice documents;
- To contribute to the development of, and keep abreast of, best practice in safeguarding in sport.

Selection Criteria

- Principal professional practice/residence is in the United Kingdom;
- Willing and eligible to undergo an Enhanced DBS check, including the relevant barred-list check where the role is eligible, before undertaking appointments;
- A nationally recognised professional qualification requiring expertise and skills in safeguarding, and/or management of offenders and risk; and/or
- A minimum of five years' experience of working in a safeguarding role in sport;
- Recent experience of sitting on safeguarding tribunals, panels or case management groups which have powers to decide on the suitability of individuals to work with children, young people or adults at risk; and/or
- Recent experience of undertaking investigations and of compiling reports relating to safeguarding concerns and complaints;
- A basic knowledge of employment law and other relevant legislation, including the Children Act 1989, the Equality Act 2010 and the Care Act 2014, concerning equality, disability discrimination, human rights and the safeguarding of vulnerable groups;
- An understanding and appreciation of the impact which abusive or discriminatory behaviour can have on children, young people and adults at risk including the additional vulnerability of some young people;
- An understanding and appreciation of behaviour which is indicative of 'grooming' with the intention to abuse a child or adult at risk;
- An understanding and appreciation of the support required for vulnerable witnesses and those accused of unsafe practice in work with children, young people and adults at risk;

- Ability to work alongside other professionals including the legal profession, the police, social workers and other statutory agencies;
- Ability to assess and analyse a variety of evidence both written and in other forms;
- Knowledge of best practice in conducting disciplinary proceedings and in particular those of sports governing bodies; and/or
- Knowledge of best practice in undertaking statutory investigations, including interviewing adults, child witnesses and adults at risk and the recording of statements.

C.5 Criteria for Appointment to the Panel of Mediators

The Panel of Mediators List is maintained to identify and appoint individuals with the requisite experience to act as mediator in any dispute referred to Sport Resolutions where mediation has been identified and agreed by the parties as the most appropriate form of alternative dispute resolution. The Criteria for appointment include but are not restricted to:

- Evidence of successful completion of formal training with a nationally recognised mediation training body, evidenced by the award of the training body's certificate of accreditation. Acceptance of qualification from a mediation training body as satisfying this criterion will be solely at the discretion of PARC; and
- Current registration with a nationally recognised mediation body, accepted as such solely at the discretion of PARC; and
- Recent experience of having concluded no fewer than ten mediations as sole mediator to be supported by a minimum of two positive references to be obtained by the applicant, subject to the right of PARC to waive/amend these requirements; and
- Evidence of active participation in, or experience of, sport as part of professional practice is not essential, but is desirable; and
- Evidence of compliance with the professional development obligations of the applicant's professional body;
- An expressed commitment to complete a minimum of eight hours of relevant continuing professional development training each year and to provide evidence of completion of such training to Sport Resolutions if requested to do so;
- Applications will also need to be measured against current and potential Sport Resolutions' needs so as to fill gaps in experience and/or geographical spread and/or to meet diversity requirements, and/or anticipate trends.

D. Application Process

The Panel is reviewed at regular intervals (usually every three years) which normally coincides with the end of a fixed period of appointment of Members. At this point existing Members may be invited to apply to continue as a Member of the Panel. New applications are also encouraged from suitably qualified and experienced individuals through a process of open and targeted advertising. Applications for membership outside of a panel review period will only be considered from exceptional individuals who offer unique skills, experience and diversity that is not provided for by the existing Panel.

D.1 New Applications

All applicants, including existing Panel Members seeking reappointment or applying for appointment to a new Panel class or category, will be required to provide the following documents in support of their application:

- Completion of all sections of the standard Sport Resolutions application form to be supplied by Sport Resolutions;
- A CV, demonstrating clearly that the applicant meets both the general criteria and the criteria for the category of Panel Membership for which application is being made;
- Contact details for two referees to support the application (new applicants only). The Executive of Sport Resolutions may approach the referees for references prior to the application being submitted for consideration by the PARC. Provision of the contact details is evidence of consent of the applicant to the request for a reference being made by the Executive of Sport Resolutions;
- A copy of the relevant accreditation certificate and, in the case of Mediators only, evidence of registration with a nationally recognised mediation body;
- Legal and other professional panel members, other than specialist members, are required to provide evidence of current professional indemnity insurance cover applicable to the work to be carried out under the auspices of Sport Resolutions, subject to the right of PARC to waive/amend these requirements;
- Applicants may be required to undergo additional recruitment and selection checks prior to making appointments in the area of safeguarding.

D.2 Equality Monitoring

Equality monitoring is undertaken to assess and report upon the equality and diversity of our panels. We therefore request that all applicants complete the Equal Opportunities Monitoring Form. The completion of the Equal Opportunities Monitoring Form is not compulsory, but it is encouraged. All equality monitoring forms are destroyed once data has been anonymously captured.

E. Sport Resolutions Secretariat Contact Details

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Approved by	Panel Appointments & Review Committee
Approval date	26 October 2026
Document owner	HoCM
Next review due	March 2030