

 SPORT
RESOLUTIONS



ANNUAL REPORT 23-24

(1 April 2023 – 31 March 2024)



This authoritative stamp of independence from Sport Resolutions ensures integrity.



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CHAIR'S REPORT



Audley Sheppard KC
Independent Chair

Sport Resolutions has had another very busy year providing independent dispute resolution services to sports, nationally and internationally.

A very important part of what we do is to assist sports federations with safeguarding policies and procedures. On the face of it, the principle that sport should be safe and welcoming for all is readily accepted. Implementing the necessary rules and structures to give effect to that aim and provide recourse and remedies that are fair to all concerned, however, remains a work in progress, but one can see the progress and the great work that is being done in this area. I am proud of the key role that Sport Resolutions can and does play through, for example, our work with the SCMP and Sport Integrity.

We continue to be trusted to help resolve the most sensitive and important issues, such as appointing tribunals to determine the LIV Golf dispute and the critical cultural review of Welsh rugby.

An increasing percentage of our work originates from outside of the UK. We work with 26 international federations, including World Athletics and the International Tennis Federation. Our global reach is confirmed by the number of delegates attending our annual conference from international federations. That international profile is further recognised by our growing involvement in events such as the Rome Sports Law International Conference that took place in October 2023. In total, we organised or contributed to events that reached more than 1100 delegates – which helps spread the word about the good work that we do.

Looking ahead, there is uncertainty as to what changes the next UK government might bring about, including the appointment and remit of a football regulator. Internationally, lawyers appear to be increasingly active, challenging the status quo in some sports as anti-competitive. The very substantial and increasing financial investment in sport is also changing the landscape, including the venues for major competitions. There is heightened scrutiny of human rights implications.

Whatever the future holds, Sport Resolutions will continue to play a key role. Key stakeholders in major sports need to be able to refer the determination of disputes to organisations that can be trusted to operate independently and appoint tribunals that will provide robust and sound decisions. Too much is at stake to get it wrong.

Procedures must also be efficient and cost effective. It would be better still if disputes can be resolved amicably. We will be encouraging parties to engage in mediation.

In order to provide this world-leading service we are indebted to all our panel members. We have recently concluded our three-yearly renewal process, giving us unprecedented coverage in terms of skillset, geography and cultural and linguistic ability. This will, no doubt, serve us well as we continue to assist sport in the UK and beyond.

I should also like to thank and recognise all those who contribute to our Pro Bono Service. This service was utilised just shy of 100 times in the year. The benefits of being able to offer this service to athletes are obvious – both practically and financially, and we remain grateful to all those who give their time freely.

We also have the benefit of exceptional talent on our Board – providing oversight and guidance to our executive team. Richard Hendicott, the Sport Wales representative completed his maximum term, and I would like to record my thanks for his support and significant contributions over the years – he will be very much missed. We welcome his replacement, Richard Parks, and also Nick Hayes, who brings a wealth of commercial experience in major sports, with a particular focus on Formula One and motorsport.

Sport Resolutions was originally set up in 1997 with nine stakeholder groups becoming the original members of the company. That composition did not change until this year when we welcomed UK Coaching as a member. This recognises that many of the matters we deal with involve a complaint about or by a coach.

All at Sport Resolutions understand the importance of our work and retaining the trust of stakeholders in sport is key. To that end, we are very fortunate to have experienced and dedicated colleagues to administer each process. This past year, we have taken on a number of highly skilled and experienced staff.

My final thanks are directed to the executive team, led by the incomparable Richard Harry, who work tirelessly to ensure that all matters that come to us are handled efficiently and expeditiously, recognising always that our work is often highly sensitive, sometimes highly charged and with significant human impact. The work of the team and the executive often goes unseen, but I am grateful for this opportunity to recognise their role and give them the credit that they richly deserve.

CEO'S REVIEW OF THE YEAR



Richard Harry
Chief Executive Officer

As is now the tradition, we held our Annual Conference in May 2023 at the Leonardo St Paul's hotel in London. It was our most successful to date, attracting 249 delegates. Hosted by Jason Mohammad, we discussed issues including female participation in sport, trans athletes, the impact of sport on the environment, safeguarding and innovations in anti-doping.

Each year the event grows, with more delegates who come from further afield with a marked increase in representation from international federations. My thanks go to the staff team for their assistance with putting the event together and to Winston & Strawn LLP for their continued support of the event.

At the end of 2023 we undertook a full review of our Panel, a renewal process that occurs every three years. The expertise of our Panel members, and the broad range of skills available to us, permits us to offer a wide-ranging inventory of services. We feel, however, that regular renewal and refreshing is sensible and necessary as it ensures that our Panel has the required skills for the changing demands made of Sport Resolutions (SR).

In total we received around 550 applications to join our Panel, a record number. It was a difficult and time-consuming process to properly assess each application but, ultimately, we settled on an expanded Panel of circa 350 individuals.

We are proud to announce that our Panel is now 33% female – a marked difference to when I joined SR in 2010. Whilst this is encouraging and positive, there is clearly still more work to be done. Our Panel members also represent 33 different nations and between them cover 21 languages, helpful given the increasing amount of international work that we do.

We are fortunate to have the best of the best on our Panel and we recognise that they will be very much in demand elsewhere. Notwithstanding this reality, we do not prohibit any Panel member from accepting other work – we are confident that we can manage conflicts on a case-by-case basis without recourse to such unnecessary restrictions.

Each year in the Annual Report I note how our workload has increased. This year is no exception. In 2023/24 we received 379 enquiries of which 346 turned into referrals warranting support or action on our part. This is a 10% increase in enquiries and a 40% increase in cases year on year. Our caseload involved individuals from 32 different countries, and, in total, we worked with 38 different sports.

SR used to be focussed on the UK only, but our work now is truly global as we provide services to 26 international federations in addition to providing doping tribunal support to 13 RADOs.

A key service that we provide is access to our Pro Bono Service, where free legal advice is available to individuals involved in matters that we administer. In total, we sourced free legal advice for individuals on 97 occasions, an increase of 42% from the previous year. Access to this service is key to ensuring that individuals are reassured that they will be supported through a process and provides equality of arms as between the parties. An athlete, for example, is highly skilled in their chosen discipline but they are understandably not so well equipped to deal with what can be a daunting and intimidating process for them.

Access to lawyers can also be of benefit to the tribunal given that legal support results in a clear focus on the relevant issues.

We remain mindful that national governing bodies (NGBs) and sports also need their own legal support, and we regularly review how access to the Legal Advice Service can be expanded to recognise that need.

As can be seen, our workload is increasing across the board, but the main growth area is safeguarding that amounted to over 37% of all our work. The next most used service relates to our doping work that accounted for just over 18% of our caseload.

We continue to provide bespoke programmes for Sport England and UK Sport in the form of the Safeguarding Case Management Programme and Sport Integrity respectively. These are becoming integral and well-used services, helping to improve integrity in sport by providing support to NGBs who remain responsible for protecting the well-being of their athletes, coaches and members. My gratitude and thanks go to the Sports Councils for their continued support and the trust that they place in SR.

I thank my colleagues at SR for their dedication and diligence and recognise their willingness to take on the increasing amount of work that comes in to us. My thanks also extend to our Panel members, and those on the Pro Bono service, who make themselves available to assist with the work we do. Without them we could not help sport in the way that we do and it is right that this should be properly acknowledged.

To conclude, all at SR are aware of the vital role that we play in assisting sport to resolve its disputes. We are mindful of our roots and remain committed to providing the very best service, for all, in the most economical way we can. We have worked hard to earn trust and respect and we will do all that we can to make sure that is never lost. The future is bright, and no doubt busy, but we look forward to serving sport for many years to come.

CASE MANAGEMENT REPORT



Kylie Brackenridge
Head of Case Management

I am happy to write this piece as the new Head of Case Management, a role I assumed in January 2024. The past year has once again seen a record number of requests (379) for assistance from sports organisations and athletes, leading to a total of 346 case referrals. This represents a 40% increase in cases compared to last year's figures.

Safeguarding work continued to be the forefront of our work, closely followed by anti-doping on both the national and international level. SR continues to operate World Athletics (WA) Disciplinary Tribunal and in November 2023, WA appointed SR as independent Secretariat to their newly formed World Athletics Safeguarding Case Management Group (CMG). The CMG is designed to review investigations conducted by the Athletics Integrity Unit (AIU), assess risk and make orders relating to safeguards, limitations, restrictions and sanctions in the sport of Athletics. In addition, the Disciplinary Tribunal will now fulfil the function of the Disciplinary and Appeal Tribunal, determining first instance matters and appeals from the WA CMG.

Our international work continues to grow, with more than 26 international federations integrating SR into their policies and processes. We anticipate this number will continue to grow as more organisations opt to designate SR as their dispute resolution service provider across a variety of services. For example, Badminton World Federation and newly formed World Boxing entrusted SR to appoint their Independent Vetting Panels and provide secretariat support and assistance. Both federations have recognised the importance of an independent and robust process, and SR is proud to assist with these initiatives. Another example is the trust placed in SR by the International Ski and Snowboard Federation (FIS) to administer the FIS' Ethics Commission. The first matter, with the Independent Secretariat assisting, was referred, and determined in the last year.

SR has been fundamental to a number of significant international matters. SR administered the first instance matters of International Tennis Integrity Agency (ITIA) v Simona Halep, World Athletics v Divine Oduduru and World Athletics v Yuri Moisevich. 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. The National Anti-Doping Panel (NADP) saw a rise in referrals, tasked with determining cases related to Presence, Use/Attempted Use, Possession, Violation of prohibition against participating during period of Ineligibility and Prohibited Association, the first of its kind before the NADP. In October 2023, Kate Gallafent KC was appointed as the NADP President, taking over from Charles Flint KC who held the role for many years.

Another example of the growing domestic work is Sport Integrity, which has been in operation for two years and is a well-used service to address grievances and concerns on the World Class Programmes. 39 funded sports have signed up to and are utilising the service, with the first matter proceeding to mediation through the Sport Integrity programme.

We continue to operate and assist national governing bodies with investigations and disciplinary matters. SR administered the independent Review into culture in the Welsh Rugby Union, which investigated allegations of sexism, misogyny, homophobia and racism at the WRU and the Panel issued a 110 page report into their findings. Another example is the continued work SR provides to the EFL operating and administering their disciplinary tribunals, and the CFRP, a body to assist the financial regulations of EFL Clubs. A total of 24 referrals were determined over the year.

As a result of the volume of work and to deliver these services, the case management team grows year on year and continues to operate in four specialised teams, servicing the specific needs of our users. The team support and provide professional assistance to Panels and parties, administering matters in accordance with the relevant procedural rules.

We would not be able to carry out the work that we do without the support of our esteemed Panel of Arbitrators and Mediators, who align with SR's values to deliver the highest quality service and decisions in an independent, timely and cost-efficient manner. I extend my deepest thanks to them all.

SAMPLE OF CONCLUDED INTERNATIONAL CASES 2023-24

International Tennis Integrity Agency v Jenson Brooksby

Date of Decision:	24 October 2023
Tribunal:	Carol Roberts, Kwadjo Adjepong, Erika Riedl
Charge:	Whereabouts Failure (2.4)
Outcome:	18 months ineligibility

Ju-Jitsu International Federation v Rana Qubbaj

Date of Decision:	08 February 2024
Tribunal:	Eduardo Amorim (Sole Arbitrator)
Charge:	Presence (2.1): ostarine and GW1516 metabolite GW1516 sulfone
Outcome:	4 years ineligibility

World Athletics v Divine Oduduru

Date of Decision:	18 September 2023
Tribunal:	Anna Bordigouva, Paul Ciucur, Peter Koh
Charge:	Possession (2.6) and Use (2.2): Human Growth Hormone, IGF-1 and EPO
Outcome:	6 years ineligibility

World Athletics v Norah Jeruto

Date of Decision:	27 October 2023
Tribunal:	Charles Hollander KC, Pedro Fida, Hannu Kalkas
Charge:	Use (2.2): Adverse Passport Finding
Outcome:	No ADRV

Commonwealth Games Federation v Sudhir Sudhir

Date of Decision:	21 July 2023
Tribunal:	Christopher Quinlan KC, Jane Njeri Oyango, Professor Isla Mackenzie
Charge:	Presence (2.1) and Use (2.2): Morphine
Outcome:	ADRVs proved; disqualification of the Athlete's result in the 2022 CWG Men's Heavyweight Para-Powerlifting competition, including forfeiture of his gold medal and any points and prizes.

International Tennis Integrity Agency v Simona Halep

Date of Decision:	11 September 2023
Tribunal:	Nick Stewart KC, Professor Peter Sever, Amani Kalifa
Charge:	Presence (2.1) and Use (2.2): Roxadustat
Outcome:	4 years ineligibility (appealed and overturned)

SAMPLE OF CONCLUDED INTERNATIONAL CASES CONTINUED

World Athletics v Athlete

Date of Decision:	17 August 2023
Tribunal:	Dennis Koolaard, Anna Bordigouva, Eduardo Amorim
Charge:	Whereabouts Failure (2.4)
Outcome:	No ADRV

International Tennis Integrity Agency v Tara Moore and Bárbara Gatica

Date of Decision:	22 December 2023
Tribunal:	William Norris KC, Dorian Haskard, Abigail Gauci
Charge:	Gatica - Presence (2.1): Boldenone; Moore - Presence (2.1): Nandrolone & Boldenone
Outcome:	Gatica - No Fault or Negligence - no sanction; Moore - No Fault or Negligence - no sanction

International Tennis Federation v Individual

Date of Decision:	06 October 2023
Tribunal:	John Mehrzad KC, Mathieu Maisonneuve, Sara Moreno Sánchez
Charge:	Appeal against decision of the Disciplinary Committee for breaches of the officials code of conduct
Outcome:	Appeal dismissed

World Athletics v Yury Moisevich

Date of Decision:	20 February 2024
Tribunal:	Lucas Ferrer (Sole Arbitrator)
Charge:	Violations of the WA Integrity Code
Outcome:	5 years ineligibility

World Professional Billiards and Snooker Association v 10 Snooker Players

Date of Decision:	06 June 2023
Tribunal:	Ian Mill KC, Grace Cheng, Gordon McKay
Charge:	Match-fixing allegations
Outcome:	Various sanctions from 2 years - lifetime ban

Women Tennis Association Investigation

Date of Decision:	16 January 2024
Tribunal:	Joy Cane (Investigator)
Charge:	Investigation into countercomplaints of misconduct
Outcome:	Fact finding investigation only

SAMPLE OF CONCLUDED INTERNATIONAL CASES CONTINUED

Golfers v PGA European Tour

Date of Decision:	03 April 2023
Appeal Panel:	His Honour Phillip Sycamore CBE, Charles Flint KC, James Flynn KC
Dispute:	Appeals against disciplinary sanctions placed upon 12 Golfers by the PGA European Tour (DP World Tour) for participating in the inaugural tournament run by LIV Golf without a release being granted.
Outcome:	Appeals dismissed

ITF Davis Cup Committee Appeal

Date of Decision:	20 December 2023
Tribunal:	Grace Cheng (sole arbitrator)
Dispute:	Appeal against Davis Cup Committee Decision
Outcome:	Appeal upheld

ITF Davis Cup Committee Appeal

Date of Decision:	21 December 2023
Tribunal:	David Casserly (sole arbitrator)
Dispute:	Appeal against Davis Cup Committee Decision
Outcome:	Appeal Dismissed

World Boxing Vetting Process

Date:	August – October 2023
Vetting Panel:	His Honour Philip Sycamore, Carol Roberts, David Pavot
Role:	Conduct vetting of candidates for election to inaugural Congress

World Athletics v Athlete and Individual

Date of Decision:	06 April 2023
Tribunal:	Kate O'Regan, Barbara Agostinis, Anna Smirnova
Charge:	Breaches of the Integrity code of conduct
Outcome:	Athlete – No breach of Code and no sanction Individual - 5 years ineligibility

World Association of Kickboxing Organizations v Miroslav Vujovic

Date of Decision:	21 August 2023
Tribunal:	Despina Mavromati (sole arbitrator)
Charge:	Presence (2.1): DHCMT
Outcome:	4 years ineligibility

SAMPLE OF CONCLUDED NATIONAL CASES 2023-24

The Football Association v Aston Villa Women

Date of Decision:	29 January 2024
Tribunal:	Grace Cheng (sole arbitrator)
Charge:	Club charged for fielding ineligible player
Outcome:	Points awarded to opponents and score expunged from the record

11 x athlete v NGB (funding appeal)

Date of Decision:	21 November 2023
Appeal Panel:	Alistair McHenry, Amina Graham, Moe Shbili
Dispute:	Funding appeals against removal / non-selection for NGB WCP
Outcome:	10 x appeal dismissed 1 x remitted to Selection Panel to consider

UKAD v Richard Freeman (British Cycling)

Date of Decision:	20 July 2023
Tribunal:	Charles Flint KC, Professor Dorian Haskard, David Casement KC
Charge:	Article 2.6 (2009 ADR) Possession of a Prohibited Substance & Article 2.5 (2015 ADR) Tampering
Outcome:	4 years ineligibility

Welsh Rugby Union Independent Review

Date of Decision:	13 November 2024
Review Panel:	Dame Anne Rafferty, Maggie Alphonsi, Quentin Smith, David Lawson
Allegations:	Failure of WRU to support rugby for women and girls, bullying and use of sexist, racist and homophobic language.
Outcome:	Recommendations provided to WRU for improvement

UKAD & BBBoC v Conor Benn (Appeal) (British Boxing Board of Control)

Date of Decision:	15 March 2024
Tribunal:	Lord John Dyson, Katherine Apps KC & Professor Peter Sever
Dispute:	Challenge to Jurisdiction
Outcome:	Appeal allowed

Leicester City FC v CFRU

Date of Decision:	16 January 2024
Tribunal:	Jonathan Bellamy, Dan Jones, Alison Royston
Dispute:	Club challenged the validity of the CFRU's decision and requested a CFRU Decision Review
Outcome:	CFRU did not have power to issue determination nor require Club to submit a business plan

SAMPLE OF CONCLUDED NATIONAL CASES CONTINUED

Investigation re. Coach - Safeguarding Concerns

Date of Decision:	21 March 2024
Investigator:	Jon Chapman
Allegations:	Concerns regarding professional Boundaries with under 18's
Recommendations:	Recommendation for training for Coach Recommendation for NGBs Consideration.

EFL v Yongge Dai (Ultimate Beneficial owner of Reading FC)

Date of Decision:	15 December 2023
Tribunal:	Tim Ward KC, Lydia Banerjee, Tony Agana
Dispute:	EFL charged Mr Dai with misconduct for failing to comply with a previous decision of the Disciplinary Commission
Outcome:	Mr Dai was fined £20,000 for breaching the terms of a previous decision of the Disciplinary Commission. Mr Dai was required to maintain the deposit account and a suspended fine of £50,000 was imposed to be activated if the funds were not placed in the deposit account.

UKAD v Tom Curwen (Rugby Football League)

Date of Decision:	02 February 2024
Tribunal:	Michelle Duncan, Dr Terry Crystal & Colin Murdock
Charge:	Article 2.1 Presence & Article 2.2 Use
Outcome:	18 months ineligibility

Doncaster Rovers FC v EFL

Date of Report:	23 January 2024
Tribunal:	Graeme McPherson KC
Dispute:	Doncaster Rovers accrued in excess of 30 late payment days regarding payments owed to Brighton & Hove Albion. The EFL sanctioned the club with a £2,000 fine and a three transfer window fee restriction imposed. The Club appealed these sanctions.
Outcome:	Fine imposed, and restriction reduced in that the sanction affecting the second and third of the two transfer windows being suspended

UKAD v Nicky Watt (Ice Hockey UK)

Date of Decision:	19 April 2023
Tribunal:	Christopher Quinlan KC, Professor Kitrina Douglas & Colin Murdock
Charge:	Article 10.12.1 (ADR 2015 & 2019) Violation of a prohibition against participation during period of Ineligibility
Outcome:	Appeal Dismissed

Athlete v NGB (selection appeal)

Date of Decision:	30 May 2023
Appeal Panel:	Pippa Manby
Dispute:	Appeal against non-selection for European Games
Outcome:	Appeal dismissed

SAMPLE OF CONCLUDED NATIONAL CASES CONTINUED

UKAD v Victoria Ohuruogu (UK Athletics)

Date of Decision:	08 February 2024
Tribunal:	Mark Hovell, Colin Murdock, Lorraine Johnson
Charge:	Article 2.10 Prohibited Association
Outcome:	No ADRV

ICP Case Panel re. Coach

Date of Decision:	24 October 2023
Tribunal:	Lydia Banerjee, Christina Leath, Ian Wilson
Allegations:	Safeguarding concerns
Sanction:	<ol style="list-style-type: none"> 1. Risk Assessment and Safeguarding Audit – NGB to follow up and investigate adherence to recommendations after 12 months. 2. Independent Accredited Safeguarding Training 3. Requirement for coach to engage with Independent Mentor approved by NGB for a period of 12 months.
Appeal:	The ICP Case Panel decision was appealed by the coach. The ICP Appeal Panel dismissed the appeal.

UKAD v Craig Campbell (Scottish Football Association)

Date of Decision:	20 June 2023
Tribunal:	Robert Englehart KC, Professor Kitrina Douglas & Professor Dorian Haskard
Charge:	Article 2.6 Possession and Article 2.7 Trafficking (Cocaine)
Outcome:	4 years ineligibility

NGB Safeguarding Investigation

Date of Report:	16 June 2023
Investigator:	Andrea Garcia Sangil
Allegations:	Safeguarding Concerns
Outcome:	Allegations substantiated. Recommendations for NGB consideration.

UKAD v Zolani Tete (British Boxing Board of Control)

Date of Decision:	09 August 2023
Tribunal:	Katherine Apps KC, Dr Terry Crystal & Dr Mike Irani
Charge:	Article 2.1 Presence & Article 2.2 Use
Outcome:	4 years ineligibility

NGB v Respondent

Date of Decision:	05 January 2024
Tribunal:	Charles Thomas KC (National Safeguarding Panel Sole Arbitrator)
Charge:	Safeguarding Concerns
Outcome:	Parties agreed to settle matter via a mutual agreement

GLOBAL REACH

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



INTERNATIONAL CLIENTS

To date, we have supported over 26 international federations in addition to providing doping tribunal support to 13 RADOs.

- ▶ Commonwealth Games Federation
- ▶ DP Tour
- ▶ International Federation for Equestrian Sports
- ▶ International Cricket Council
- ▶ International Tennis Federation
- ▶ International Tennis Integrity Agency
- ▶ International Ski and Snowboard Federation
- ▶ International Federation of American Football
- ▶ International Weightlifting Federation
- ▶ International Testing Agency
- ▶ Rugby League European Federation
- ▶ Rugby League International Federation
- ▶ Rugby League World Cup 2021
- ▶ 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 Triathlon
- ▶ World Underwater Federation
- ▶ World Professional Billiards and Snooker Association
- ▶ WADA Regional Organisations
 - 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 financial year Sport Resolutions has organised or contributed to events for more than 1,234 delegates. These events focused on the big issues that create conflict and disputes in sport.







































Event	Location	Delegates
Sport Resolutions Annual Conference 2023	London	240
ISDE lecture	London	40
Mediation – ECB training	London	15
The (UK) Arbitration Act 1966 and Sport	London (Hybrid)	70
SR Networking Drinks	London	90
Insight into being a SR member	Online	140
Rome Sports Law International	Rome	150
International Leadership Programme (ILP)	Glasgow	20
Open Doors Event	London	16
NTU Law Fair	Nottingham	60
NTU panel – Careers in Sports Industry	Nottingham	30
American Bar Association, Women in Dispute Resolution “Practice Building Lunch” series	Online	40
International Women’s Day Networking Event	London	16
Paris Arbitration Week	Paris	250
Nottingham Trent University (Guest Lecture)	Nottingham	20
Athletes Voice in Investigations (NSP training)	Online	22
Pepperdine Caruso School of Law (Guest Lecture)	London	15

KEY NUMBERS

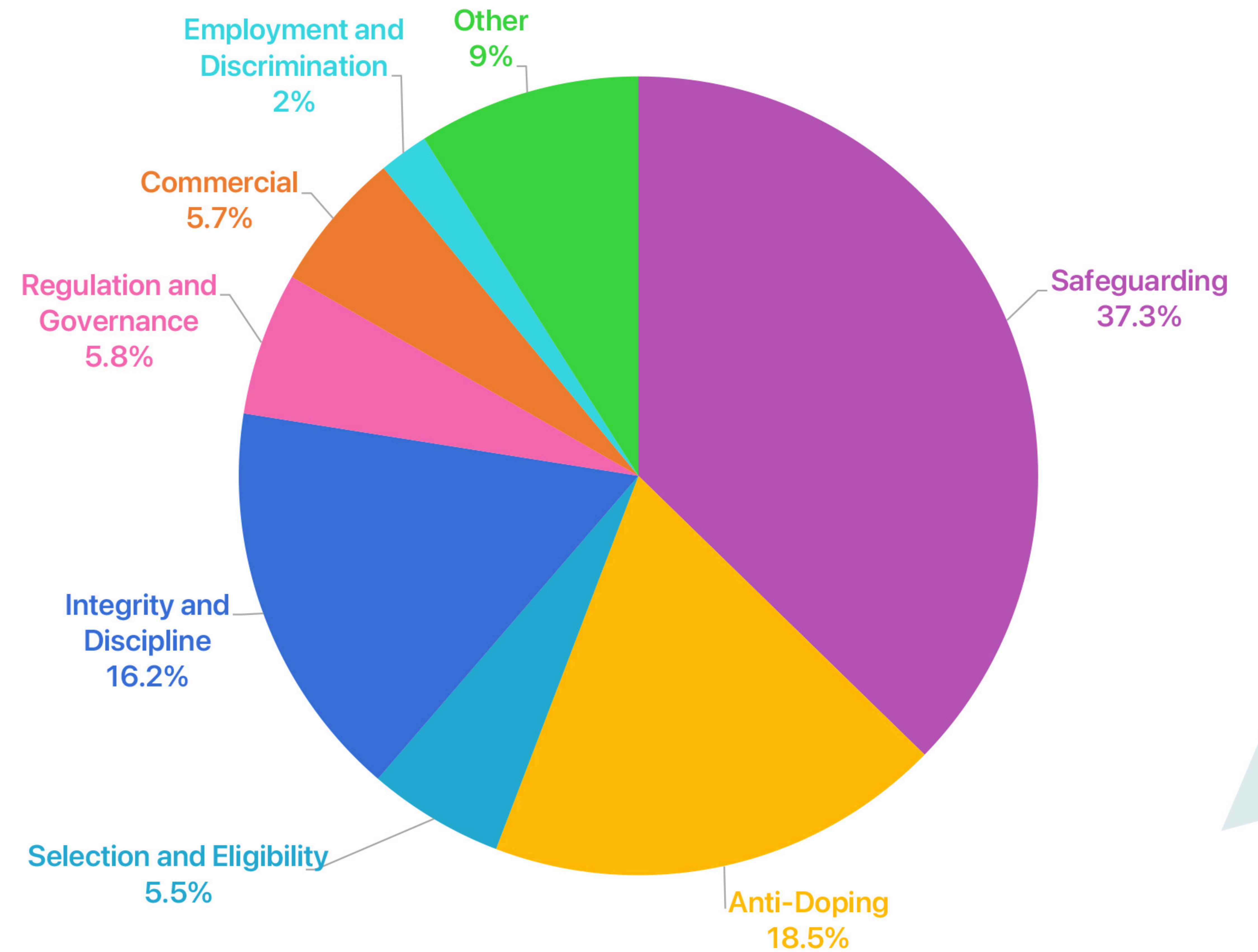
	2023-2024	2022-2023	2021-2022	2020-2021	2019-2020	2018-2019	2017-2018	2016-2017	2015-2016
Requests for dispute resolution guidance and help	379	343	308	279	331	302	303	227	179
Pro Bono Service	97	68	80	54	69	45	51	50	20
National Anti-Doping Panel	20	13	8	10	33	18	28	15	25
Referrals Outside the UK	64	43	40	25	63	35	36	8	0
National Safeguarding Panel	99	85	35	10	11	13	15	4	4
Others (sport arbitration, mediation, other enquiries)	99	134	145	180	155	191	173	150	130
Number of Case Referrals	346	244	147	149	184	156	108	85	92
Appointments *Arbitrations, mediations, funded programmes except Sport Integrity	314	233	122	140	181	153	99	83	85
Investigations & Reviews *Including Sport integrity Investigations & reviews	32	11	25	9	3	3	9	2	7
Number of delegates attending SR events/ events at which SR presents	1,234	1,000	1,120	1,081	1,022	876	540	301	306

KEY NUMBERS

Sport Resolutions has helped **38 different sports** in the 2023/24 financial year.

 Triathlon	 Weightlifting	 Rowing
 Football	 Cricket	 Athletics
 Shooting	 Badminton	 Rugby
 Bobsleigh	 Boxing	 Horse Racing
 Taekwondo	 Golf	 Ice Skating
 Ice Hockey	 Power Lifting	 Cycling
 Swimming	 Wheelchair Basketball	 Wrestling
 Gymnastics	 Archery	 Baseball
 Snowsport	 Hockey	 Bowls
 Squash	 Netball	 Skateboarding
 Yachting	 Equestrian	 Tennis
 Darts	 Skiing	 Snooker
 Jujitsu	 Kickboxing	

Nature of disputes that Sport Resolutions has dealt in the 2023/24 financial year.



BOARD OF DIRECTORS

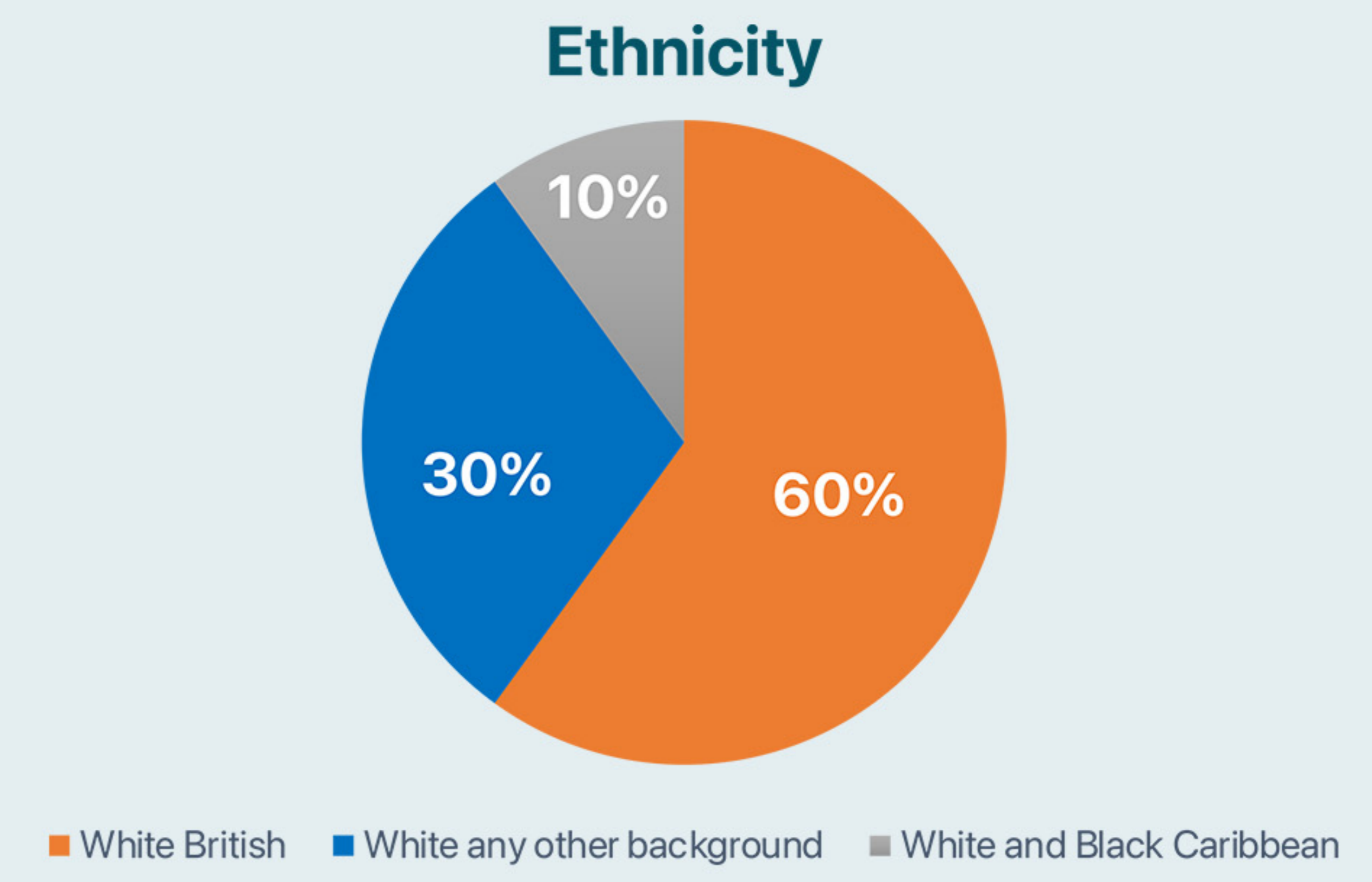
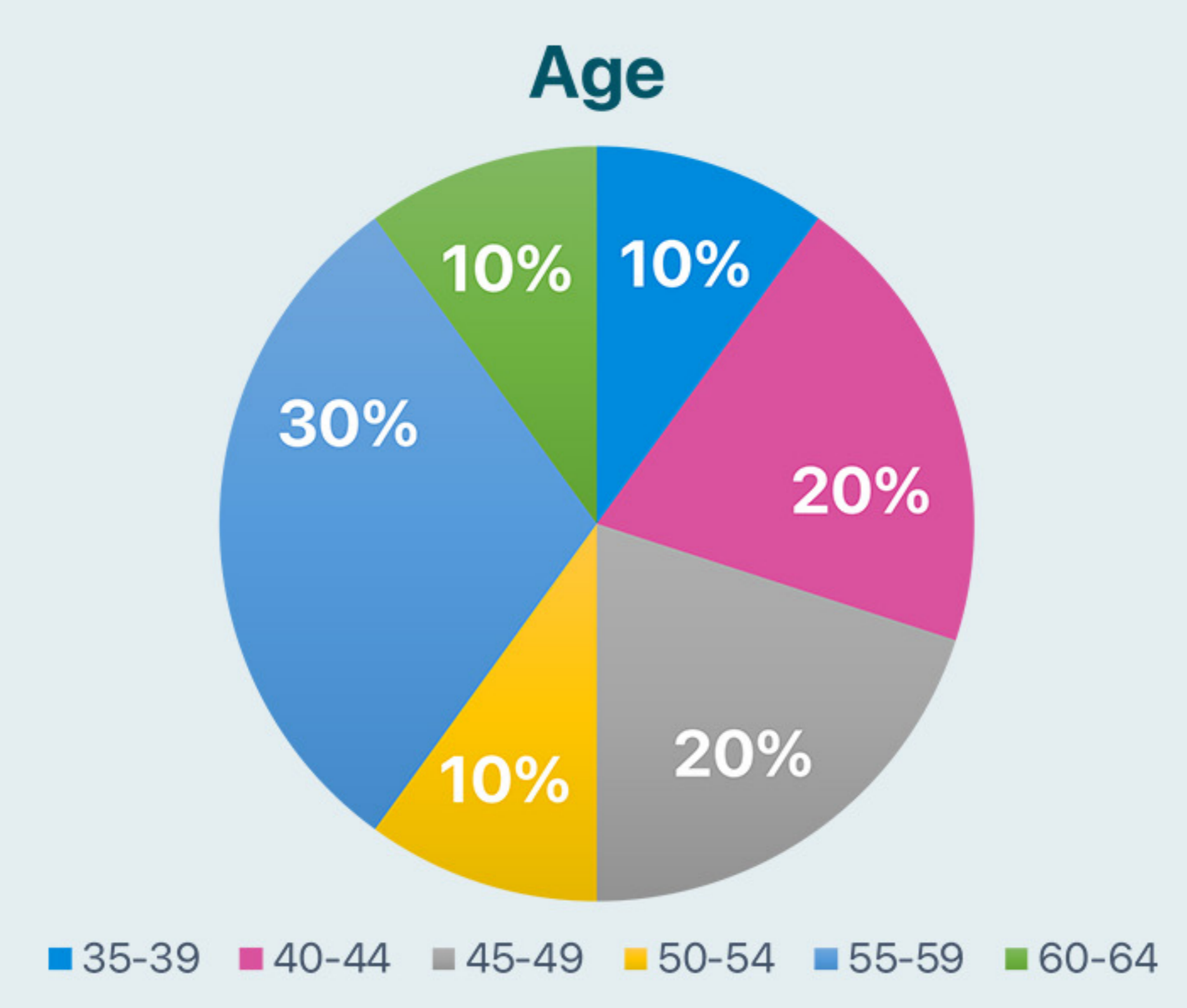
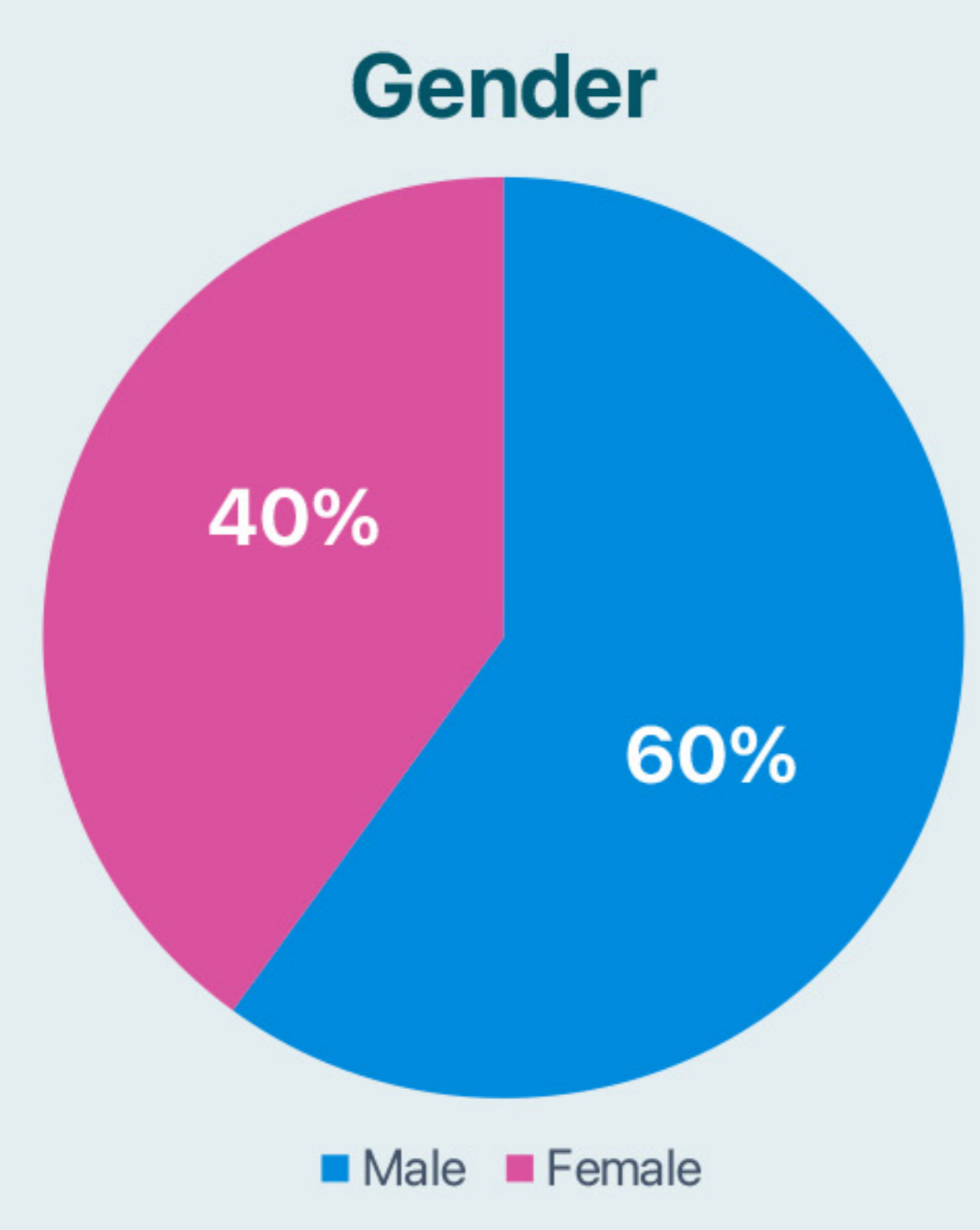
Audley Sheppard KC Independent Chair	Arbitrator, Twenty Essex
Tracy Harrison Independent Non-Executive Director	Director of Marketing at Sky plc Chair of Marketing and Service Development Committee
Alison Mitchell Independent Non-Executive Director	Broadcast Journalist Member of Marketing and Service Development Committee
Jacqui Traynor Independent Non-Executive Director	Head of Governance, Safeguarding and Integrity at British Rowing Chair of Panel Appointments and Review Committee
Sarah Newton Representative Non-Executive Director	Chief Operating Officer at British Elite Athlete Association Member of Audit and Risk Committee
Martin Gibbs Independent Non-Executive Director	Managing Director of SportAccord Member of Marketing and Service Development Committee
Nigel Smith Independent Non-Executive Director	Chair of Audit and Risk Committee
Richard Hendicott Representative Non-Executive Director In post until 20 September 2023	Retired District Judge Nominated by Welsh Sports Association Member of Panel Appointments and Review 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 In post from 20 September 2023	Athlete, author and filmmaker Nominated by Welsh Sports Association
Nick Hayes Independent Non-Executive Director In post from 20 September 2023	Sports marketing and sponsorship professional Member of Marketing and Service Development Committee

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	Senior Case Manager
Savita Sohal	Senior Case Manager
Anna Thomas	Senior Case Manager
Alisha Ellis	Case Manager
Tilly Lock	Case Manager
Eleanor Stocker	Case Manager
John Devitt	Case Manager
Xènia Campàs Gené	Case Manager
Neil Simmons	Investigator
James Bromley-Derry	Investigator
Jessica Fidge	Investigator

EQUALITY MONITORING PROFILE

BOARD



EXECUTIVE TEAM

