

ANNUAL CONFERENCE 2023

Setting the pace
in debating integrity

Thursday 4th May 2023
Leonardo Royal Hotel St Paul's, London

 #SportRes2023

 **SPORT
RESOLUTIONS**
ANNUAL CONFERENCE 2023

**WINSTON
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ABOUT THE CONFERENCE

Sport Resolutions is proud to present its eighth annual conference in association with Winston & Strawn LLP:

Setting the Pace in Debating Integrity

In line with our previous events, we will be discussing major topics in sport with esteemed panels of sport professionals and industry experts, and with the invaluable support from Winston & Strawn LLP as sole sponsor of the event.

We have again secured a world-class line up of speakers to deliver a day of lively debate, analysis and insight, with moderation led by the much-respected sports broadcaster Jason Mohammad.

We'd like to give special thanks to our event sponsor Winston & Strawn LLP. We trust that you will find the speakers and themes both stimulating and challenging, and look forward to having you at what we believe will be another special annual event for Sport Resolutions.

Please join the Conference conversation by using  **#SportRes2023**

ABOUT THE CONFERENCE SPONSOR

Winston & Strawn has one of the premier sports law practices in the world, recognized by U.S. News–Best Lawyers® as “Law Firm of the Year” for sports law in the 2022, 2021, 2020, 2018, and 2013 editions of “Best Law Firms and by The Legal 500 UK.

“We are delighted to be partnering with Sport Resolutions for the 7th consecutive year. Winston is committed to working to find the best resolutions to sports disputes, and our continued involvement in this flagship event underlines our work with the industry’s leading organisations.”

Peter Crowther
Partner, Winston & Strawn LLP

For further information visit: www.winston.com

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CONFERENCE AGENDA

- 08:00 - 08:55** **WISLaw Networking Breakfast**
(Leo's Private Dining, Floor 1)
- 08:30 - 09:20** **Registration**
(The Wren Suite, Lower Ground, Floor -1)
- 09:30 - 09:45** **Welcome by Richard Harry**
- 09:45 - 10:45** **Do Women Belong in Sport?**
(Panel Discussion)
- 10:45 - 11:15** **Trans Athlete Eligibility in Sports: A Snapshot in Time**
(stand-alone presentation)
- 11:15 - 11:45** **Coffee break & networking**
- 11:45 - 12:45** **Impact of Sports On The Environment**
(Panel Discussion)
- 12:45 - 14:15** **Lunch & Networking**
- 14:15 - 15:30** **Latest Developments and The Future of Safeguarding**
(Panel Discussion)
- 15:30 - 16:00** **(Dried) Blood, Sweat and Data: Future Opportunities within Anti-Doping**
(Stand Alone Presentation)
- 16:00 - 16:15** **Closing Remarks by Audley Sheppard KC**
- 16:15 - 18:15** **Drinks Reception Sponsored by Winston & Strawn LLP**
(Leo's Bar, Ground Floor)

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WINSTON & STRAWN IS PROUD TO SUPPORT

Sport Resolutions Annual Conference 2023

Winston has one of the premier sports law practices in the world. Our exceptional knowledge comes from decades of experience representing sports industry clients on the most prominent matters.

KEY AREAS

Sports disputes · athlete welfare and safeguarding · contract negotiations · collective bargaining agreements · doping allegations · sponsorships and promotions · funding · brand potential and intellectual property rights · sports related financial transactions · stadium financings

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“Winston & Strawn LLP is distinguishable for its strong litigation practice, representing individual athletes, major players’ associations, sport franchises and leagues.”

“Depth of knowledge in a wide variety of issues in the sports law space. Unique ability to distill legal concepts into practical advice.”

“As a professional athlete, seeing Winston & Strawn fight for me gave me even more motivation to keep fighting for myself.”

THE LEGAL 500 2023 (RANKED TIER 1 FOR SPORTS)

“Routinely represents premier athletes and players’ associations in arbitrations, antitrust cases and personal conduct disputes.”

“Capacity to handle major equal employment opportunity and discrimination matters.”

CHAMBERS & PARTNERS 2023 (SPORTS LAW)

SELECTED CLIENTS

British Elite Athletes Association · Professional Footballers’ Association (PFA) · National Football League Players Association (NFLPA) · United States Women’s National Soccer Team (USWNT) · National Basketball Association Players Association (NBAPA) · Major League Baseball Players Association (MLBPA) · North American Soccer League (NASL)



SESSION DETAILS

SESSION 1

Do Women Belong in Sport?

There is exponential growth in women's sport; as a sector, in relation to participation and commercially. Girls and women are being inspired by the increasing visibility of world class performances and brands are diversifying their imagery and approach to promoting sport and fitness.

Broadly, however, the system remains finely tuned and optimised for men which does not cater for the physiology, anatomy and psychology of girls and women.

To enable women to optimise their health and performance, does there need to be a re-evaluation of this long-standing approach? If not, are we at risk of compromising the health and welfare of female athletes as well as their opportunity to fulfil their performance potential?

In this session Baz and Emma will explore female physiology and female-specific psychosocial factors with emphasis on injury surveillance, training and wellbeing monitoring, concussion prevention and rehabilitation and kit design.

The session will include discussion on:

1. What needs to be considered when creating systems where girls and women truly belong
2. Why females are up to 8 times more likely to have a non-contact ACL Injury
3. How the menstrual cycle effects a female's injury risk
4. What the evidence is showing about rates of concussion and sub concussion in females
5. How training and well-being monitoring can be designed with the female body in mind

SESSION 2

Trans Athlete Eligibility in Sports: A Snapshot in Time

Tokyo 2020 was the first Olympic Games at which openly trans athletes competed in the sports of weightlifting, skateboarding, cycling and football. While many consider this milestone to be a progressive step forward in the inclusion of trans athletes at major sporting events, others have raised concerns over safety and fairness in women's competitions.

The debate around trans athletes in sport can be polarising. Should trans athletes be included in the sex category consistent with their acquired gender? What, if any, conditions should trans athletes have to meet? Is there a 'one size fits all solution' or is a sport-specific analysis necessary? Can it ever be justified to expect an athlete to medicate to be able to compete? Shouldn't sport simply be inclusive for all?

These are some of the issues that sports bodies must grapple with when deciding their approach to trans athlete eligibility. Many sports have established rules in place, some are starting from scratch. And others are revising their approach in light of new evidence.

In this session we will look at the different approaches taken by national and international governing bodies to the participation of trans athletes and consider the factors that should be considered when regulating trans athlete eligibility.

SESSION 3

Impact of sports on the environment

Studies into climate change have shown that over the past 30 years, winters are generally shorter by a month with predictions that global average temperature will exceed the 2 degree limit set by the Paris Agreement.

It is becoming increasingly clear that climate change may also negatively affect sporting competition. A study has shown that around half of the former winter Olympics host cities will not be able to hold the Games by 2050 due to a lack of snow and ice. The Beijing Winter Olympics in 2022 was the first to rely almost entirely on artificial snow.

Whilst the winter sports will be among the first to be seriously affected by climate change, it is often the non-winter sports that are the main contributors to the damage caused. Another report, published by campaign group Badvertising and think-tank New Weather Sweden, found that more than 100 events, organisations and athletes were sponsored by fossil fuel companies, carmakers and airlines.

85% of greenhouse gas emissions created by major sports events come from the travel and accommodation of fans. The damage is even greater when competitions are hosted in countries where the facilities constructed will have limited future use by the local populations, including the building of new stadia, hotels, car parks and other infrastructure necessary to host the influx of fans and spectators.

At home, UK Sport recently published its Environmental Sustainability Strategy which includes a goal for high-performance sport to have a net positive impact on the environment by 2040. This ambition builds on a goal of reducing the negative environmental impact of UK Sport's own activities and operations to achieve net zero by 2030.

Is it fanciful to believe that sport will ever have a net zero environmental impact? Should we just accept that a cost for sport is inevitable environmental harm? In this session we will discuss the impact of sport on the environment and explore if and how that impact can be reduced.

SESSION 4

Latest developments and the future of safeguarding

The importance of safeguarding has been brought into sharp focus with the publication of Dame Tanni Grey-Thompson's Duty of Care in Sport Review, and more recently the Sheldon and Whyte Reviews.

Recent legislative changes in relation to Positions of Trust have extended the scope of protection in sport to treat coaches in a similar way to, for example, teachers and social workers.

The Sports Councils have also worked with stakeholders to introduce innovative programmes and systems to improve safeguarding processes, to provide confidential channels for concerns to be raised and to support those with safeguarding responsibilities.

This session will look at the current safeguarding landscape, will provide updates on recent initiatives and explore what further improvements may be required to enhance safeguarding in sport.

SESSION 5

(Dried) Blood, Sweat and Data: Future Opportunities within Anti-Doping

Innovation is not just important, but crucial, in anti-doping to proactively stay ahead of continuously evolving doping practices and to instil athlete trust and confidence through embracing new approaches in areas such as testing and education.

One such example is the recent introduction of Dried Blood Spot (DBS) testing. This is a new tool that has the potential of becoming a more accessible, athlete-friendly, and complimentary alternative to traditional sample collection methods.

Another theme is how data can be leveraged in a transparent and responsible manner to provide a more tailored and efficient approach to better identify, prevent, and deter doping.

This session will provide an overview of the implementation of DBS testing, including the experiences at UK Anti-Doping, and explore the potential role of data analytics towards delivering critical insights and improving anti-doping programmes.

SPEAKERS



Jason Mohammad @jasonmohammad
Presenter

BBC TV and radio presenter Jason Mohammad is one of the most sought-after hosts in the events world. Best known for his role on BBC One's fast live football scores Final Score and flagship football show Match of the Day and MOTD2. Jason is also a very proud member of the BBC Radio 2 family lining up alongside Zoe Ball, Claudia Winkleman and Dermot O'Leary as one of their famous voices.

Jason presents Good Morning Sunday on Radio 2 between 6am and 9am every weekend. The Cardiff-born presenter has also fronted some of the BBC's biggest television output including the Olympic Games, the Commonwealth Games, FA Cup finals, World Cup finals and the Six Nations. He's made films for The One Show and co-presented BBC One's Crimewatch with Sophie Raworth and Kirsty Young.

Jason works between London, Salford and Cardiff and is a fluent Welsh speaker - appearing regularly on Welsh language television station S4C. He even has time for his own show on BBC Radio Wales - where he fronts a phone in show in the English language.

Jason co-owns a TV production company and has recently created his own media academy. He's also a keen filmmaker having made TV documentaries on his faith in Mecca, his upbringing in Wales and historic architecture in Egypt.

Given his unique ability to chair, present and interact, some of the world's biggest brands have booked Jason for awards and events including HP, UEFA, Mercedes and Maserati.

Session 1



Baz Moffat @thewellhq
The Well HQ

After achieving a first-class honours degree and a Masters, Baz Moffat jumped into the boat and rowed straight onto the Great Britain national team. Over an impressive career she won several medals, including a silver at the 2007 World Championships.

After Baz hung up her oars she launched a successful international coaching business. Specialising in pelvic health, Baz has helped hundreds of women - from pro athletes to new mums - tap greater health and happiness by understanding mind, body and the interplay of the two.

Baz looks back fondly at her sporting career but recognises a lack of female-specific coaching limited her potential. Now a prominent voice in the women's health movement, Baz wants to highlight and address the institutional gaps that stop women reaching their potential in sport and beyond.

Baz is the CEO and Co-Founder of The Well HQ.



Dr Emma Ross @thewellhq
The Well HQ

Scientist, researcher and practitioner Dr Emma Ross is the former Head of Physiology at the English Institute of Sport. She led the UK High Performance System's first ever strategic approach to Female Athlete Health with the SmartHER programme.

Emma is behind several breakthrough initiatives that ensure active women - and their support teams - understand and support the female part of the female athlete. In 2021 she received the Sunday Times Sports Women of the Year Changemaker Award in recognition of her work to improve sport for women.



Mhairi MacLennan @mhairimaac
GB International Runner

Mhairi MacLennan is a Scottish long-distance runner from the Highlands of Scotland who's represented Great Britain at European and World Championships over Cross-Country and Track running. She's the current British Cross-Country Champion and 3 x Scottish Cross-Country Champion. Mhairi has been a part of gold-winning teams at the 2017 u23 European Cross-Country

Championships, where she achieved a top 10 finish, and the 2019 European 10,000m Championships. After struggling with chronic illness over 2020 and 2021 she came back to retain her Scottish Cross-Country Championship title and win British Cross-Country Championships as well as running personal bests over 5k and 10k.

Off the track, Mhairi campaigns and advocates for a safe and equitable sporting world where athlete welfare is prioritised. Early in 2021 she launched Kyniska Advocacy, a non-profit that campaigns for progressive policies to better protect, respect and celebrate women and girls in sport. Along with Co-Founder and fellow athlete, Kate Seary, the duo have successfully campaigned for lifetime bans for abusive coaches in athletics, run workshops for several organisations, created successful online campaigns around female athlete health and published their report, 'Stamping out Sexual Violence in Sport'. Mhairi's passion for creating a sporting world where women have a seat at the table has brought her to sitting on the board for Scottish Women in Sport and the Safeguarding Advisory Panel at UK Athletics where she endeavours to bring the athlete voice to the fore and drive change.

Session 2



Chris Lavey @twobirds
Bird & Bird

Chris is a solicitor advocate in Bird & Bird's Sports Group in London. He advises clients - primarily international federations, governing bodies and event organisers - on a variety of sports regulatory matters. He has specialised expertise in anti-doping and in athlete eligibility for competition, including on the grounds of nationality, sex and gender, and the classification of para-athletes. In recent years, he has acted for clients in high-profile disputes before the Court of Arbitration for Sport and other sports disciplinary tribunals.

Chris has advised a number of national and international federations in relation to transgender athlete policies and regulations, and works closely with those federations to draft their rules. With Jonathan Taylor KC, he successfully defended World Athletics' eligibility regulations for the female category before the CAS in the challenge brought by Caster Semenya.

Chris also advises clients in relation to commercial disputes and other regulatory and disciplinary issues, including regulatory investigations into possible rule breaches and unethical or improper conduct.

Session 3



Dr Russell Seymour @BASIS_org
BASIS

Russell Seymour is a pioneer in sustainability and sport in the UK. With an academic background (with degrees in Ecology, Environmental Sciences and Biodiversity Management) Russell started work in the sports sector through a convoluted career path. He soon realised that the sport sector had significant environmental impacts, was being impacted by environmental changes and, importantly, had an opportunity to raise awareness as a trusted, non-partisan ambassador by using the powerful influence of sport on participants and fans. Working at Lord's Cricket Ground as the first Sustainability Manager at a major UK sports venue, Russell integrated sustainability principles into business functions across the venue.

With this in mind, he set up BASIS (the British Association for Sustainable Sport), the UK's trade body for sustainability and sport, in 2010, with the intention of bringing together like-minded individuals at all levels of sport, to share ideas, experiences and strategies around sustainability. Russell became Chief Executive of BASIS in 2018 and is now Chair of the Board.

Russell is a Senior Fellow in the Institute of Sport Business at Loughborough University and a visiting lecturer in Event Management at the University of Greenwich. He is Principle Consultant at Seymour Associates. He sits on the British Standards committee SCP/1 on Sustainable Performance, Consumption and Production; and is part of the International Advisory Board for the Sport Ecology Group.

SPEAKERS



Sara Kassam @Sara_Kassam
UK Sport

Sara Kassam is the Sustainability Advisor at UK Sport. Sara works across organisations to embed sustainability expertise and catalyse systemic change in operations and behaviours. She has worked in sustainability at different levels from strategic planning to practical implementation, in the higher education, local government, museum and charity sectors. She loves connecting people and ideas to make positive change happen. She is also the Climate Change Trustee for the Museums Association and a Scout leader.



Caroline Carlin @SouthamptonFC
Southampton FC

Caroline joined Southampton Football Club in 2018. In her role as Operations and Sustainability Manager she has been instrumental in the development and launch of the club's sustainability strategy 'The Halo Effect'. She has played a key role in the club being recognised for its progress in becoming more environmentally sustainable by rising to 3rd place in the 2021 Premier League Sustainability table. She's been the driving force behind several of the club's most powerful initiatives, including the Home-Grown tree-planting scheme, sending zero waste to landfill and switching to 100% renewable green energy. She's also been responsible for launching the club's first-ever Greener Game initiative and new Park & Ride service.

Caroline has become an active member in sports sustainability networks in the UK including being a member of the Management Board at The British Association for Sustainable Sport. In 2022, Caroline was recognised and named in the ENDS Report Top 100 Power List, which showcases the environmental professionals that have had the greatest green impact and influence across the UK during the past two years.

Session 4



Michelle North @TheCPSU
Child Protection in Sport Unit

Michelle joined the Child Protection in Sport Unit in April 2013 and was appointed as Head of CPSU in April 2020. Prior to this she worked for the NSPCC Safeguarding in Education Service.

Before joining the NSPCC, Michelle was an Education Welfare Officer with over 10 years' frontline experience and later a Senior Manager with responsibility for prosecutions and case management for a local authority.

She is responsible for managing CPSU staff across England, Northern Ireland and Wales. She also manages relationships with the respective Sports Councils and with our key partners in sport and drives the strategy for sport for the NSPCC.



Paul Stewart @PStewy103
Former England Player

Paul Stewart is a former Premiership footballer who played for Man City, Spurs and Liverpool, he was also capped 3 times for England.

In 2016 Paul waived his anonymity and spoke about the physical and sexual abuse he endured at the hands of a youth coach as a 10 year old growing up in Manchester. Paul has joined the EFL's Life skills team to raise awareness about the importance of Safeguarding. He has worked with the FA SFA and Premiership clubs delivering workshops to Academy Coaches/Parents/Players and his delivery whilst hard hitting also gives an insight into Safeguarding from a survivor's perspective.



Tara Dillon @Taraldillon

Tara Dillon was appointed as CEO of the Chartered Institute for the Management of Sport and Physical Activity (CIMSPA) in January 2015. Tara began her career in Sport and Physical Activity as a lifeguard in her local centre back in 1987, whilst studying. Having gained hands on experience within local authority leisure, various management positions followed until in March 2001, she was appointed as Contracts Manager at DC Leisure Management. After 6 years with DCLM, Tara accepted the role of Executive Director of IQL-UK Ltd where she remained until her CIMSPA appointment.

Tara has a passion for the Sport and Physical Activity sector which drives her to constantly aim for improvements across the industry. Tara is at the forefront of CIMSPA's work, delivering initiatives that professionalise the workforce and enhance the career prospects of those working in sport, leisure and fitness.



John Donnelly CBE @uk_sport
UK Sport

John is the Head of Integrity at UK Sport, with a wide remit for wellbeing and conduct in the high-performance system. He also worked with the FA on grievance and conduct issues for players coaches and officials, and its 'Inclusion Policy'; Ulster Rugby on organisational values and culture; the ECB on increasing diversity of match officials; and Sport Ireland on its Culture Enhancement Programme.

Previously, John served as a soldier all over the world including the Middle East and Iraq, the Balkans, Germany, Cyprus, Afghanistan, the Falklands, Africa, Hong Kong, Canada, the USA and Argentina, retiring as a brigadier.

He held a range of operational command and leadership appointments, picked up a few medals along the way. Finished as the Director of Personal Services for the Army, responsible for discipline and conduct, grievance, inquiries, welfare, health, pay and pensions and compulsory drugs testing.

John is a keen sportsman. His achievements include setting up the Army Elite Sports Programme and running the adaptive sports programme for injured soldiers. He is a serious two-wheeled 'Lybra-lout' and a supporter of Irish Rugby.



Savita Sohal @Sport_Res
Sport Resolutions

Savita has extensive experience working in safeguarding, child protection and case management in sport having previously worked in two English national governing bodies (specifically tennis and most recently football) and a Premier League football club.

Savita is a keen advocate for wellbeing and has previously acted as a Disciplinary Panel Member for a national governing body and Safeguarding Officer for London Youth Games. Savita most recently held the role of Lay Board Member for her Local Authority Safeguarding Adults Board and currently a Case Manager at Sport Resolutions specifically dealing with Safeguarding matters.

SPEAKERS



Jayne Molyneux @Sport_England
Sport England

As Director of Welfare and Integrity Jayne has a wide remit of work which includes responsibility for leading Sport England's work on safeguarding and welfare. Working with organisations including Sport Resolutions, Jayne played a key role in the development of the Case Management Programme which now supports 44 National Governing Bodies of Sport to access independent advice and guidance regarding safeguarding matters. Jayne also works with key partners, to support sporting organisations to improve their safeguarding provision and is working with British Gymnastics on their Reform 25 Action Plan following the Whyte Review.

Prior to working for Sport England, Jayne worked for the Youth Sport Trust, a national children's charity as National Development Manager as well as several local authorities in the Northwest of England. Until recently she was Chair of Governors at her local secondary school also having responsibility for safeguarding.

In a former life, Jayne played rugby union for England and was capped 28 times; she was part of the squad who won the World Cup in 1994 and finished 3rd in 1998. Following retirement from playing she went on to coach England Students.

Session 5



Samuel Pool @ukantidoping
UK Anti-Doping

Sam Pool has been UKAD's Head of Insight & Innovation since March 2021. He has served at UKAD since 2017, with previous roles as 2021 Code Implementation Project Manager and Medical Programmes Officer.

His team are responsible for co-ordinating UKAD's engagement with scientific research, including projects such as dried blood spot testing, determining estimates of doping prevalence and evaluating the effectiveness of anti-doping education. Sam is also responsible for the creation of a data analytics strategy at UKAD and has led on recent projects delivering prototype data visualisation tools.



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