



ANNUAL REPORT 24-25

(1 April 2024 - 31 March 2025)



This authoritative stamp of independence from Sport Resolutions ensures integrity.



CONTENTS

Chair's Report	5-6
CEO's Review of the Year	7-8
Case Management Report	9-10
SR Strategy	11-14
Concluded International Cases	15-18
Concluded National Cases	19-22
Global Reach	23-24
Languages Spoken by Our Panel Members	25-26
International Clients	27
Events	28
Key Numbers	29-32
Board of Directors	33
Executive Team	34
Equality Monitoring Profile	35-36

CHAIR'S REPORT



Audley Sheppard KC
Independent Chair

The Board and the executive team have reviewed and updated the strategy and values of Sport Resolutions (SR), to better reflect the organisation's development and ambition while reinforcing our central role in helping to maintain the integrity of sport by providing independent dispute resolution services. They are pages 11 – 14 of this Report. This is an important and exciting time for SR. We look forward to working with our stakeholders in implementing our vision.

This past year has been another busy one for SR with 400 requests for guidance and assistance, resulting in just short of 300 referrals coming in to the case team.

We are very grateful to all those who are on our panels, for their availability and dedication in seeking to reach the right decision when appointed.

SR renews its main panel every three years, and this exercise was completed recently to enable us to have a refreshed and enlarged panel effective from April 2024. The quality of applicants was particularly noteworthy, as was the geographic spread and diversity. Our work is now truly international, and our panel is representative of the scope of our activities, with individuals from every continent and covering, at last count, 32 languages.

I should also like to thank all the solicitors and barristers on our Pro Bono Service. This valuable service was initiated as part of the preparation for the London 2012 Olympic and Paralympic Games, to provide free legal support throughout the Games for any accredited person. When the Games concluded, the decision was made to keep it going and we have been enlarging its composition ever since, because our aim is to ensure that athletes are not disadvantaged because they cannot afford to hire a lawyer.

In the last year, our executive team facilitated introductions which resulted in 70 pro bono appointments being made. The benefits of this service are clear – it provides those who are, for whatever reason, unable to find or secure legal support the ability to be assisted throughout what can be a daunting and challenging process. It also makes the process run more smoothly and helps with considerations such as natural justice and the principle of equality of arms.

SR is mindful of its special position in the sector and aims to assist with developing good dispute avoidance and resolution practices through seminars, webinars and presentations. This must be done without affecting our independence, so we often utilise the time and expertise of our panel members to deliver such training. It is rewarding to note that in the past year, we have been able to engage with around 1250 individuals – hopefully helping to promote good conduct and improve understanding.

At the end of the year, it was very pleasing to be told that three of our main national agreements with Department for Digital, Culture, Media & Sport (DCMS), Sport England and UK Sport to operate the National Anti-Doping Panel (NADP), Safeguarding Case Management Programme (SCMP) and Sport Integrity respectively, had been renewed. We remain committed to our UK-based work as well as providing services globally.

When SR was started in 1997, it was established as a not-for-profit company and that remains our operating model. We have no shareholders for whom dividends matter, rather we are able to focus on delivering a world-class service as economically as is possible.

Another distinguishing feature is that the administration of SR and the decisions of its panels are truly independent.

We are grateful to those that act as ambassadors for us. For example, SR was the focus of the Lord Mayor's Lecture in 2024.

Our executive team, Richard, Kylie, Ross and Duygu, have again worked tirelessly through 2024. There is often much public and media scrutiny of the issues in which we are involved, which is perhaps understandable given the high-profile nature of some of our work. Whether it's a very public or very private matter, the case team acts diligently and professionally in working with the parties and panel members. And we have hired additional people to cater for the increased workload.

My thanks to my fellow Board members, who contribute their time, experience and wisdom. Sadly, we lost our colleague, Nigel Smith, who chaired our Audit and Risk Committee. Nigel was an extraordinary individual in that he possessed a brilliant professional mind, coupled with a warm and infectious personality. He will be much missed by all at SR.

CEO'S REVIEW OF THE YEAR



Richard Harry
Chief Executive Officer

Our year started with the traditional Annual Conference held on 2 May 2024. It was hosted by Eilidh Barbour and covered topics including Relative Energy Deficiency in Sport (REDs), the abuse of match officials, match fixing and doping. A particular highlight of the event was listening to Dwain Chambers who talked candidly about his athletics career and the circumstances surrounding his use of performance enhancing substances.

It was our best attended event and our thanks go, again, to Winston & Strawn LLP for their continued support.

This year Sport Resolutions (SR) was successful in re-tendering for three significant UK contracts, namely the right to operate the National Anti-Doping Panel (NADP), the Safeguarding Case Management Programme (SCMP) and Sport Integrity. In turn, these programmes are awarded and funded by Department for Digital, Culture, Media & Sport (DCMS), Sport England and UK Sport.

I am delighted to confirm that we will operate the NADP for a further three years. SR has operated the NADP since its inception in 2007, and we are honoured to have the continued trust of DCMS against strong competition from others.

SR will also continue to run Sport Integrity through the Los Angeles cycle. This service provides a mechanism for those in the high performance Olympic and Paralympic sector to raise integrity and safeguarding concerns which can then be independently investigated. Our thanks go to UK Sport for their continued support.

The SCMP has been extended for one year to enable Sport England to conduct a thorough review of its wider safeguarding strategy. This service is well used by the 48 registered NGBs and provides key support with the management of safeguarding cases.

Our international work also continues to grow and, as an example, we assisted both the International Tennis Federation (ITF) and International Tennis Integrity Agency (ITIA) to run a process to identify and appoint new Presidents for their respective tribunals.

The ITF also required further support to assist with the administration of its new Safeguarding Panel.

In total, SR received 400 requests for assistance or guidance in the year. This is another record for us. Of those, just shy of 300 resulted in support being provided. It is noteworthy that the biggest area of our work is now in safeguarding – with 133 matters. This is a significant increase as only three years ago the total number was 35 and the year before that the number was only 10.

To cater for this increase we have enlarged our team and have similarly broadened the numbers on our panel who are able to assist with this work.

Whilst this growth is notable, I would suggest that this does not mean that behaviour in sport is getting worse, rather it is a consequence of a preparedness to speak up. There is also improving trust that concerns will be addressed and improvements, such as through Sport Integrity, in the means by which issues can be raised.

Another significant area of growth for SR is the number of investigations and reviews that we conduct. We completed 83 this year compared to just 11 only two years ago. A contributing factor for this increase is the provision of investigations under both the SCMP and Sport Integrity programmes. The importance of independent investigation cannot be understated, particularly in safeguarding matters where careers and reputations are on the line.

On a more personal level, I must acknowledge the passing of our board member and dear friend, Nigel Smith. Nigel brought a wealth of finance knowledge and experience as Chair of our Audit and Risk Committee, which helped to ensure that the business operated soundly. His greatest attribute, however, was undoubtedly his personality – bringing an infectious sense of humour and genuine humility. He will be sadly missed by all at SR and our thoughts are with his wonderful wife, Jo.

I have no doubt that the year ahead will bring yet more surprises and developments. We will all keep a keen eye on when, or indeed if, the Football Regulator comes into force. Sport has always enjoyed the ability to govern itself so the introduction of such a body is novel, and that does not even take into account that the sport to which it will relate is the most popular and best resourced sport in the country. We will, as they say, watch this space.

From a Sport Resolutions perspective, we will continue to promote the benefits of mediation to resolve disputes. It remains an underused and perhaps misunderstood process, but it has the potential to bring immediate benefits such as resolving matters quickly, maintaining relationships and being financially efficient.

Finally, I thank the amazing team at SR for their hard work and commitment. Our work can be fast paced, emotionally charged and with significant impacts both on sport and the people who work within the sector. My colleagues continue to provide the most exceptional service in a challenging environment, and it is right that I acknowledge their fantastic work.

CASE MANAGEMENT REPORT



Kylie Brackenridge
Head of Case Management

Year on year we see an increase in requests for assistance from sports organisations and athletes and this past year was no exception with 400 requests for assistance received across a variety of matters.

Safeguarding work continued to be the forefront of our work, making up 46.9% of the case load, compared to 37.3% last year. This included work under the Safeguarding Case Management Programme, Sport Integrity and safeguarding investigations, from both national and international federations who are seeking to independently investigate safeguarding allegations.

Fewer cases have made their way to the National Anti-Doping Panel (NADP) than in previous years, however we continue to administer a large number of anti-doping matters for international federations. The NADP was tasked with determining cases relating to Presence, Use/Attempted Use and Possession, with a few appeals also being determined. Separately, we continue to provide assistance to other nations with their anti-doping disputes through RADO referrals to the International Hearing Panel, in addition to the anti-doping services provided to the international federations. On the whole, anti-doping matters were referred to Sport Resolutions (SR) by 10 different anti-doping organisations.

Our international work continues to grow, with more than 33 international federations integrating SR into their policies and processes. For example, alongside the assistance SR already provides for the International Tennis Federation (ITF), they have entrusted SR to appoint and provide secretariat support to their Safeguarding Panel and independent investigations, working alongside the newly appointed Independent Chair, Sir Gary Hickinbottom. Another example is the trust placed in SR by Badminton World Federation to appoint the Vetting Panel and provide independent secretariat services for their 2024 vetting process in the lead up to their Congress. Further, a number of international federations requested SR to populate stand by panels for major events such as the Paris 2024 Olympic and Paralympic Games, Davis Cup Finals Week, Billie Jean King Cup Finals Week and the World Athletics World Championships.

SR has been fundamental to a number of significant matters over the year. SR administered the first instance matter of International Tennis Integrity Agency (ITIA) v Jannik Sinner, World Athletics v Mehdi Frère and World Professional Billiards and Snooker Association (WPBSA) v Mark King. SR enables an independent panel to reach their determination and provide a fair and transparent platform for athletes to put their case forward at first instance.

As with the international matters, SR continues to assist with important work nationally. SR assisted 12 sports with standby appeal panels in the lead up to the Paris 2024 Olympic and Paralympic Games, with 11 selection appeals determined. Another example is the Professional Football Compensation Committee (PFCC), a Tribunal appointed to assist the Premier League and English Football League (EFL) in determining the amount of compensation a football club should receive when a player joins another club.

The Sport Integrity programme continues to grow and provides an independent service to address grievances and concerns on the World Class Programme. The Programme has been extended for the LA Cycle and now assists 39 funded sports.

Another trend we have observed relates to the increased adoption of mediation as part of the wider dispute resolution framework. Mediation has been included under a number of programmes, such as the Sport Integrity programme and as an additional service available to National Governing Bodies signed up to the Safeguarding Case Management Programme. We have also seen an increase of mediation referrals outside of these programmes, utilising Sport Resolutions mediation panel and procedures, both at national and international level.

As with previous years and as a result of the increased work, to deliver these services the case management team continues to grow and we are pleased to work with a team of 16 case managers. The team support and provide professional assistance to panels and parties, administering matters in accordance with the relevant procedural rules.

In April 2024, a new Panel were appointed on a three-year term. SR saw a record number of applications to join the Panel and is pleased to work with over 350 panel members comprising of lawyers, barristers, professors, doctors, accountants, safeguarding experts and ex professional athletes including Olympians and Paralympians. We are grateful to our esteemed panel members who allow us to deliver the breath of services we do and look forward to continuing the work together.

SR STRATEGY

A graphic for the Sport Resolutions Strategy. It features a dark blue background with white geometric shapes (triangles, lines) and a large red circular logo with 'SR' in the center, surrounded by the text 'SPORT RESOLUTIONS' and 'THE INDEPENDENT EXPERTS'. The text 'SPORT RESOLUTIONS STRATEGY' is in large white letters, with 'Driving Integrity and Independence in Sport' below it. The Sport Resolutions logo is in the bottom left corner.

SPORT RESOLUTIONS STRATEGY

Driving Integrity and Independence in Sport

SPORT RESOLUTIONS

A graphic for the Executive Summary. It features a dark blue background with white geometric shapes (triangles, lines) and a large red circular logo with 'SR' in the center, surrounded by the text 'SPORT RESOLUTIONS' and 'THE INDEPENDENT EXPERTS'. The text 'EXECUTIVE SUMMARY' is in large white letters. Below it is a paragraph of text. The Sport Resolutions logo is in the bottom right corner.

EXECUTIVE SUMMARY

Sport Resolutions' updated strategy responds to developments and growth both at the organisation and in the sports sector. We are proud to be an integral part of sport in the UK and internationally.

Our goal is for our independent dispute resolution services to be adopted by more sports. We are committed to sustainable growth. We greatly value our clients and partners as we work together to ensure the integrity of the sector. Performance against Sport Resolutions' six strategic objectives will be monitored through challenging key performance indicators.

SPORT RESOLUTIONS

A graphic for Purpose and Mission. It features a dark red background with white geometric shapes (triangles, lines) and a large red circular logo with 'SR' in the center, surrounded by the text 'SPORT RESOLUTIONS' and 'THE INDEPENDENT EXPERTS'. The text 'PURPOSE' and 'MISSION' are in large white letters. Below them are paragraphs of text. The Sport Resolutions logo is in the bottom right corner.

PURPOSE

To protect, uphold and develop integrity and trust in all aspects of sport at all levels.

MISSION

To provide independent, efficient, cost-effective, and trusted dispute resolution services that are accessible to all involved in sport. Our flexible approach and innovative services will be delivered by a diverse and expert global panel, supported by an experienced executive team. Integrity and accountability will be at the heart of everything we do.

SPORT RESOLUTIONS

A graphic for Values. It features a dark red background with white geometric shapes (triangles, lines) and a large red circular logo with 'SR' in the center, surrounded by the text 'SPORT RESOLUTIONS' and 'THE INDEPENDENT EXPERTS'. The text 'VALUES' is in large white letters. Below it are five columns of text. The Sport Resolutions logo is in the bottom right corner.

VALUES

Independent	Excellence	Trustworthy
Run and applied independently and impartially	Adopting best practices in sport and law and due process	Fair, transparent and promoting integrity
Approachable	Reinvesting	
User-friendly and informative	Contributing our time, expertise and experience back into sport	

SPORT RESOLUTIONS

SR STRATEGY

SO1

ENABLING TRUST IN THE SPORT SECTOR

Championing fair dispute resolution which builds credibility in the sector

Sport Resolutions is committed to playing a leading role in establishing and maintaining consistent standards which protect the participants, ensures fair competition, and improves credibility and trust. By upholding and maintaining the highest ethical and procedural standards, Sport Resolutions is a reliable partner in all aspects of dispute resolution service delivery.

SO2

INDEPENDENT, EFFICIENT, FLEXIBLE AND COST-EFFECTIVE

Tailored services and independent procedures

Sport Resolutions addresses the varied needs of sport by offering a range of dispute resolution services, all of which are independently applied. Our reputation, experience and not-for-profit status empowers us to set the highest standards for the sector, resolve matters efficiently, and keep costs to a minimum.

SO3

WORLD-CLASS EXPERTISE, WORLDWIDE ACCESSIBILITY

Specialists in our field, anticipating and meeting the needs of a modern world

Our goal is to provide best in class dispute resolution services that adapts to the changing requirements of sport worldwide. We understand that the sector does not stand still, and neither will we. We will offer sports everywhere, who value independence and integrity, unrivalled access to best practice and leading individuals to decide their disputes.

SO4

INSPIRING, INNOVATING AND LEADING

We share our hands-on experience

As a world-leader in the field, we will raise awareness of sport integrity issues. We will keep abreast of current trends and will provide innovative procedural solutions. We will provide a platform for shared learning and debate, utilising the knowledge of our partners and panel to help shape the improving landscape, and motivate and upskill the sector.

SO5

A GLOBAL PANEL WITH DIVERSE SKILLS

A prestigious panel representative of the world of sport

Sport Resolutions will appoint panel members with the skills, knowledge and characteristics to independently apply relevant rules and regulations to sports disputes. This world leading and diverse panel will be representative of global sport and will be regularly reviewed.

SO6

A TALENTED TEAM COMMITTED TO OUR GOALS

Delivering the world's most highly respected dispute resolution service in sport

Sport Resolutions will have experienced, inclusive, high-performance individuals on its executive team and board of directors. The team will have the talents to administer cases for a wide range of worldwide clients and will continually develop to meet the ever-changing needs of global sport.

SAMPLE OF CONCLUDED INTERNATIONAL CASES

Badminton World Federation Vetting Process (VP Oceania)

Date of Decision:	8 January 2025
Independent Vetting Panel:	Dr Tanja Haug (Chair), Masahiro Takamatsu (Deputy Chair), Niels Lindholm, Malek Badri, Karen McArthur
Outcome:	The formal vetting process was completed by the IVP, who made eligibility determinations for 36 candidates - including the new Oceania Vice President - in accordance with Clause 2.3 of the Vetting Rules.

Commonwealth Games Federation Investigation

Date of Decision:	5 February 2025
Purpose:	Investigation into a breach of Code of Ethics by Senior Executive
Dispute:	The Respondent was charged with a breach of the Code of Conduct and Ethics.

World Athletics v Koki Ikeda

Date of Decision:	28 February 2025
Tribunal:	Alan Galbraith (Chair), Dr Tom Murray, Peter Koh
Dispute:	Use (2.2): Atypical Biological Passport Finding
Outcome:	4-year Ineligibility

International Tennis Integrity Agency v Jannik Sinner

Date:	19 August 2025
Tribunal:	Dr David Sharpe KC (Chair), Tammi Gaw, Benoit Girardin
Charge:	Presence (2.1): Clostebol / Use (2.2): Clostebol
Outcome:	No Fault or Negligence. Any medals, titles, ranking points and prize money obtained at the BNP Paribas Open, in Indian Wells, shall be forfeited.

World Athletics v Mehdi Frère

Date of Decision:	15 July 2024
Tribunal:	Yves Fortier (Chair), Benoit Girardin, Erika Riedl
Charge:	Whereabouts Failure (2.4)
Outcome:	2-year Ineligibility

Athlete v World Athletics (Safeguarding Appeal)

Date of Decision:	10 December 2024
Tribunal:	Anna Bordiugova (Sole)
Charge:	WA seeking ex parte Interim Safeguarding Suspension against the athlete
Outcome:	Provisional suspension upheld

SAMPLE OF CONCLUDED INTERNATIONAL CASES CONTINUED

Pan-American Boxing Confederation Vetting Process

Date of Decision:	13 March 2025
Independent Vetting Panel:	His Honour Phillip Sycamore CBE (Chair), Carol Roberts, David Pavot
Outcome:	All candidates for the Executive Board were found eligible, except one, following the vetting process for the upcoming congress (11 positions available)

World Athletics v Sultan Haydar

Date of Decision:	11 March 2025
Tribunal:	Joëlle Monlouis (Chair), Erika Riedl, Parth Goswami
Charge:	Evading, Refusing or Failing to submit to Sample Collection (2.3)
Outcome:	30-month Ineligibility

International Ski and Snowboard Federation (FIS) v Franz Steinle

Date of Decision:	8 April 2024
Tribunal:	Michael Beloff KC (Chair), Anne Ramberg, Leanne O'Leary
Charge:	Breach of Ethical Codes
Outcome:	Charges dismissed

World Athletics v Issamade Asinga

Date of Decision:	17 May 2024
Tribunal:	Dennis Koolaard (Chair), Stefan Fabien, Harveen Thauli
Charge:	Presence (2.1) & Use (2.2) - GW1516
Outcome:	4-year Ineligibility

WBPSA v Mark King

Date of Decision:	7 November 2024
Tribunal:	Graeme McPherson KC (Chair), Gordon McKay, Steven Flynn
Charge:	Match-fixing
Outcome:	5-year Ineligibility and fine (£68K)

World Athletics v Mohamed Katir

Date of Decision:	11 December 2024
Tribunal:	Charles Hollander KC (Sole)
Charge:	Tampering (2.5)
Outcome:	4-year Ineligibility

SAMPLE OF CONCLUDED NATIONAL CASES

Emir Ahmatovic v BBBoC (Appeal)

Date of Decision:	4 January 2025
Tribunal:	Christopher Quinlan KC (Chair), Moe Sbihi, Professor Dorian Haskard
Charge:	Art. 2.1 Presence & Art. 2.2 Use
Outcome:	4-year Ineligibility

Feroze Khushi & Essex CCC v The Cricket Regulator (Appeal)

Date of Decision:	10 September 2024
Tribunal:	Tim O’Gorman (Chair), Claire Taylor, Maurice Holmes
Charge:	Breach of Professional Conduct Regulations
Outcome:	Appeal dismissed. The original sanction was upheld: 12-point deduction in the 2024 Vitality County Championship, plus a suspended penalty of half the available match points (including bonus points) in any competition for two years. Mr Khushi also received a reprimand.

National Governing Body v Individual

Date of Decision:	21 February 2025
Tribunal:	Katherine Apps KC (Chair), Sara Niblock, Martyn Burrell
Charge:	Appeal by the NGB on the grounds that the Safeguarding Review Panel’s order was too lenient.
Outcome:	Appeal allowed and readmitted to the Safeguarding Case Management Group

Coach v Coach (mediation)

Date of Mediation:	4 March 2025
Mediator:	Christine Bowyer-Jones
Dispute:	Allegations of bullying
Outcome:	Successful

Assurance of Independence of Investigations and Decision-Making by the Cricket Regulator

Date of Report:	14 January 2025
Investigator:	Jonathan Rennie
Purpose:	Assessment of whether the Cricket Regulator has operated independently from the England and Wales Cricket Board (ECB) as part of its first annual assurance review
Findings:	There is no evidence that the ECB has sought to, or actually exerted, influence or interference with the Cricket Regulator’s investigation, charging and/or disciplinary powers and rather the independent regulator has established the necessary standard operating procedures and control mechanisms to best ringfence and protect its independence.

National Governing Body v Individual

Date of Decision:	20 March 2025
Tribunal:	HH Clement Goldstone KC (Chair), Lewis Hunt, Naila Hadid
Charge:	Breaches of NGB Safeguarding Regulations
Outcome:	4-year suspension order and requirement to attend training/education course & participate and pass a risk assessment

SAMPLE OF CONCLUDED NATIONAL CASES CONTINUED

National Governing Body v Individual

Date of Decision:	26 March 2025
Tribunal:	David Thomson (Chair), Martyn Burrell, Helen Murdock
Charge:	Breach of NGB Disciplinary Rules, Safeguarding Children in NGB Rules and NGB Social Media Guidelines
Outcome:	Risk Assessment to be conducted

UK Anti-Doping v David Foggin-Johnston (RFL)

Date of Decision:	1 August 2024
Tribunal:	William Norris KC (Chair), Dr Tim Rogers, Jennifer McLoughlin
Charge:	Presence (2.1) & Use (2.2)
Outcome:	2-year Ineligibility

Athlete v National Governing Body (Selection Appeal)

Date of Decision:	10 June 2024
Tribunal:	Katherine Apps KC (Sole)
Dispute:	Appeal against non-selection for the Olympic Games (Paris 2024)
Outcome:	Appeal dismissed

Cricket Regulator v Keith Barker

Date of Decision:	25 March 2025
Tribunal:	Dr David Sharpe KC (Chair), Colin Murdock, Dr Terry Crystal
Charge:	Presence (2.1) & Use (2.2) (ECB ADR)
Outcome:	12-month Ineligibility

Club Financial Reporting Unit v Morecambe Football Club

Date of Decision:	13 December 2024
Tribunal:	Christopher Quinlan KC (Chair), Alison Royston, Nick Igoe
Charge:	The Club failed to self-report the non-payment of amounts due to HMRC, in breach of EFL Regulation 17
Outcome:	Two-point deduction (suspended until 30 June 2026)

UK Anti-Doping v Joshua Lynch (RFL)

Date of Decision:	16 January 2025
Tribunal:	Jeremy Summers (Chair), Dr Paul Jackson, Carole Billington-Wood
Charge:	Presence (2.1) & Use (2.2)
Outcome:	16-month ineligibility

GLOBAL REACH

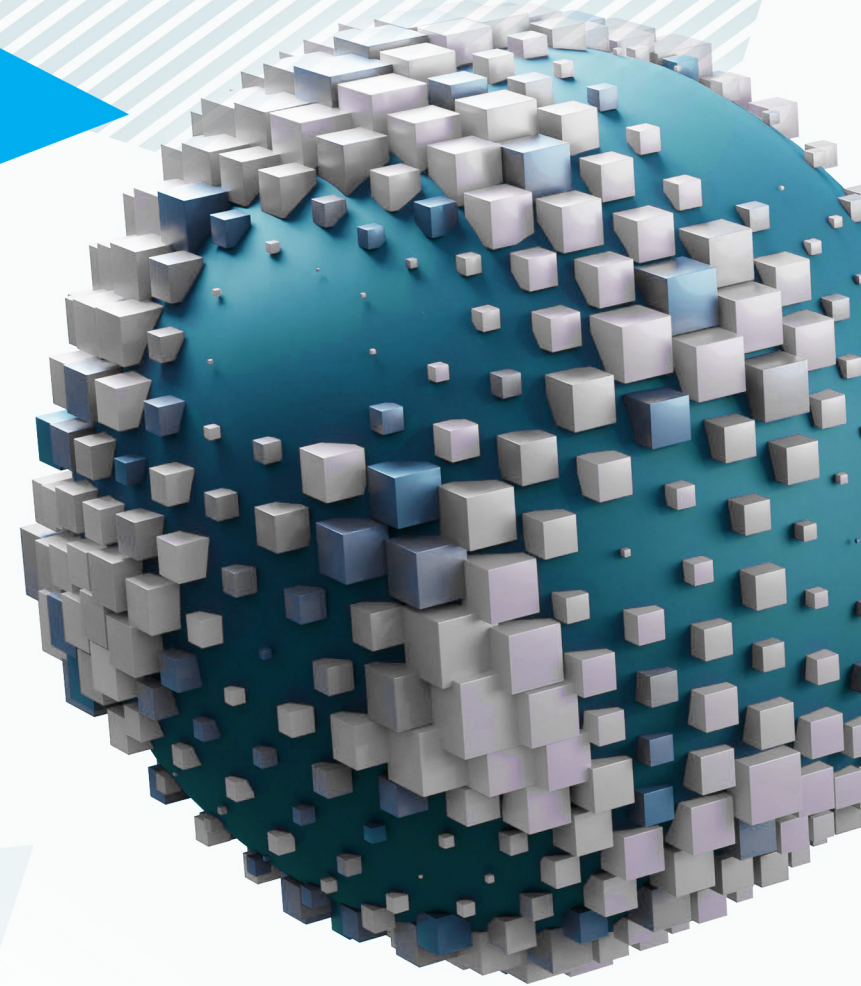
Over the past year, we have helped resolve numerous cases involving parties from around the world.



LANGUAGES SPOKEN BY OUR PANEL MEMBERS

While cases can be heard in English, French, or Spanish, our panel members bring additional linguistic diversity, collectively speaking 32 languages. This enhances our ability to engage with a broad, international community.

- | | | | |
|--------------|---------------|----------------|---------------|
| 1. Arabic | 9. Fijian | 17. Italian | 25. Romanian |
| 2. Armenian | 10. French | 18. Latin | 26. Russian |
| 3. Bengali | 11. German | 19. Malay | 27. Serbian |
| 4. Bosnian | 12. Greek | 20. Maltese | 28. Slovenian |
| 5. Cantonese | 13. Gujarati | 21. Mandarin | 29. Spanish |
| 6. Croatian | 14. Hebrew | 22. NZ Maori | 30. Swahili |
| 7. Dutch | 15. Hindi | 23. Portuguese | 31. Urdu |
| 8. English | 16. Hungarian | 24. Punjabi | 32. Vanuatu |



INTERNATIONAL CLIENTS

To date, we have supported over 33 international federations and sporting bodies with their dispute resolution processes, in addition to providing doping tribunal support to 13 RADOs.

- Athletics Integrity Unit
- Badminton World Federation
- Commonwealth Games Federation
- DP World Tour
- European Rugby League Federation
- Global Association of Mixed Martial Arts
- International Cricket Council
- International Federation for Equestrian Sports
- International Motorcycling Federation
- International Rugby League
- International Tennis Federation
- International Tennis Integrity Agency
- International Federation of American Football
- International Ski and Snowboard Federation
- International Weightlifting Federation
- International Testing Agency
- Ironman
- Ju-Jitsu International Federation
- Pan American Boxing Confederation
- Union Cycliste Internationale
- Women Tennis Association
- World Archery
- World Association of Kickboxing Organizations
- World Athletics
- World Boxing
- World Darts
- World Karate Federation
- World Netball
- World Sailing
- World Squash Federation
- World Triathlon
- World Underwater Federation
- World Professional Billiards and Snooker Association
- WADA Regional Organisations
 - 1) Central America RADO
 - 2) Caribbean RADO
 - 3) South America RADO
 - 4) Africa Zone I RADO
 - 5) Africa Zone II & III RADO
 - 6) Africa Zone V RADO
 - 7) Africa Zone VI RADO
 - 8) West Asia RADO
 - 9) Central Asia RADO
 - 10) South Asia RADO
 - 11) Southeast Asia RADO
 - 12) Indian Ocean RADO
 - 13) Oceania RADO

EVENTS

Sport Resolutions provides a leading programme of training, seminars, and educational resources focused on sport dispute resolution.

Over the past financial year, we have organised or contributed to events attended by more than 1,239 delegates. These events addressed key issues that commonly lead to conflict and disputes in sport.















Event	Location	Delegates
Sport Resolutions Annual Conference 2024	London	311
Panel Introduction Day (3)	Online	45
Panel Introduction Day (4)	Online	40
LIDW session International Arbitration and Regulation	London	80
Mediation in Sport - Success stories from NZ	Online	155
Pro Bono Panel Introduction Day	Online	88
SR end-of-summer drinks	London	120
Competition Law and Sports in association with Fountain Court Chambers	London	55
NTU Law Fair	Nottingham, UK	70
MESGO	Brussels, Belgium	35
Worshipful Company of Arbitrators' Dispute Resolution Lunch	London	120
Trauma informed investigations	London	45
IWD event	London	35
ISDE Masters Guest Lecture	London	40

KEY NUMBERS

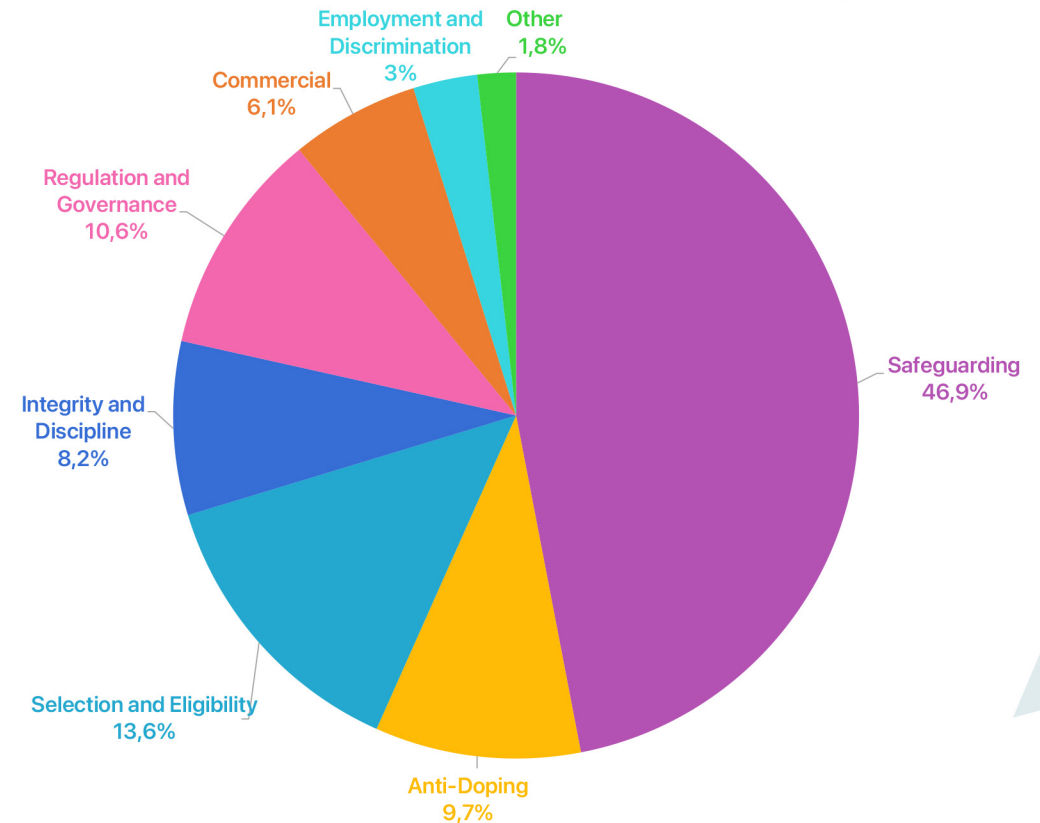
	2024-2025	2023-2024	2022-2023	2021-2022	2020-2021	2019-2020	2018-2019	2017-2018	2016-2017	2015-2016
Requests for dispute resolution guidance and help	400	379	343	308	279	331	302	303	227	179
Pro Bono Service	70	97	68	80	54	69	45	51	50	20
National Anti-Doping Panel	8	20	13	8	10	33	18	28	15	25
Referrals Outside the UK	41	64	43	40	25	63	35	36	8	0
National Safeguarding Panel	133	99	85	35	10	11	13	15	4	4
Others (sport arbitration, mediation, other enquiries)	148	99	134	145	180	155	191	173	150	130
Number of Case Referrals	292	346	244	147	149	184	156	108	85	92
Appointments *Arbitrations, mediations, funded programmes except Sport Integrity	209	258 <i>*updated figure</i>	233	122	140	181	153	99	83	85
Investigations & Reviews *Including Sport integrity Investigations & reviews	83	88 <i>*updated figure</i>	11	25	9	3	3	9	2	7
Number of delegates attending SR events/ events at which SR presents	1,239	1,234	1,000	1,120	1,081	1,022	876	540	301	306

KEY NUMBERS

Sport Resolutions has helped **37 different sports** in the 2024/25 financial year.

	Triathlon		Weightlifting		Rowing
	Football		Cricket		Athletics
	Shooting		Badminton		Rugby
	Bobsleigh		Boxing		Horse Racing
	Taekwondo		Fencing		Goalball
	Ironman		Judo		Cycling
	Swimming		Wheelchair Basketball		Karate
	Gymnastics		Archery		Modern Pentathlon
	Mountaineering		Hockey		Bowls
	Squash		Para-swimming		Skateboarding
	Para-cycling		Equestrian		Tennis
	Trampoline		Wheelchair Curling		Wheelchair Tennis
	Paddle				

Nature of disputes that Sport Resolutions has dealt in the 2024/25 financial year.



BOARD OF DIRECTORS

Audley Sheppard KC Independent Chair	Arbitrator, Twenty Essex
Tracy Harrison Independent Non-Executive Director Resigned 20 June 2024	Director of Marketing at Sky plc Chair of Marketing and Service Development Committee
Alison Mitchell Independent Non-Executive Director	Broadcast Journalist Member of Marketing and Service Development Committee
Jacqui Traynor Independent Non-Executive Director	Head of Governance, The Chartered Society of Physiotherapy Chair of Panel Appointments and Review Committee
Martin Gibbs Independent Non-Executive Director	Managing Director of SportAccord Chair of Marketing and Service Development Committee Chair of the Equestrian Community Integrity Unit (ECIU)
Nick Hayes Independent Non-Executive Director	Sports marketing and sponsorship professional Member of Marketing and Service Development Committee
Jack Anderson Independent Non-Executive Director Appointed 25 September 2024	Professor of Sports Law at the University of Melbourne Member of Audit and Risk Committee
Ronnie Denholm Independent Non-Executive Director Appointed 19 March 2025	Consultant and Independent Non-Executive Director Member of Audit and Risk Committee
Nigel Smith Independent Non-Executive Director Resigned 4 November 2024	Chair of Audit and Risk Committee
Sarah Newton Representative Non-Executive Director	Chief Operating Officer at British Elite Athletes Association Member of Audit and Risk Committee
Adrian Stockman Representative Non-Executive Director	Director of Finance and Corporate Services at British Paralympic Association Member of Audit and Risk Committee
Richard Parks Representative Non-Executive Director	Athlete, author and filmmaker Nominated by Welsh Sports Association

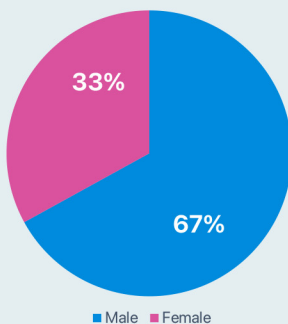
EXECUTIVE TEAM

Richard Harry	Chief Executive Officer
Kylie Brackenridge	Head of Case Management
Ross Macdonald	Head of Business Operations
Duygu Yetkincan	Marketing and Communications Manager
Astrid Mannheim	Senior Case Manager
Roxana Weich (maternity leave from October)	Senior Case Manager
Savita Sohal (maternity leave from October)	Senior Case Manager
Anna Thomas	Senior Case Manager
Alisha Ellis	Senior Case Manager (Maternity Cover)
Tilly Lock	Senior Case Manager (Maternity Cover)
Eleanor Stocker	Case Manager
John Devitt	Case Manager
Freya Pock	Case Manager
Jennifer Pinto	Case Manager
Dora Goode	Case Manager (Resigned 10 January 2025)
Charlotte Boulanger	Case Manager
Kate Leitch	Case Manager
Jordan Hinds	Business Operations and Marketing Executive
Neil Simmons	Investigator
James Bromley-Derry	Investigator
Jessica Fidge	Investigator

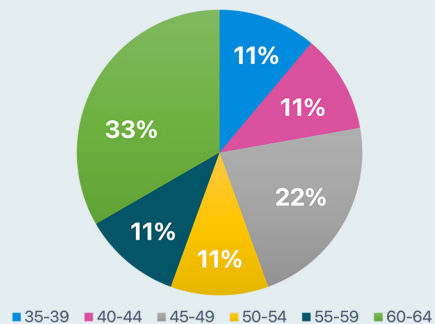
EQUALITY MONITORING PROFILE

BOARD

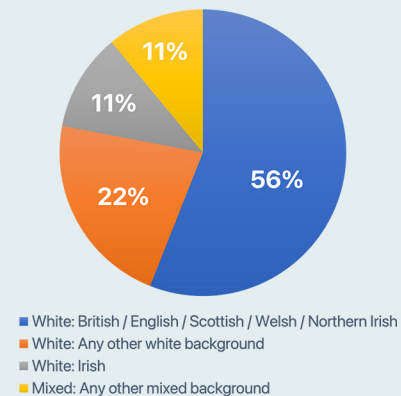
Gender



Age

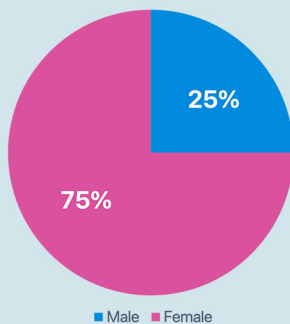


Ethnicity

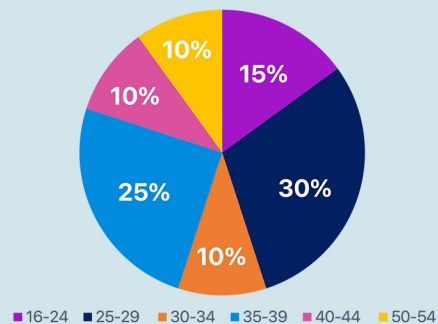


EXECUTIVE TEAM

Gender



Age



Ethnicity

