Panel Code of Conduct

Standards applying to all Sport Resolutions Panel Members

1. Introduction

1.1 This Code sets out the principles and standards that apply to members of the Sport Resolutions panels.

1.2 In this Code, "Panel Member" or "Member" includes members of the Panel of Arbitrators, the Panel of Mediators, and any other panel operated by Sport Resolutions from time to time.

1.3 Compliance with this Code is a condition of appointment to, and continued membership of, the Sport Resolutions Panel.

1.4 The Code applies to every aspect of a Panel Member's involvement with Sport Resolutions, including cases involving children, young people and adults at risk.

1.5 Panel Members must also comply with applicable Sport Resolutions rules, policies and procedures, and any professional or legal obligations relevant to their appointment.

2. Core Duties and Values

2.1 Sport Resolutions is committed to providing an independent service for the fair, speedy and effective resolution of sports disputes at an affordable cost. Panel Members must support this aim and uphold honesty, openness, impartiality and even-handedness, subject to their duties of confidentiality.

2.2 Panel Members must promote Sport Resolutions' values:

Value	What it means
Independent	Acting independently and impartially.
Excellence	Applying best practice in sport, law and due process.

Trustworthy	Acting fairly, transparently and with integrity.
Approachable	Communicating clearly and providing an accessible, user-friendly service.
Reinvesting	Contributing time, expertise and experience back into sport.

3. Professional Conduct and Case Management

3.1 Panel Members must carry out their duties promptly, professionally and to the highest standards of conduct.

3.2 Panel Members must disclose, at the earliest possible opportunity, any actual, potential or perceived conflict of interest. This is a continuing obligation and applies to circumstances arising before or during an appointment. Panel Members must not accept or continue an appointment unless Sport Resolutions confirms that it is appropriate for them to do so.

3.3 A Panel Member must not subsequently advise, represent or otherwise act for any party in relation to the same dispute, or a substantially related matter.

3.4 Except for an agreed fee and expenses, a Panel Member must not seek to gain from a dispute to which they are appointed.

3.5 Panel Members must comply with the Bribery Act 2010 and must not offer, request or accept any bribe, inducement or improper advantage. They must not accept any gift or hospitality that could reasonably be perceived as influencing, rewarding or securing favourable treatment. Any such offer must be reported promptly to Sport Resolutions. Where there is uncertainty, written approval must be obtained before acceptance.

3.6 Unless expressly agreed otherwise with Sport Resolutions, individuals appointed as Legal Members are responsible for maintaining adequate professional indemnity insurance for work undertaken under the auspices of Sport Resolutions and must provide evidence of the agreed level of cover if requested.

3.7 Panel Members must comply with Sport Resolutions' Complaints Policy and co-operate with any investigation arising under it.

3.8 Panel Members must complete the minimum relevant continuing professional development required by their category of membership and provide evidence if requested.

3.9 Panel Members must record time honestly and accurately and keep costs and expenses to a minimum to ensure alignment with Sport Resolutions' aims and values.

3.10 Panel Members must not act in any way that is liable to bring Sport Resolutions into disrepute.

4. Relationship with Sport Resolutions

4.1 Without compromising their independence, impartiality or professional obligations, Panel Members must support the proper administration of Sport Resolutions' services and must not act in a way that unjustifiably damages its reputation.

4.2 The relationship of trust and confidence between Sport Resolutions and its Panel Members is paramount. Panel Members must always act to preserve that relationship.

4.3 Panel Members must not misrepresent the nature of their involvement with Sport Resolutions or use Sport Resolutions appointments to promote themselves in a manner detrimental to Sport Resolutions.

4.4 Unless authorised in writing by Sport Resolutions or required by law, Panel Members must not make public comments, including through social media, about any current or concluded case administered by Sport Resolutions where doing so could breach confidentiality, identify a participant, prejudice proceedings, or reasonably call the Panel Member's independence or impartiality into question.

5. Equality, Dignity and Respect

5.1 Panel Members must promote equality and treat everyone with dignity and respect. They must not unlawfully discriminate, harass or victimise anyone because of age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex or sexual orientation, or on any other basis prohibited by law or Sport Resolutions policy.

5.2 Discrimination, prejudice, oppressive behaviour or oppressive language is unacceptable. Panel Members must comply with Sport Resolutions' Equality Policy.

6. Safeguarding Children and Adults at Risk

6.1 Panel Members must comply with Sport Resolutions' Safeguarding Policy and Procedures. The safety, welfare and best interests of children, young people and adults at risk must be a primary consideration.

6.2 In any case involving a child, young person or adult at risk, Panel Members must:

- put their safety and welfare first;
- provide equal treatment and show respect and dignity;
- consider individual needs when planning and managing the case;

- use appropriate language and communication methods so that procedures are clearly understood;
- report any safeguarding concern, allegation or suspicion without delay in accordance with Sport Resolutions' Safeguarding Policy and Procedures, including to an appropriate external authority where required;
- act within professional boundaries;
- assess the risk of harm and seek to minimise harm arising from direct participation in a hearing, investigation or review; and
- ensure that any participation in a hearing, interview, investigation or review is necessary, proportionate, appropriately supported and managed in a way that minimizes the risk of harm or distress.

7. Confidentiality, Information Sharing and Security

7.1 Unless disclosure is required by law, permitted under the rules of Sport Resolutions or other applicable rules, or agreed between the parties, Panel Members must maintain confidentiality in relation to every dispute to which they are appointed.

7.2 Panel Members must comply with Sport Resolutions' data protection and privacy policies and applicable data protection law. Personal data provided for a case must only be processed for that purpose, stored securely and retained only for as long as necessary.

7.3 At the conclusion of an appointment, Panel Members must return or securely delete case information in accordance with instructions issued by Sport Resolutions and must confirm completion if requested.

7.4 Panel Members must comply with Sport Resolutions' IT Security Policy.

7.5 Panel Members must not enter confidential, personal, special-category, commercially sensitive or case-related information into any artificial intelligence system unless its use has been expressly authorised by Sport Resolutions and complies with applicable data protection, confidentiality and information-security requirements. Panel Members remain responsible for checking the accuracy and suitability of any AI-assisted work.

7.6 Panel Members must:

- seek consent before sharing confidential information where appropriate;
- be honest and open about circumstances in which information may be shared without consent, including where this is required by law, in the public interest, or in the best interests of a child or adult at risk;
- share only the information necessary for the relevant purpose and only with those who need to receive it;

- share information promptly and securely, ensuring that it is accurate and up to date;
- keep a written record of decisions concerning the sharing of information;
- report any actual or suspected loss, unauthorised disclosure, cyber incident, data breach or compromise of case information to Sport Resolutions immediately, and preserve all relevant information and evidence;
- ensure appropriate anti-virus protection is in place before undertaking work for Sport Resolutions; and
- work with Sport Resolutions to reduce and respond to risks arising from cyber-attacks.

8. Breach of this Code

8.1 An alleged breach of this Code may be investigated in accordance with the applicable Sport Resolutions procedure. The Panel Member will normally be informed of the concern and given a reasonable opportunity to respond. Depending on the nature and seriousness of the breach, Sport Resolutions may issue guidance or a warning, require training, suspend eligibility for appointments, impose conditions, refer the matter to a professional or regulatory body, or withdraw panel membership. Nothing in this section prevents Sport Resolutions from taking immediate interim action where reasonably necessary to protect participants, preserve confidentiality or maintain the integrity of proceedings.

9. Review and Approval

Approved by	Panel Appointments & Review Committee
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Document owner	HoBO
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