



Panel Code of Conduct

1. INTRODUCTION

- 1.1 This Code sets out general principles that apply to Members of the Sport Resolutions Panel.
- 1.2 The term 'Member' shall be taken to include members of the Panel of Arbitrators, the Panel of Mediators, and any other Panel(s) operated from time to time by Sport Resolutions.
- 1.3 The Code shall apply to all aspects of a Member's involvement with Sport Resolutions.

2. DUTIES OF THE PANEL MEMBER

- 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. In supporting this aim, Members shall uphold the principles of honesty, openness (subject to clause 2.3 below), impartiality and even-handedness.
- 2.2 In addition, Members should promote Sport Resolutions' values of:
- *Independence* – run independently and impartially
 - *Expertise* – we understand, speak and implement the language of sport and law
 - *Trustworthiness* – fair, transparent and promoting integrity
 - *Accessibility* – approachable, trusted and user-friendly
 - *Reinvestment* - we are proud to invest our time, expertise and experience back into sport
- 2.3 Save as may be: i) required by law; ii) provided for under the rules of Sport Resolutions, or any other applicable rules; iii) otherwise agreed between the parties, Members shall maintain confidentiality of all matters concerning any dispute to which they are appointed.
- 2.4 Members shall disclose at the earliest possible time anything which might be perceived as a conflict of interest.

- 2.5 Members shall not subsequently act on behalf of any party in connection with a dispute to which they have been appointed.
- 2.6 Save for any agreed fee and expenses, a Member shall not seek to gain in any way from any dispute to which the Member is appointed. Members shall agree to abide by the provisions of the Bribery Act 2010. Members should not request or accept any gift or hospitality which might appear to relate in some way to their membership and which might be construed as an attempt to attract goodwill or favour. Members should notify Sport Resolutions of any such offers and are encouraged to request approval prior to the acceptance of gifts or hospitality, when unsure.
- 2.7 Members shall carry out their duties expeditiously and professionally.
- 2.8 Save where expressly agreed otherwise with Sport Resolutions, it is the responsibility of professional Members to maintain adequate Professional Indemnity insurance to cover work undertaken under the auspices of Sport Resolutions. If requested to do so, Members shall provide evidence of the agreed level of cover.
- 2.9 Members shall observe the highest standards of conduct and shall not act in any way which is liable to bring Sport Resolutions into disrepute.
- 2.10 Members shall observe Sport Resolutions' Complaints Policy and agree to co-operate with any investigations arising from it.
- 2.11 Members shall agree to complete a minimum number of hours of relevant continued professional development training each year as required by the category of membership criteria and to provide evidence of completion of such training to Sport Resolutions if requested to do so.
- 2.12 Members are entrusted to honestly and accurately time record, keeping costs and expenses to a minimum to ensure alignment with Sport Resolutions' aims and values.

3. RELATIONSHIP WITH SPORT RESOLUTIONS

- 3.1 Members shall act in a manner which is consistent with the aims and interests of Sport Resolutions and shall seek to enhance its reputation and influence as the specialist dispute resolution provider to sport.
- 3.2 The relationship of trust between Sport Resolutions and its Members is paramount. Members shall at all time act to preserve this relationship of trust and confidence. In keeping with this, Members shall not misrepresent the nature of their involvement with Sport Resolutions nor shall they use Sport Resolutions appointments to promote themselves in a manner which is detrimental to Sport Resolutions.
- 3.3 Members should not speak with, or provide an opinion to, any form of media on case matters with which SR has previous or current involvement. This prohibition includes opinions and critiques expressed in personal media or other similar channels. This is to establish a conflict-free process and to ensure Sport Resolutions' independence and impartiality. Non-compliance with this requirement will result in Members being ineligible for appointment where their independence is, or is perceived to be, undermined.

- 3.4 Members shall promote equality by not discriminating against any person, and by treating people with respect regardless of their race, age, culture, religion, gender, sexual orientation, disability or political persuasion. Discrimination; prejudice; oppressive behaviour or language in relation to any of the above is not acceptable. All colleagues, staff and wider stakeholders have a right to be treated with dignity and respect. All Panel Members agree to abide by Sport Resolutions' Equality Policy.

4. SAFEGUARDING

- 4.1 Members shall observe Sport Resolutions' Safeguarding Policy and Procedures and shall ensure that the best interests of children, young people and adults at risk are of primary consideration.

Sport Resolutions Panel Members shall:

- treat all children and adults equally, with respect and dignity.
- take account of the individual needs of children and adults at risk in the planning and management of cases.
- use appropriate language and methods of communication to ensure that any children and adults at risk involved in the matter have a clear understanding of procedures.
- report all allegations and suspicions of abuse to Sport Resolutions and to any other relevant agencies, including, where necessary, the Police, without delay.
- act within professional boundaries.
- consider the risk of harm to children and adults at risk and of minimising the harm of directly participating in a hearing, investigation or review.
- only allow children and adults at risk to give live evidence at hearings, or to be interviewed as part of a sport investigation or review, when it is absolutely necessary and when they are willing, capable and supported to do so.

5. CONFIDENTIALITY AND SECURITY

- 5.1 Members shall observe Sport Resolutions' policies regarding data protection and privacy.

Sport Resolutions Panel Members shall:

- abide by the provisions of the General Data Protection Regulation. Members shall understand that data provided in the context of a case should only be processed for that purpose, should be stored securely, and retained only as long as is necessary.
- maintain confidentiality unless the law or relevant rules, including the Rules of Sport Resolutions, require otherwise.
- seek consent about the sharing of confidential information.

- be honest and open about when personal information may be shared without consent e.g. where it is in the public interest or in the best interests of children or adults at risk to do so.
- only share information that is necessary for the purpose for which it is being shared and with those people who need to have it.
- share information in a timely and secure fashion and at all times ensure that it is accurate and up to date.
- keep a written record of any decisions taken regarding the sharing of information.
- inform Sport Resolutions immediately of any actual or potential confidentiality or security breach.
- ensure anti-virus protection is in place prior to undertaking any work for Sport Resolutions.
- Work with Sport Resolutions to alleviate the risks posed from cyber-attacks.

6. BREACH OF THIS CODE OF CONDUCT

- 6.1 Any breach of this Code may result in action being taken against the Member concerned including but not limited to Sport Resolutions absolute discretion to withdraw membership of the Panel.