



ANNUAL REPORT 21-22



Sport Resolutions marks its 25th anniversary of providing independent, expert, speedy and cost effective dispute resolution services globally.



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CHAIR'S REPORT



Audley Sheppard KC
Independent Chair

It is an honour to make my first contribution to the Sport Resolutions (SR) Annual Report. It is also a privilege to follow the great Edwin Glasgow KC, a person held in the highest regard by all who know him and who successfully steered the company through a period of unprecedented growth.

The reputation of SR was well-known to me when accepting the position of Chair, but it is only with the benefit of working with the team and Board that I have a full appreciation of the great work that is done. It truly lives up to its objective: to protect, uphold and develop integrity and trust in all aspects of sport, providing independent, efficient and accessible resolutions, with transparency.

SR not only makes an invaluable contribution to the governance of sport in the UK but increasingly also on the international stage. Referrals from outside of the UK have increased by 60% in a year, a result of SR's expertise becoming more widely known amongst the International Federation community.

World Athletics, one of the biggest federations in the Olympic programme, places its trust in us to run and administer its disciplinary tribunal. Similar support is provided for tennis and an increasing number of other international sports too. The breadth of our services is also a matter of pride – including providing and administering tribunals covering anti-doping, safeguarding, regulation and financial matters, along with reviews, investigations and mediation.

That trust is further demonstrated by SR operating and administering the ad hoc independent tribunal for the ITF at both the 2021 Billie Jean Cup and Davis Cup respectively.

Whilst our international profile is growing, we continue to recognise the importance of our work within the UK. It was pleasing that SR was successful with its bid to the DCMS to run the National Anti-Doping Panel from April 2021 for a further three years. We have been responsible for this crucial service since the inception of the NADP in 2007 and we remain honoured to be trusted by DCMS to continue within this critical role.

It is also of note that SR is working proactively with both UK Sport and Sport England with the establishment of Sport Integrity and the Safeguarding Case Management Programme respectively.

Both services address significant issues that have plagued sport for some time – the absence of a confidential and trusted means to report unacceptable behaviour and expert support to assist NGBs with the management of their safeguarding cases.

These new services are in addition to the many others that we provide in the UK, such as all selection appeals for major games and events and our work for bodies such as the FA, the EFL, LTA, RFU, RFL, UKA and British Gymnastics to name but a few.

Whilst COVID restricted our ability to host in person events, SR was keen to continue to provide education and training events to our stakeholders. Accordingly, we held webinars and online events that covered topics as diverse as selection processes, how to conduct independent investigations, transgender athletes, safeguarding and data protection.

The growth in our work has been significant in recent years and it is imperative that we have a clear plan for that development whilst ensuring that we are able to maintain the highest standards for our existing services.

In practice, this has resulted in an expansion of our workforce, but also an enlargement of all our panels. In relation to the former, it is noticeable that the quality of those seeking to work for SR is always impressive. Our new work streams and offerings have also required a focussed approach to panel enlargement. As an example, and as a result of our growing international role and the need to increase language coverage, we recently added a number of Arabic speakers.

In this regard, the Executive works hard to identify the direction of travel and the needs of the business. We are in a unique position to have first-hand knowledge of the nature and type of dispute that comes to us and this assists to make sure that we have the resources available to meet those needs.

I would also like to recognise the invaluable work undertaken by those on the SR Pro Bono Service. Any individual involved in a matter being administered by us is entitled to request legal support from this service. We aim to secure legal support when requested, and mindful of the international nature of our work, that legal support has been provided in various languages to accommodate the need of the individual.

The benefits of this are clear, but are worth emphasising. It ensures that individuals have the benefit of advice throughout the process and it assists with considerations of fairness and equality of arms. It also helps in focussing on the matters that are relevant – and as an arbitrator myself I am acutely aware of the importance of that!

Requests for pro bono assistance have increased by nearly 50% since last year and support has been provided to athletes from every continent. The procedural benefits of this have been stated, but it should also be acknowledged that the support of our Pro Bono Service members has saved the sport sector many millions of pounds since its inception in 2012. So, thank you to everyone who gives their time freely.

SR is fortunate to have a Board of highly skilled and dedicated individuals who provide expert advice and oversight of all that we do. I am grateful for their support, guidance and contribution, and warm welcome.

Most importantly, I wish to thank the staff team, led exceptionally well by our CEO Richard Harry. Although not many in number, the team successfully administers and manages many cases of huge breadth and complexity and maintains the very highest standards. We are lucky to have them and we value them all greatly. I am very much enjoying working with Richard and the team.

The year ahead is likely to be one of further growth, in the UK and internationally. Integrity in sport, or lack of it, is increasingly in the news, and SR is well placed to assist the sporting community raise its game. There are those who are envious of our reputation for independence and quality, but I am confident we will not be put off our stride.

CEO'S REVIEW OF THE YEAR



Richard Harry
Chief Executive Officer

The year for Sport Resolutions (SR) started with Covid still affecting the business. Staff remained at home and most, if not all, of our hearings and events were conducted via a computer screen. Whilst this may not appear to be greatly problematic, it meant that those who wished to have their matters determined in person could either proceed in a virtual way or face having their matter delayed until restrictions eased.

The decline of Covid coincided with the move to our new home at Juxon House overlooking St Paul's Cathedral. This marked a new stage in our growth and a change in our business strategy. At our previous home in Salisbury Square, we held our own hearing facilities but the move to Juxon, the home of the International Dispute Resolution Centre, provides us with access to world-leading hearing facilities – a must in the new hybrid model of service delivery.

SR continues to work with both UK Sport and Sport England to deliver innovative and much-needed support to the sport sector.

The Safeguarding Case Management Pilot (SCMP) was considered a success by those NGBs engaged, resulting in Sport England deciding to make the service permanent and increasing the number of NGBs able to access the service.

The service provides end to end case management support for safeguarding matters, including initial advice and assistance, help with investigations and the provision of a hearing panel. The number of NGBs signed up to the SCMP has more than doubled and the expectation is that this number will increase again next year.

In order to provide this service, SR has increased its internal resources and has made the necessary additions to the safeguarding capacity of our panel. Again, the support and vision of Sport England should be noted and acknowledged. Providing a safe and welcoming environment for all is a key objective and the SCMP is fundamental in this aim.

The need to have robust and fair safeguarding procedures is becoming increasingly important in sport and the SCMP plays a key role. It is interesting to note that referrals to the National Safeguarding Panel increased by 250% from the previous year. This is not to suggest that there are more safeguarding issues, rather it is more likely to be a result of individuals being more knowledgeable about what is, and is not, acceptable behaviour coupled with a preparedness to speak out when things are not as they should be. This, I would suggest, is a positive step in the right direction.

Another novel initiative implemented during the year is the Independent Disclosure and Complaints Service (otherwise known as Sport Integrity). This service is funded by UK Sport with the aim to provide those in high-performance sport with the means and ability to disclose concerns and complaints in a confidential way.

It has been recognised for some time that, for whatever reason, some in elite sport are reluctant to raise concerns directly to their NGB. The establishment of Sport Integrity will hopefully go some way to reduce that potential barrier to the raising of legitimate concerns. The service will provide an initial assessment and investigation of the allegations made. At some point the issue will need to be brought to the attention of the NGB but only with the knowledge and consent of the complainant.

SR will then be able to provide additional investigative support and a hearing panel if so required.

The importance of this step is clear. Those involved in sport are encouraged to speak out when standards and behaviour are below expected levels, and this service will hopefully assist to create an environment where individuals can speak openly and confidently about their concerns. Whilst this service is initially aimed at those in UK Sport funded elite sport, it also has the potential to be scaled up to include wider sport including those participating at community level. The benefits of such an expansion are obvious, but the political will and required funding may be more difficult to secure. We shall see what the future holds.

SR continues to increase the volume and breadth of its international work. Our agreement to provide tribunal services to World Athletics (through the AIU) has been renewed and we have reached agreements with a number of new international federations for the provision of both broad and bespoke services which will come into effect in the next financial year.

To deliver this service, SR has increased its staff complement to broaden our skillset and to provide additional linguistic capability. We have also made further additions to our panel membership to increase diversity and geographical coverage and to further extend our linguistic capacity.

I would also take this opportunity to thank our dedicated and highly skilled staff team. I am constantly impressed by their commitment and skill, and their ability to deliver so much for so many in sport.

I'm delighted to acknowledge that in July 2021 SR welcomed Audley Sheppard KC as its new Chair. Our thanks and gratitude are extended to Edwin Glasgow KC who, during his five-year tenure, steered us to ever greater achievements. Audley is much in demand and the business is hugely fortunate to have secured him. I am confident that under Audley's expert stewardship we will be able to continue our growth whilst maintaining our usual high standards.

CASE MANAGEMENT REPORT



Catherine Pitre
Head of Case Management

The past year was marked by a long-awaited return to normalcy, or more aptly, a new normal. Competitions cautiously resumed and we finally had the opportunity to witness sporting exploits during the postponed Tokyo Summer Olympics, Beijing Winter Olympics, and other competitions. As covid-related uncertainty lifted, parties in sporting disputes who had not previously experienced virtual hearings could see the benefits of continuing to hold some matters remotely. Hybrid conferences, meetings, training events and working arrangements that allowed us to continue to feel close despite the inability to travel, have now become commonplace. The adaptability of sport stakeholders and implementation of new practices have fostered collaboration beyond geographical borders.

During this time period, we have provided services to a wider range of individuals and organisations than ever before. To date, we have supported close to 20 different international federations with a variety of investigation, arbitration, mediation and other dispute resolution services. We anticipate this number to continue to grow as more organisations opt to designate Sport Resolutions as their dispute resolution service provider of choice. As integrity risks emerge, we are proud to continue to deliver independent, expert, timely and cost efficient services, including ad hoc panels adjudicating on expedited matters during championships or major events. In standard procedures, our panels deliver prompt decisions, communicated to parties within three weeks of hearing, providing organisations, individuals and athletes with certainty and justice.

We are also proud of the diversity of experiences and skill sets of our panels, including those who provide specialist expertise such as scientific and safeguarding knowledge. Throughout the year and when considering gender, Sport Resolutions men and women panel members have been appointed in equal or quasi-equal percentages to cases across the board. This is important to note as most matters before Sport Resolutions Panels provide for completely independent appointments, and it is therefore through no accident, and indeed much care and skill being placed on putting together panels consisting of the right combination of complimentary expertise, experience and skills.

Fewer cases have made their way to the National Anti-Doping Panel (NADP) than in previous years, in part due to the delayed impact of the pandemic on testing programmes. The NADP was tasked with determining cases relating to Presence, Use/Attempted Use, Possession, Trafficking/Attempted Trafficking charges, with a few appeals also being determined. Separately, we were pleased to be able to assist other nations with their anti-doping disputes through RADO referrals to the International Hearing Panel, in addition to our anti-doping tribunal services to IFs. Overall, anti-doping matters were referred to Sport Resolutions by 13 different anti-doping organisations. All but one matter were heard remotely, with the in-person hearing being held at our new state of the art premises within the IDRC Centre at 1 Paternoster Lane in central London.

Demand for investigation and safeguarding-related services has increased significantly as more athletes utilise their voices and platform to demand better accountability from their sports. It is pleasing to see our panel's safeguarding expertise and secretariat experience being called upon to investigate and adjudicate a wide range of matters, at national and international level. We hope to continue to see sports tackling safeguarding concerns head on, and consider safeguarding elements arising in every type of case.

SAMPLE CONCLUDED OF INTERNATIONAL CASES 2021-22

World Athletics v Blessing Okagbare

Athlete Nationality:	Nigerian
Date of Decision:	14 February 2022
Tribunal:	Christopher Quinlan KC (Sole)
Charge:	Presence: EPO & HGH - Human Growth Hormone & failure to comply with Demand
Outcome:	10 years Ineligibility

World Athletics v Brianna McNeal

Athlete Nationality:	American
Date of Decision:	21 April 2021
Tribunal:	Janie Soublière, Tanja Haug, Pedro Fida
Charge:	Tampering or Attempted Tampering
Outcome:	5 years Ineligibility

World Athletics v Abeba-Tekulu Gebremeskel

Nationality:	Ethiopian
Date of Decision:	6 December 2021
Tribunal:	Anna Smirnova, Dennis Koolgaard, Patrick Grandjean
Charge:	Athlete Biological Passport
Outcome:	4 years Ineligibility

International Fed. of American Football v Maksim Chyhir

Nationality:	Belarussian
Date of Decision:	3 May 2022
Tribunal:	Tanja Haug (Sole)
Charge:	Presence: Methandienone
Outcome:	4 years Ineligibility

International Tennis Fed. v Varvara Lepchenko

Nationality:	American
Date of Decision:	23 March 2022
Tribunal:	David Casement KC, Erika Riedl, Gary O'Driscoll
Charge:	Presence: Adrafinil and/or Modafinil metabolite
Outcome:	4 years Ineligibility

International Tennis Fed. v Athlete

Nationality:	Italian
Date of Decision:	17 December 2021
Tribunal:	Susan Ahern, Prof. Gordon McInnes, Colin Murdock
Charge:	Presence
Outcome:	No period of Ineligibility

SAMPLE CONCLUDED OF INTERNATIONAL CASES CONTINUED

World Karate v Carlos Alberto Sinisterra

Nationality:	Colombian
Date of Decision:	23 July 2021
Tribunal:	Lucas Ferrer (Sole)
Charge:	Presence: Octodrine and metabolite (heptaminol)
Outcome:	2 years Ineligibility

IWF Complaint: Maxim Agapitov (against Phil Andrews)

Nationality:	Russian and American
Date of Decision:	24 August 2021
Tribunal:	Andrew Minogue, Professor Dr Moni Wekesa, Yoshihiro Takatori
Charge:	Complaint against Mr Andrews
Outcome:	Warning Issued

Uruguayan Tennis Association v International Tennis Fed. (Appeals)

Nationality:	Uruguayan
Date of Decision:	16 November 2021
Tribunal:	Grace Cheng (Sole)
Charge:	Appeal of Davis Cup Violation fine
Outcome:	Appeal Dismissed

World Athletics v Fernanda Martins

Nationality:	Brazilian
Date of Decision:	4 th August 2021
Tribunal:	Jeffrey Benz (Sole)
Charge:	Presence: Ostarine
Outcome:	2 months Ineligibility

World Athletics v Athlete

Nationality:	Russian
Date of Decision:	21 June 2021
Tribunal:	Charles Hollander KC, Paul Ciucur, Julien Berenger
Charge:	Presence
Outcome:	No period of Ineligibility

World Athletics v Carina Horn

Nationality:	South African
Date of Decision:	10 September 2021
Tribunal:	Raj Parker (Sole)
Charge:	Presence: LGD-40332 and Ibutamoren
Outcome:	2 years Ineligibility

SAMPLE CONCLUDED OF NATIONAL CASES 2021-22

NGB Case Review

Panel Member:	Louis Weston
Date of Report:	10 October 2021
Scope:	Review of randomly selected safeguarding and welfare cases

Derby County v EFL

Sport:	Football
Date of Decision:	18 November 2021
Tribunal:	William Norris KC, Nicholas Stewart KC, Stephen Davies KC
Charge:	Points Deduction Appeal
Outcome:	Appeal Dismissed

FAW v Connah's Quay Nomads

Sport:	Football
Date of Decision:	3 March 2022
Tribunal:	William Norris KC (Sole)
Charge:	Fielded Ineligible players
Outcome:	18 points deduction

ECB v East Molesey CC

Sport:	Cricket
Date of Decision:	23 December 2021
Tribunal:	Rt Hon Sir Gary Hickinbottom (Sole)
Charge:	Allegations of on field racism by club
Outcome:	Club ordered to issue letter of apology

UK Anti-Doping v Athlete

Sport:	Rugby League
Date of Decision:	23 February 2022
Tribunal:	Jeremy Summers, Prof Peter Sever, Lorraine Johnson
Charge:	Presence: Oxandrolone
Outcome:	No period of Ineligibility

Mark Dry v UK Anti-Doping

Sport:	Athletics
Date of Decision:	2 August 2021
Tribunal:	Jeremy Summers, Carole Billington-Wood, Katherine Apps
Charge:	Appealing reduction in ban
Outcome:	Appeal Dismissed

SAMPLE CONCLUDED OF NATIONAL CASES CONTINUED

Athlete v WADA

Sport:	NGB, Winter Sport
Date of Decision:	26 November 2021
Tribunal:	Jeremy Summers, Prof Kitrina Douglas, Prof Brian Lunn
Charge:	Appealing decision of non-eligibility due to duration in testing pool prior to return to competition following retirement
Outcome:	Appeal Dismissed

NGB v Athlete

Sport:	NGB
Date of Decision:	25 June 2021
Tribunal:	Jane Mulcahy KC, Damian Kearney, Justine Hosking
Charge:	Alleged breaches of NGB Safeguarding Policy
Outcome:	Charges dismissed

Independent Investigation

Panel Member:	Ieuan Watkins
Date of Report:	1 March 2022
Scope:	Investigation re. allegations of sexual misconduct

Athletes v GB Badminton

Sport:	Badminton
Date of Decision:	28 June 2021
Tribunal:	Colin McCaul KC (Sole)
Charge:	Appeal against non-selection
Outcome:	Appeal dismissed

British Horseracing Authority v Stuart Trevaskis

Sport:	Horse Racing
Date of Decision:	27 July 2021
Tribunal:	Kieron Beal KC, Peter Stockwell, Tim Ollerenshaw
Charge:	Breach of betting regulations
Outcome:	7.5 year sanction

Athlete v UK Athletics

Sport:	Athletics
Date of Decision:	23 November 2021
Tribunal:	William Norris KC (Sole)
Charge:	Appeal decision not to be selected for World Class Programme (WCP)
Outcome:	Appeal upheld, added to WCP

GLOBAL REACH

In the past year we have resolved a large number of cases involving parties based around the world.



INTERNATIONAL CLIENTS

- ▶ World Athletics
- ▶ International Tennis Federation
- ▶ International Federation of American Football
- ▶ Rugby League International Federation
- ▶ International Cricket Council
- ▶ World Sailing
- ▶ World Professional Billiards and Snooker Association
- ▶ Union Cycliste Internationale
- ▶ Rugby League European Federation
- ▶ World Archery
- ▶ International Weightlifting Federation
- ▶ International Testing Agency
- ▶ World Karate Federation
- ▶ World Underwater Federation
- ▶ WADA Regional Anti-Doping Organizations:
 - Central America RADO
 - Caribbean RADO
 - South America RADO
 - Africa Zone I RADO
 - Africa Zone II & III RADO
 - Africa Zone V RADO
 - Africa Zone VI RADO
 - West Asia RADO
 - Central Asia RADO
 - South Asia RADO
 - Southeast Asia RADO
 - Indian Ocean RADO
 - Oceania RADO

EVENTS

Sport Resolutions delivers an industry leading programme of sport dispute resolution training, seminars and educational resources.

Throughout the past year Sport Resolutions has organised or contributed to events for more than 1120 delegates. These events focused on the big issues that create conflict and disputes in sport.



























Event	Location	Delegates
Panel Introduction Sessions (x4)	Online	110
How to Investigate Safeguarding Concerns in Sport (x2)	Online	105
Independent Reviews and Investigations in Sport	Online	175
Safeguarding in Sport: Considering Subject Access Requests	Online	125
Sport Resolutions Online Discussion: 1) Review of the College Athletes US Supreme Court judgment 2) Transgender Athletes' Rights	Online	118
Executive Master in Global Sport Governance' (MESGO) presentation	Online	30
ISDE - Master in International Sports Law presentation	Online	45
The Asian International Arbitration Centre - The Standard of Proof in Anti-Doping Arbitration: Understanding Comfortable Satisfaction	Online	200
International Hearing Panel Introduction Session for RADOs	Online	20
Paralympic Classification	Online	5
UCFB (University Campus of Football Business) Lecture	Online	10
Sports Arbitration Moot	Online	30
WISLAW General Assembly	Online	60
Mills & Reeve's Halftime Equaliser Series	Online	87

KEY NUMBERS

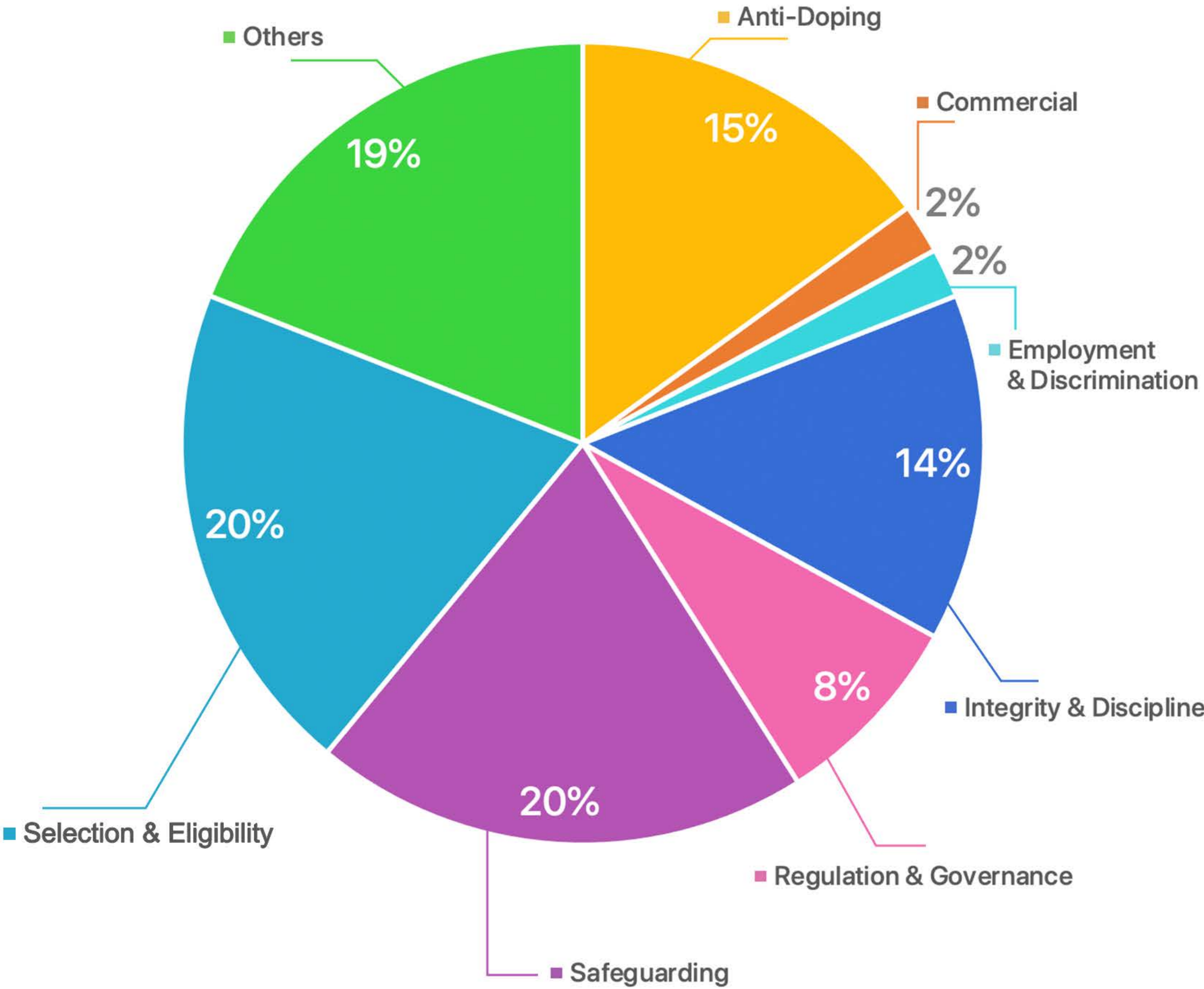
	2021-2022	2020-2021	2019-2020	2018-2019	2017-2018	2016-2017	2015-2016
Requests for dispute resolution guidance and help	308	279	331	302	303	227	179
Pro Bono Service	80	54	69	45	51	50	20
National Anti-Doping Panel	8	10	33	18	28	15	25
Referrals Outside the UK	40	25	63	35	36	8	0
National Safeguarding Panel	35	10	11	13	15	4	4
Others (sport arbitration, mediation, other enquiries)	145	180	155	191	173	150	130
Number of Case Referrals	147	149	184	156	108	85	92
Appointments	122	140	181	153	99	83	85
Investigations & Reviews	25	9	3	3	9	2	7
Number of delegates attending SR events / events at which SR presents	1120	1081	1022	876	540	301	306

KEY NUMBERS

Sport Resolutions has helped **33 different sports** in the 2021/22 financial year

 American Football	 Archery	 Athletics
 Badminton	 Boxing	 Climbing
 Cricket	 Cycling	 Diving
 Equestrian	 Fencing	 Football
 Gymnastics	 Horse Racing	 Ice Hockey
 Ice Skating	 Karate	 Pentathlon
 Rowing	 Rugby League	 Rugby Union
 Sailing	 Shooting	 Skeleton
 Snowboarding	 Squash	 Swimming
 Table Tennis	 Tennis	 Underwater Diving
 Weightlifting	 Wheelchair Basketball	 Wrestling

Nature of disputes that Sport Resolutions has dealt in the 2021/22 financial year



BOARD OF DIRECTORS

Audley Sheppard KC Independent Chair Start date: 01.07.2021	Partner at Clifford Chance LLP
John Palmer Senior Independent Non- Executive Director	Corporate Communications Consultant Member of Marketing and Service Development Committee
Keith McGarry Representative Non- Executive Director	Senior Partner at Conn & Fenton Solicitors Nominated by Northern Ireland Sports Forum Member of Audit and Risk Committee and Panel Appointments and Review Committee
Tracy Harrison Independent Non- Executive Director	Director of Marketing at Sky plc Chair of Marketing and Service Development Committee and Member of Panel Appointments and Review Committee
Alison Mitchell Independent Non- Executive Director	Broadcast Journalist Board Equality Champion Member of Marketing and Service Development Committee
Jacqui Traynor Independent Non- Executive Director	Anti-Doping and Integrity Officer at British Rowing General Secretary and Director for UK Deaf Sport Member of Panel Appointments and Review Committee Board Safeguarding Champion
Sarah Newton Representative Non-Executive Director Start date: 11.06.2021	Chief Operating Officer at British Athletes Commission Member of Audit and Risk Committee and Panel
Martin Gibbs Independent Non- Executive Director	Strategic Adviser on Sport, Governance and Human Rights Member of Marketing and Service Development Committee
Nigel Smith Independent Non Executive Director	Chief Finance Executive at Elexon Ltd. Chair of Audit and Risk Committee
Richard Hendicott Representative Non- Executive Director	Retired District Judge Nominated by Welsh Sports Association Member of Panel Appointments and Review Committee

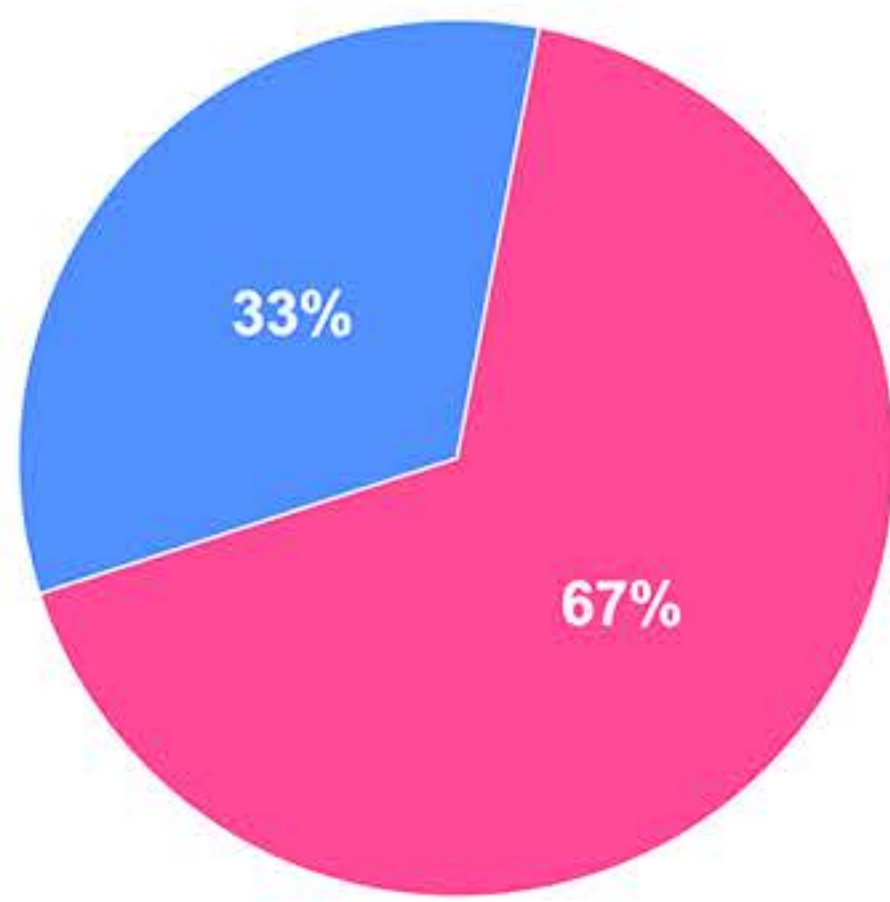
SECRETARIAT

Richard Harry	Chief Executive Officer
Catherine Pitre	Head of Case Management
Ross Macdonald	Business Manager
Duygu Yetkincan	Marketing Manager
Kylie Brackenridge	Senior Case Manager
Matthew Berry	Senior Case Manager
Roxana Weich	Senior Case Manager
Alisha Ellis	Case Manager
Anna Thomas	Case Manager
Joshua Ingham-Headland	Case Manager
Savita Sohal	Case Manager
Gillian Sanders	Case Manager

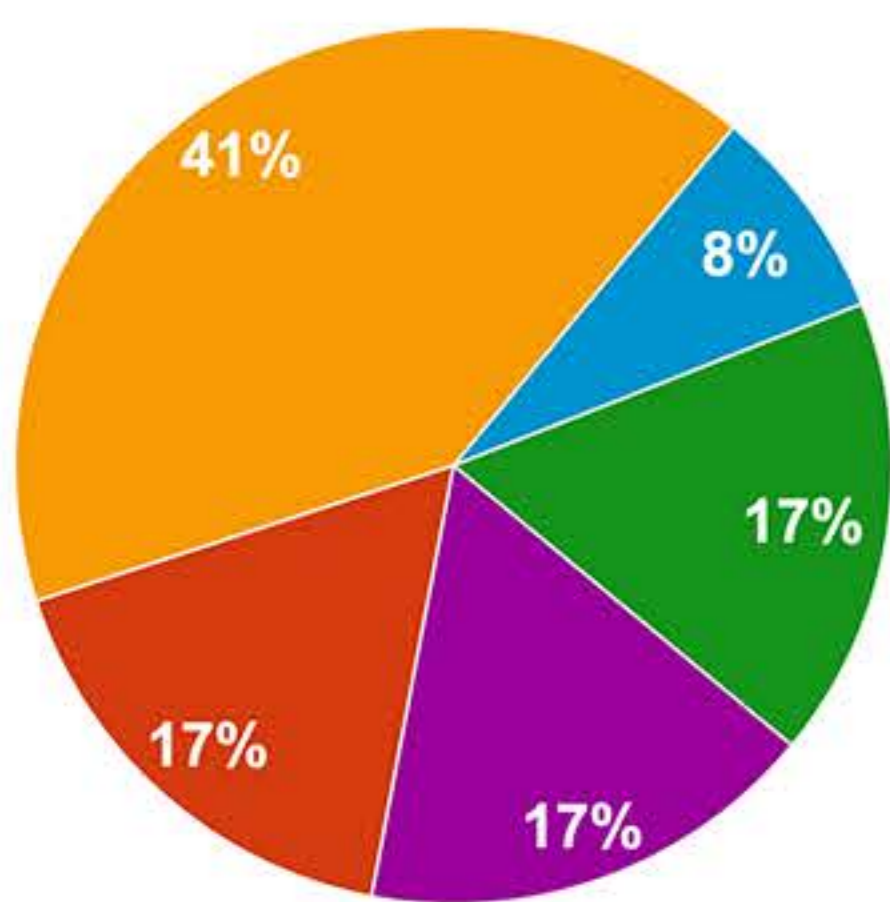
EQUALITY MONITORING PROFILE

EXECUTIVE TEAM

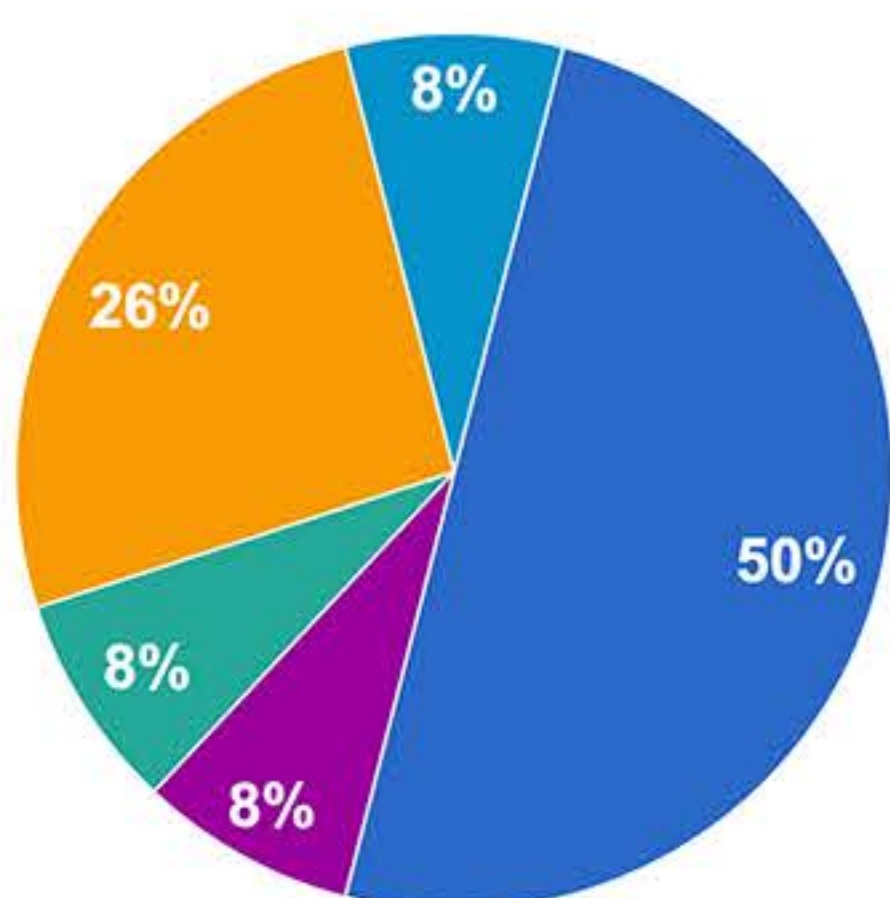
Gender



Age

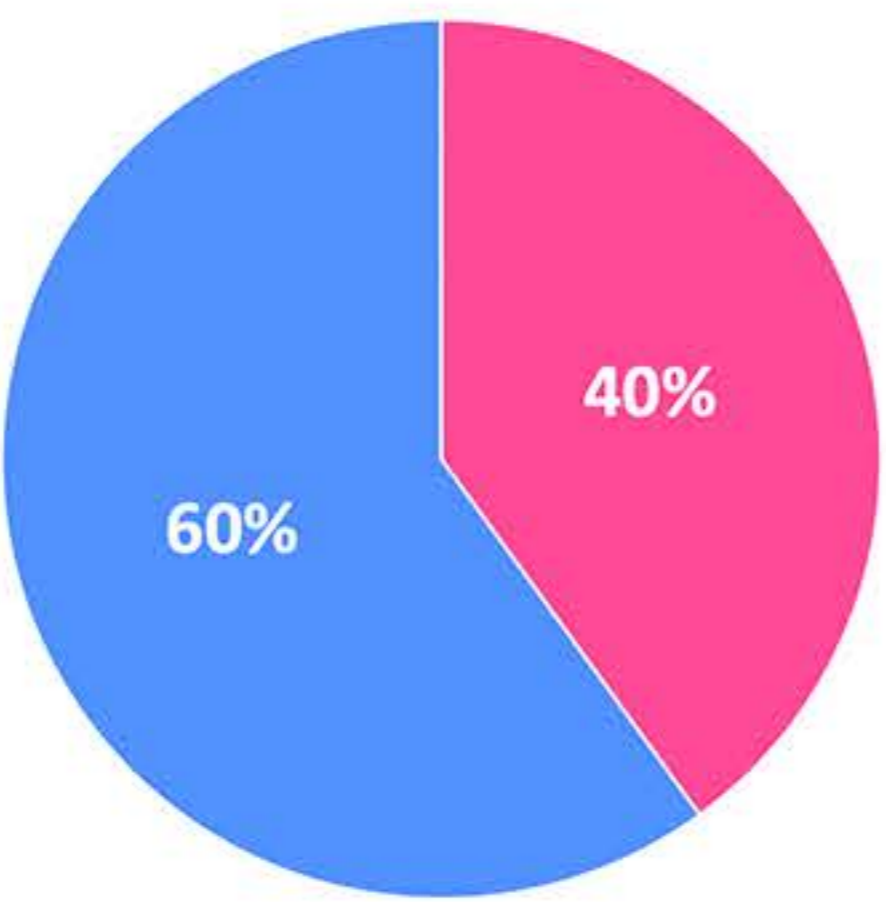


Ethnicity

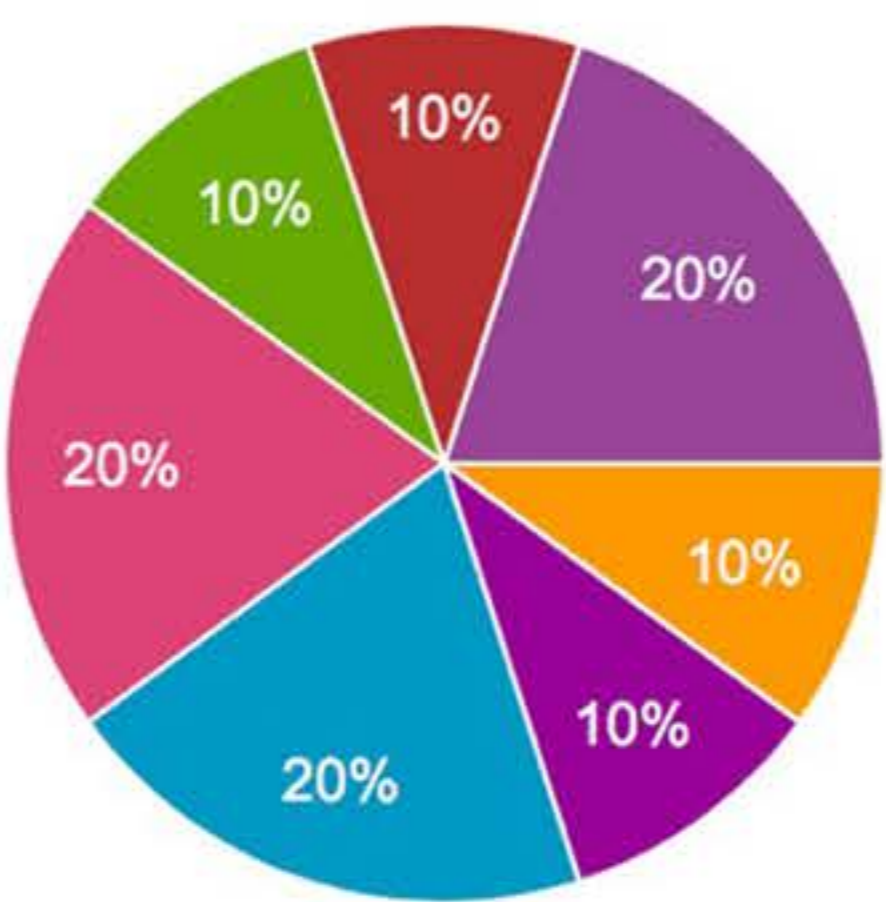


BOARD

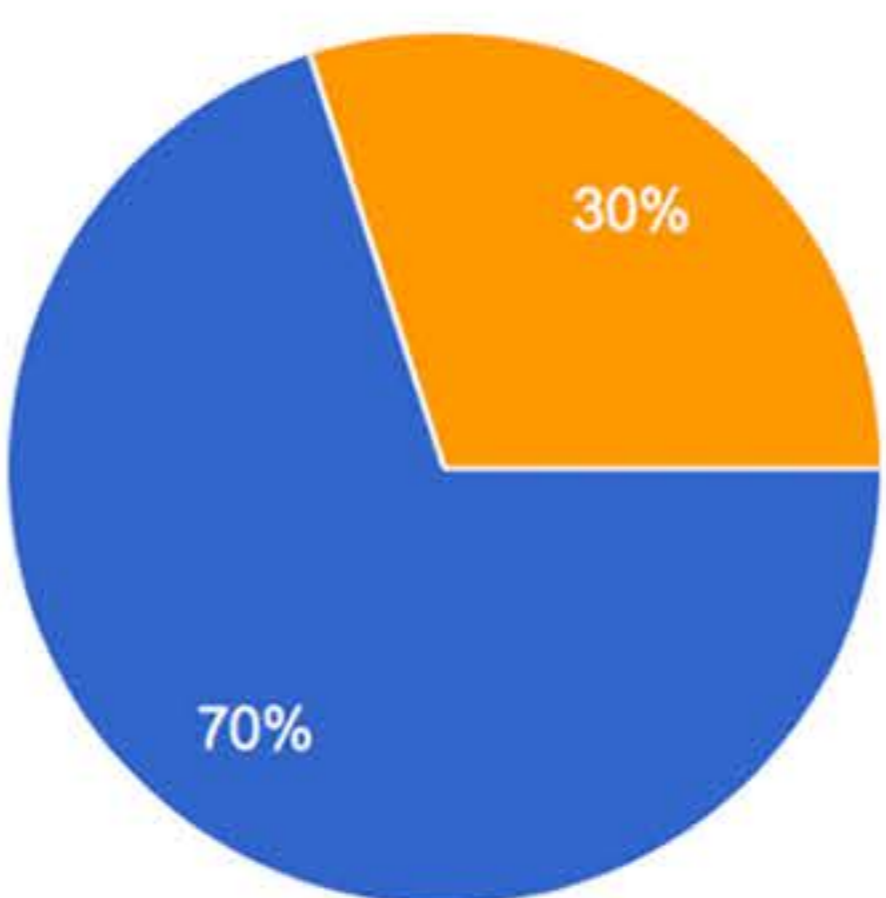
Gender



Age



Ethnicity



SR'S NEW OFFICE

We are delighted to announce that we have moved to our new home at 1 Paternoster Lane, overlooking St Paul's Cathedral, in the heart of London.

As a result of our success and growth in recent years, both at national and international level, we were in need of a bigger space with cutting edge facilities to cater for personal and remote processes.

We now have access to the International Dispute Resolution Centre's modern and fully equipped rooms for our arbitrations, mediations and meetings. All rooms are flexible and can be set up in a variety of different layouts to suit any specific need.

To protect the health of our staff and visitors, the building benefits from a filtration system that is 99% effective at removing indoor air pollutants and airborne viruses.

The new building has two separate entrances, one from Paternoster Square and another from St Paul's Churchyard with reception desks at either side.

Whilst we have many fond memories of our old office, 1 Salisbury Square, which has been home to us since 2011 and has served us well, we are thrilled to be starting the next chapter for Sport Resolutions in our new home!

