

# Minutes

## Meeting Details

Meeting Name	UKAD Board Meeting 41a
Date	30 July 2019
Time	10:00 – 12.00
Location	King's College London
Attendees	
Trevor Pearce CBE QPM (Chair) (TP)	Nicole Sapstead (NS)
Pippa Britton (PBr)	Philip Bunt (PB)
Professor Nicola Philips OBE (NP)	Matthew Johnson (MJ)
Sarah Winckless (SW)	Pat Myhill (PM)
Dr Claire-Marie Roberts (CMR)	Gareth Wellings (GW)
Dr Frances Akor (FA)	Lindsay Miles (minutes)
	Sarah Hillary (BDO – observer)
	Charlie Bosomworth (CB) – item 5
	Colin Allen (CA) - item 7

## Welcome & Apologies

### Presented by Trevor Pearce

#### Welcome

TP welcomed all attendees to the inaugural open Board meeting and set out how the meeting would run. Apologies were noted from Nick Griffin due to professional commitments and Resham Kotecha due to annual leave.

#### Report from the Athlete Commission

The minutes of the meeting held on 21 May 2019 were noted by the Board. SW extended her thanks to Harriet Purcell (Stakeholder Communications Manager) for the work she does in supporting the Commission. It was noted that a major piece of work undertaken is determining how the group can most effectively solicit views on anti-doping, transmit those to the wider athlete community and in turn influence internally and externally. In parallel, Andrew Heyes is leading work to develop a code of conduct for the Commission.

A question was posed regarding reaching athletes at all levels of sport. The importance of social media was highlighted and the opportunity to utilise the elite athlete membership's profile and reach.

### **Report from the Innovation Commission**

The minutes of the inaugural meeting held on 11 June 2019 were noted by the Board. FA expressed her thanks to Nick Wojek (Head of Science and Medicine) and Amanda Hudson (former Head of Education) for sourcing such high calibre participants. Key themes discussed during the meeting focussed around resources, taxonomy and the development of an innovation pipeline. The potential opportunity to take advantage of artificial intelligence and algorithms to enhance the work of the Commission was identified and it was noted that NW is seeking an additional member with expertise in this area ahead of the next meeting which is scheduled for 18 September 2019.

With regards membership, CMR noted that attendees strongly represent the physical rather than social sciences. FA confirmed a social science participant had proved challenging to source so suggestions from Board members would be welcomed. In response to a query regarding additional resource requirements NS confirmed her full commitment to supporting the Commission and the intention to recruit once a job description was finalised. MJ expressed his hope that the mechanisms developed by the Commission might be introduced to UKAD more widely.

### **Clean Sport Week – debrief**

TP welcomed Charlie Bosomworth (Head of Communications) to the panel to provide the Board with an update on UKAD's annual Clean Sport Week (CSW) campaign which was held in May. Elaborating on the accompanying paper, CB noted the broad and deepening engagement of National Governing Bodies (NGBs) acknowledging some key exceptions with whom UKAD wish to work more closely. Broad media interest had been garnered by virtue of the theme of the week which was image and performance enhancing drugs (IPEDs) and UKAD's partnership with ukactive. It was highlighted that increased spending on digital provision had been successful in reaching a younger audience through social media channels. CMR requested work be undertaken to develop more robust measurement and impact assessment of CSW and suggested university partnerships could be explored as an enabler, a potential link to the Innovation Commission was also identified. **CB to design and implement more robust metrics ahead of CSW 2020.**

Noting the recommendations, NS expressed her disappointment at the level of engagement of some significant, high profile sports. It was noted that the impending assurance framework will set out minimum requirements expected of the NGBs and an opportunity exists to expand content to incorporate expectations of an education strategy. Broadening the reach of media activities (for example podcasts) was identified as a further future consideration.

PBr made CB aware of the work of the South Wales needle exchange which includes IPED users. It was suggested that such projects provide an opportunity to extend

UKAD's education work. Noting the move into the public health agenda, it was noted that further work to explain this shift to stakeholders is required.

**CB to ensure messaging in place by year end.**

The Board confirmed its continued support of CSW and expressed individual willingness and commitment to participate. TP extended thanks to all involved and encouraged early engagement with the Board in advance of CSW 2020.

### **Successful Partnerships – Intelligence & Investigations**

PM shared high-level details of a wide-reaching criminal investigation in which UKAD's Intelligence and Investigations directorate played a key role back in 2014. Due to a delay in sentencing full disclosure was not possible, but an overview of the vast multi-agency, global case was discussed. The case has resulted in a significant reduction in the supply of IPEDs which would, at least in part, have found their way into sport.

PM explained that as class C drugs represent a low priority for law enforcement agencies it can be challenging to secure their support in investigating potential cases. Identifying and appealing to the priorities of such organisations including social harm and asset recovery has proved successful. The Board was informed that discussions had taken place with the Home Office to ascertain whether proceeds of high profit, cash rich IPED trafficking cases such as the one outlined would be attributable to UKAD. It appears that this is unlikely and rather the proceeds will be invested into law enforcement given the extent of the resources allocated to lengthy cases. MJ highlighted that being unable to access NGB membership data places limitations on UKAD's ability to harness received intelligence and develop casework and the Board noted this ongoing frustration. It was agreed that **PM would brief all staff and the Board when the criminal case has been concluded and sentencing has been passed** (likely timing November 2019).

### **Education Strategy 'new' 2020 Sports**

TP welcomed Colin Allen (Education Programme Manager) to outline the planned approach to anti-doping education for athletes and athlete support personnel (ASP) of sports included in the Olympics for the first time in 2020.

The Board noted the deadline of December 2019 for athlete education to be complete and CA set out the Clean Games policy. In addition, service provision to NGBs was discussed. PBr queried the support available at Board level to support appropriate scrutiny and CA confirmed work is underway to this effect as part of strategy development. NS confirmed that the assurance framework requires a lead to be identified within each governing body. In addition to specifying requirements and

setting out appropriate checks and balances during initial training, continual support will be provided.

CA outlined the work being done to develop a 'Treat Clean' programme specifically targeted at healthcare professionals which was welcomed and is currently at the pilot stage. NP expressed her wish to see this being extended beyond practitioners to include the broadest definition of support personnel. SW shared her experience of educated but untested athletes and the emotional distress she has witnessed as part of her Chef de Mission responsibilities. Supporting athletes to be mentally prepared for the reality of the testing experience in addition to educating around the process was discussed. CA reassured the Board that support is provided in navigating confidentiality in circumstances where individuals suspect doping.

NS informed the Board that UKAD was one of five national anti-doping agencies asked to join a taskforce alongside a group of international federations tasked with making testing programme recommendations prior to the International Olympic Committee taking jurisdiction over testing. An intelligence-based risk assessment is being conducted to identify countries, athletes and disciplines of sport which are considered to be high-risk to ensure pro-active pre-games testing. Oversight by national anti-doping agencies is one measure in place to offer greater reassurance to the public that individuals are being appropriately tested.

A question was posed regarding the different socio-economic profile of some new sports and how this is built into the education programme. CA reassured the Board that research into the new sports had been conducted and a variety of factors including cultural nuances and age profile are considered when determining coverage and delivery of training. A specific example of the outreach programme developed with World Skate was discussed along with an overview of the work being done to update the parents and carers guide and develop suitable materials for this key stakeholder group.

TP expressed his thanks to CA along with his fellow Education Managers Alex Newman and Liam Jefferson for producing the report.

### **Research Report**

NS outlined that the integrity focus had been suggested by TP and as a result UKAD had commissioned Swansea University to complete a piece of work. Its focus is defining integrity in sport and identifying a way to map potential integrity threats with a view to encourage cross party working to tackle identified issues and capitalise on efficiencies.

The Board noted that detailed research findings are due at the end of August. **ER to provide an update at the November meeting.**

### **Committees' and Commissions' Terms of Reference**

**Audit and Risk Committee (ARC)** – approved subject to amendments being made as agreed at the recent ARC meeting. **LM to update and publish on Convene and UKAD website by end August.**

**Remuneration and Human Resources Committee** – approved subject to job titles being updated to reflect the current UKAD structure and clause 8.16 being amended to replace 'framework' with 'Management Agreement'. **LM to update and publish on Convene and UKAD website by end August.**

**Athlete Commission** - approved subject to job titles being updated to reflect the current UKAD structure and minor typographical changes. **LM to update and publish on Convene and UKAD website by end August.**

**Innovation Commission** - approved subject to an amendment being made to reflect Head of Science and Medicine as the Commission secretariat will be supported by the Governance Officer. **LM to update and publish on Convene and UKAD website by end August.**

### **Compliance with Sports Governance Code**

PB outlined the various governance codes with which UKAD must comply. Although the Sports Governance Code does not technically apply to the organisation as an Arm's Length Body, following a request by DCMS a gap analysis was last conducted in 2017. The Board was asked to note that the actions agreed at that time are now complete. As such, the Board agreed UKAD is now fully compliant.

TP commented that to date compliance has been agreed by virtue of a self-assessment and requested that a review be added to the internal audit schedule. **PB to request Mazars to schedule an internal audit related to the governance code compliance process. Date to be agreed prior to next ARC meeting (29 October 2019).**

### **2020 Meeting Schedule**

The schedule was approved subject to the inclusion of an Innovation Commission update as part of the July Board meeting agenda. NP passed on her apologies for said Board meeting due to her Tokyo 2020 commitments.



**Date of Next Meeting**

Tuesday 12 November 2019