

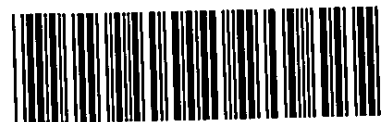
United Kingdom Anti-Doping Limited  
**ANNUAL REPORT**

2009-10

Presented to Parliament by the Secretary of State for Culture, Olympics,  
Media and Sport by Command of Her Majesty  
November 2010

Company no 6990867

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# CONTENTS

Foreword from the Chair	5
Introduction by the Chief Executive	7
Vision and objectives	9
Highlights and achievements	13
The Board and Executives	15
<b>Accounts and Finance</b>	
Directors' report for the year ended 31 March 2010	27
Financial review of the business	29
Statement of Directors' and Accounting Officer's responsibilities	31
Statement on internal control	32
Remuneration report	35
The Independent Auditor's report	37
Net expenditure account	39
Statement of financial position	40
Statement of changes in equity / Statement of cash flows	41
Notes to the financial statements	42
Annex one	53
Annex two	57

# WELCOME

## **UK Anti-Doping works to protect the right of athletes to compete in doping-free sport.**

By championing, developing, and investing in anti-doping programmes and initiatives, UK Anti-Doping supports clean athletes through a comprehensive anti-doping programme

Established in December 2009, UK Anti-Doping became the UK's first stand-alone National Anti-Doping Organisation (NADO) assuming responsibility for the management of the UK's national anti-doping programme from UK Sport. The formation of UK Anti-Doping has been a positive development in the fight against doping in sport. It has enabled the UK to continue to deliver innovative and increasingly sophisticated strategies to prevent doping, catch cheats and enhance the UK's role in anti-doping on a global stage.

This inaugural annual report celebrates the achievements and accomplishments of UK Anti-Doping during its first four months of operation.

# FOREWORD FROM THE CHAIR

5

**It is with great pleasure that I welcome you to the first UK Anti-Doping annual report as Chair of this newly formed National Anti-Doping Organisation (NADO).**

The establishment of UK Anti-Doping is a landmark event in the fight against doping in sport in the UK. It is through the continued support, commitment and determination of representatives from the worlds of sport, law enforcement, ethics and Government that an independent anti-doping organisation for the UK has come to fruition.

It has been four months since UK Anti-Doping officially launched and assumed responsibility for the UK's National Anti-Doping Policy. During this time, we have worked with dedication and persistence to build an organisation that delivers a modern and proactive approach to anti-doping.

Elite sport plays a critical role in our society. It enhances national reputation bringing economic benefits, it creates civic pride – encouraging grassroots participation and inspiring people – and it delivers health and social benefits. Unfortunately, there will always be those who choose to cheat and, by doing so, undermine the benefits and ethos of sport. UK Anti-Doping will strive to protect those athletes who play fair and refuse to jeopardise the spirit of sport through the abuse of performance enhancing substances and methods.

To ensure that we achieve our aims and ambitions, it is extremely important that we communicate with our most important stakeholders. Our position as an independent NADO enables us to represent the views of the sporting community and ensure that our partners remain confident that we are here to work alongside them.

UK Anti-Doping will strive to ensure that there is global harmonisation in the fight against doping in sport. It is important that through working effectively with the World Anti-Doping Agency (WADA) and other NADOs, that we have a shared system of values and beliefs, and a coherent and consistent international framework to support anti-doping.

Our presence on the global stage is more important than ever at this time, as the UK eagerly awaits its role as host to the world's biggest sporting event. It is with great excitement that we look forward to the London 2012 Olympic and Paralympic Games, yet we understand the huge responsibility this brings. We are already working very closely with the London 2012 Organising Committee of the Olympic and Paralympic Games (LOCOG), authorities in other Olympic countries, and our national partners to make every effort to support the delivery of a successful Olympics.

As an independent anti-doping organisation, we have new powers and functionality to develop

sophisticated strategies and techniques to catch drug cheats. However, as we continue to develop our capabilities, we know that rapid advancements in pharmaceuticals pose new doping threats and challenges. Through our partnerships with WADA-accredited laboratories, NADOs, law enforcement agencies and sports, we will improve our understanding of these emerging threats and development programmes to address them.

As we look ahead, education will play a vital role in ensuring that the right of UK athletes to compete in doping-free sport is protected. My vision is for UK Anti-Doping's 100% me education programme to create a generation of clean athletes and inspire our future sportsmen and women.

It is going to be a demanding and exciting couple of years ahead for our organisation. I look forward to the challenge with drive and enthusiasm, and with the support of all the dedicated staff at UK Anti-Doping.



**David Kenworthy QPM DL**  
**Chair**

# INTRODUCTION BY THE CHIEF EXECUTIVE

**I am delighted to welcome you to the first UK Anti-Doping annual report. As I reflect on the first four months since we were created I am pleased with our achievements and the impact we have made.**

In early discussions about a stand-alone anti-doping agency, I spoke about the new paradigm this would bring to the UK's sporting landscape. UK Anti-Doping's inauguration has brought a fresh approach to tackling the issues of doping in sport, resulting in a number of key achievements during the first few months in operation.

We have provided comprehensive education and support to Britain's winter Olympians and Paralympians competing in Vancouver, been responsible for the first human Growth Hormone analytical finding and collaborated with the sports community to form an Athlete Committee. We are continuing to progress with our vision by pressing ahead with initiatives and programmes for 2010-11, such as raising the profile and extending the reach of our 100% me education programme and enhancing our intelligence-led anti-doping programmes through our newly formed intelligence unit.

In the months following this reporting period, 100% me, UK Anti-Doping's athlete-centred education programme, will celebrate its fifth anniversary and we will launch the confidential hotline, Report Doping in Sport. We have been working with the home countries and crown dependencies to prepare athletes for the Delhi 2010 Commonwealth Games, whilst internationally we continue to forge ties with our global stakeholders, hosting a meeting to discuss the international framework of anti-doping attended by WADA President, John Fahey and Director General, David Howman.

Our objectives for the year ahead are focused on educating and supporting both elite athletes and future generations at outreach events and through education sessions delivered by qualified 100% me tutors. With a new intelligence management function now fully staffed, we will build on the existing ties we have with law enforcement agencies to identify athletes and support personnel who are involved in the use, supply or trafficking of performance enhancing substances.

With the biggest sporting event in the world arriving on these shores in two years time, the eyes of the world will be focused on the UK. Our contribution to ensuring a successful Games has been confirmed in a recent agreed commitment with the London Organising Committee of the Olympic and Paralympic Games (LOCOG) to provide our expertise in supporting the delivery of the Games anti-doping programme.

The UK has one of the most extensive anti-doping programmes in the world and it gives me great pride to lead this organisation. The fight against doping in sport remains, but I am confident we have the tools, skills and capability to tighten

the net around those who choose to cheat and continue to protect the rights of athletes to compete in doping-free sport.

As you read through this annual report I hope the commitment, expertise and professionalism of those who work here is evident. We have a clear vision of our aims for the year ahead and look forward to successfully delivering on these objectives to ensure that UK Anti-Doping continues to flourish.



**Andy Parkinson**  
**Chief Executive**



# VISION AND OBJECTIVES

## About UK Anti-Doping

UK Anti-Doping is the anti-doping organisation for the UK. Established in December 2009, UK Anti-Doping assumed responsibility for the implementation and management of the UK's national anti-doping programme from UK Sport.

The establishment of UK Anti-Doping marks a new era in the fight against doping in sport, enabling the UK to play an integral role in protecting athletes and sports from the threat of doping.

Accountable to the Department for Culture, Media and Sport, UK Anti-Doping has a very clear remit in anti-doping and, as an Executive Non-Departmental Public Body, it acts as the principle advisor to the UK Government on anti-doping.

Through forging effective working relationships and collaborating with a variety of stakeholders, including athletes, UK Anti-Doping strives to make sport clean, fair and free from performance-enhancing drugs.

As a new NADO, UK Anti-Doping has increased powers and functionality to develop key areas of the business. Cases relating to anti-doping rule violations may now be prepared by UK Anti-Doping and presented to the National Anti-Doping Panel (NADP) – an independent body that determines anti-doping disputes in the UK. A new intelligence management unit also has the ability to form an in-depth knowledge into anti-doping activities to inform and support education and testing programmes.

New threats to the integrity of sport are continually evolving and it is vital that UK Anti-Doping continues to work with NADOs, National Governing Bodies (NGB) of Sport, law enforcement agencies and partners to ensure a harmonised approach to protecting the spirit of sport. Through investing in education and outreach initiatives, developing sophisticated testing programmes, and supporting pioneering research into doping methods and techniques, UK Anti-Doping will continue to protect the right of athletes to compete in doping-free sport.

# **MISSION STATEMENT**

**TO PROTECT  
THE RIGHT OF  
ATHLETES TO  
COMPETE IN  
DOPING-FREE  
SPORT**

# OBJECTIVES

**UK Anti-Doping will realise its vision through the following strategic objectives:**

## **1 Ensuring compliance in the UK with the National Anti-Doping Policy.**

UK Anti-Doping complies with the World Anti-Doping Code which is promulgated by WADA. Through forging effective relationships with national sports bodies and key stakeholders, including athletes, UK Anti-Doping ensures that the World Anti-Doping Code is adhered to.

UK Anti-Doping collaborates with sporting organisations in the UK and internationally to implement the policy and rules which are defined in the UK's National Anti-Doping Policy.

In the coming year, UK Anti-Doping will continue to work closely with stakeholders to ensure sport compliance with the National Anti-Doping Policy, and to raise the profile of anti-doping among key influencers in the sporting world.

## **2 Coordinating effective stakeholder partnerships, particularly with athletes, that promote the values of clean sport and support the next generations of sporting champions.**

Building effective partnerships is critical to UK Anti-Doping achieving its ambitions. In the first four months of operation, UK Anti-Doping was invited by WADA to assist in the delivery of education sessions in support of the Vancouver 2010 Winter Olympics and Paralympics and form part of the Independent Observers Programme, to audit the Games anti-doping testing programme.

UK Anti-Doping announced its collaboration with LOCOG, working closely with this important stakeholder to contribute to, and support, the development of their anti-doping testing programme. It also worked with overseas NADOs to launch initiatives such as GlobalDRO, the online drug reference service for athletes, and engaged with NGBs to undertake a stakeholder audit.

Looking ahead, UK Anti-Doping will continue to provide a high-quality service by working with NGBs, the British Olympic Association (BOA), the British Paralympic Association (BPA), the English Institute of Sport (EIS), Sport England, Sport Scotland, Sport Wales, Sport Northern Ireland, Glasgow 2014 Commonwealth Games and a range of other important stakeholders.

### **3 Using intelligence from sport and public agencies and partners to educate, deter, detect and prosecute athletes and athlete support personnel.**

UK Anti-Doping is positioned to have a focus and greater ability to manage intelligence. The organisation now has the capability to develop ever more sophisticated techniques to fight doping in sport by leveraging partnerships with law enforcement agencies and sharing knowledge across the organisation to develop effective testing strategies and education programmes.

This year UK Anti-Doping successfully recruited its new intelligence management unit and adopted the principles of the National Intelligence Model, used by police and other agencies, to provide a common, recognisable means of intelligence dissemination and information exchange.

UK Anti-Doping will continue to work with a wide range of agencies, including the UK Border Agency, Serious Organised Crime Agency and the Medicines and Healthcare Products Regulatory Agency, to share information and evidence gathered about anti-doping that may have previously gone undetected. The coming year will also see UK Anti-Doping consolidate its National Intelligence Model and develop new intelligence systems products.

### **4 Actively contributing to world-wide harmonisation and influence international anti-doping policy and practices.**

UK Anti-Doping is an active participant in the global fight against doping and fully recognises the need and responsibility to take an international approach. Partnerships with WADA, UNESCO (*UNESCO International Convention against Doping in Sport 2005*), other NADOs and International Federations will ensure global harmonisation and further UK Anti-Doping's activities.

UK Anti-Doping's voice on the global stage has been evident during its first few months of business, including the ongoing delivery of training to Doping Control Officers from around the world, and its role in supporting the Vancouver 2010 Winter Olympic and Paralympic Games.

# HIGHLIGHTS AND ACHIEVEMENTS

**The following is an overview of the key highlights and successes from UK Anti-Doping's first four months of operation.**

## **Official launch**

UK Anti-Doping assumed responsibility as the UK's NADO on 14 December 2009 from UK Sport. The formation of UK Anti-Doping marked a crucial development in the UK's fight against doping in sport. Following a six-month review by UK Sport, Government welcomed the creation of an independent NADO to modernise the UK's approach to anti-doping. A high-calibre project board was formed and played a key role in establishing UK Anti-Doping.

David Kenworthy was appointed Chair on 15 July 2009 bringing to the role 35 years experience of working in law enforcement. He was also a member of the NADO project board that has helped shape plans for UK Anti-Doping. Andy Parkinson was appointed to the position of Chief Executive on 11 August 2009 having headed up the anti-doping operation at UK Sport as Director of Drug-Free Sport. Recruitment for UK Anti-Doping's workforce of 45 staff shortly followed transferring skilled and experienced staff from UK Sport and recruiting staff to new positions within the organisation which was still on-going at the end of the year.

An official launch was held on 9 February 2010, attended by the then Minister for Sport Gerry Sutcliffe MP and the then shadow and now current Minister for Sport and the Olympics Hugh Robertson. Representatives from across the UK sporting landscape, including Government, elite athletes, organising committees and sports joined the UK Anti-Doping Board and staff to celebrate the culmination of more than two years of planning and preparation.

## **Education and support to the GB team for the Vancouver 2010 Winter Olympic and Paralympic Games**

Educating and supporting athletes competing in Vancouver was one of the first major sporting events for UK Anti-Doping. A pre-event anti-doping programme included testing of all British athletes prior to competition, education sessions for competitors and support during the Games. UK Anti-Doping was also invited by WADA to form part of the Independent Observers programme and conduct an audit of the Games' anti-doping process.

## **Advancement in case management**

UK Anti-Doping has taken on responsibility and authority for prosecuting athletes and athlete support personnel for anti-doping rule violations. UK Anti-Doping secured 17 sanctions against those who have committed an anti-doping rule violation and presented five successful cases to the National Anti-Doping Panel.

### **Biological passport blood profiling programme**

To improve the fight against doping in sport, UK Anti-Doping introduced the athlete biological passport scheme for a pool of athletes in February 2010. In collaboration with the Drug Control Centre, King's College London, the UK's only official WADA-accredited laboratory, the blood profiling programme monitors levels of selected variables in the blood over time and compares an athlete against themselves rather than against the population at large. The longitudinal analysis can identify abnormal levels of the monitored substances and changes in these variables could indicate doping.

### **Athlete Committee**

UK Anti-Doping called for athletes and support personnel from across elite sport to form an Athlete Committee. The UK Anti-Doping Athlete Committee is comprised of current and recently retired athletes and support personnel from Olympic, Paralympic and professional sport to help shape and inform UK Anti-Doping's programmes into the future.

### **World-first finding of human Growth Hormone**

The world's first analytical finding of the human Growth Hormone was a landmark breakthrough for UK Anti-Doping. Previously considered undetectable, the finding sparked debate internationally around testing in professional sports.

### **Training delivered to Doping Control Officers from around the world**

UK Anti-Doping was invited by WADA to deliver training workshops in Saudi Arabia, Kuwait and Brunei as part of the Regional Anti-Doping Organisation programme.

### **Major events testing programmes**

The testing team at UK Anti-Doping has implemented comprehensive testing programmes which resulted in no adverse findings for major events such as the Gymnastics World Championships, World Series Triathlon, cricket's Twenty20 Cup, and the World Series Netball.

### **Anti-doping programme at the London 2012 Olympics and Paralympics**

LOCOG announced its partnership with UK Anti-Doping to support the delivery of the anti-doping control programme in 2012. UK Anti-Doping will provide training for anti-doping volunteers and staff in the lead up to, and during, the Games.

## **David Kenworthy QPM DL, Chair**

David Kenworthy was appointed Chair of UK Anti-Doping in July 2009. David retired as Chief Constable for North Yorkshire Police in 2002 after 35 years experience of working in law enforcement. He was also a key member of the NADO project board that helped shape plans for UK Anti-Doping. David's vast experience enables UK Anti-Doping to develop its processes to share information across law enforcement agencies and sport bodies, and develop its new intelligence management function.

## **Michael Brace CBE**

Michael Brace is currently Chief Executive of VISION 2020 UK. He brings to UK Anti-Doping a wealth of experience in sport and celebrated sporting achievements. He first represented Great Britain at cross-country skiing in the first Winter Paralympic Games in 1976, he then went on to compete at three World Championships, two European Championships, six Paralympic Games and was Chef de Mission at a seventh. He acted as Head of Delegation at five winter and summer Paralympic Games, including Beijing 2008. Michael has been Chairman of Paralympics GB from 2001 to 2008, a board member of London 2012 Olympic and Paralympic Games until February 2009 and has successfully managed sports teams in athletics, skiing and cricket. Michael was awarded an OBE in 2005 and a CBE in 2009 for services to Disabled Sport. He was also a member of the NADO Project Board created to oversee the establishment of UK Anti-Doping.

## **Professor John Brewer**

John Brewer is a Professor of Sport at the University of Bedfordshire, and Chair of the British Handball Association. John has worked with many elite athletes, professional teams and NGBs and has extensive experience in sports science, with specific focus on high performance sport and anti-doping. He began his career as Head of Sports Science for the Football Association and spent 18 years as joint Director of the Lilleshall Sports Injury and Human Performance Centre in Shropshire, which supports talent development programmes across a range of sports. He then moved to GlaxoSmithKline as Director of Sports Science and was Chair of the London Regional Sports Board.

## **Philip Carling**

Since 2004 Philip Carling has been the Chair of the Sports Council for Wales. He is a former Chief Executive of Nottinghamshire and Glamorgan County Cricket Clubs and was a member of the Test and County Cricket Board from 1978 to 1990. As an experienced business consultant, Phillip has worked successfully with a number of organisations from the public, private and voluntary sectors on major projects including the Rugby World Cup 1999, the Noah's Ark Appeal and Mencap in Wales. Phillip was also a member of the NADO Project Board.

## **Andrew Sellers**

Andrew Sellers runs the London South East region Enforcement directorate of the Serious Organised Crime Agency. He is also a member of the Association of Chief Police Officers Drugs Committee and is currently working closely with the Metropolitan Police Service and Home Office to meet the potential threat from serious organised crime to the London 2012 Olympic and Paralympic Games. Andrew has worked closely with UK Sport in the past on developing information sharing protocols and will bring this experience to UK Anti-Doping. He was also a member of the NADO Project Board.

## **Janice Shardlow**

Janice Shardlow is a solicitor and Head of Governance and Legal at the British Equestrian Federation. Janice brings a wealth of expertise to UK Anti-Doping with over 25 years in the legal sector which includes experience in private practice, legal education and sport. Janice is also a current participant in the UK Sport International Leadership Programme, which recognises the role the UK should play in increasing opportunities for young people in developing countries to participate in sport.

## **Justin Turner QC**

Justin Turner has a PhD in Immunology from Cambridge University and is a QC. He is a member of the Gene Therapy Advisory Committee, the Department of Health's advisory committee on gene transfer and stem cell technology. His specialty is technical disputes cases concerning life sciences and in particular intellectual property disputes.



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# EXECUTIVES

17

## **Andy Parkinson** **Chief Executive**

Andy Parkinson is the Chief Executive of UK Anti-Doping and was appointed to the position in August 2009. Andy has been involved in sport for many years. He headed up the anti-doping operation at UK Sport as Director of Drug-Free Sport and prior to this held the position of Head of Operations. Before joining UK Sport in 2006, Andy was Medical and Scientific Director at the International Paralympic Committee.

## **Nicole Sapstead** **Director of Operations**

Nicole was appointed to Director of Operations at UK Anti-Doping in October 2009. She is responsible for the delivery of UK Anti-Doping testing programme, and leads the establishment of the new intelligence function and development of UK Anti-Doping's science and medicine team.

Former Head of Operations for Drug-Free Sport at UK Sport, Nicole has over 12 years experience in anti-doping and nine years working for an anti-doping organisation.

## **Graham Arthur** **Director of Legal**

As Director of Legal, Graham is responsible for managing both analytical and non-analytical results, consistent with the World Anti-Doping Code and UK Anti-Doping Rules. Graham brings a wealth of experience in anti-doping and has acted as Counsel to the International Paralympic Committee (IPC) for the past five years. In addition he has worked with law enforcement agencies on intellectual property enforcement matters.

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**Michelle Heins**  
**Director of Communications and Education**

Michelle joined UK Anti-Doping as Director of Communications & Education in December 2009. Former Director of Marketing and Communications at the Australian Sports Anti-Doping Authority, Michelle is responsible for supporting athletes, support personnel and sporting organisations through effective communication, education and marketing programmes.

Michelle has 15 years experience in communication, marketing and education roles in both the public and private sectors in Australia and the UK.

**Paul Evans**  
**Director of Business Support**

As Director of Business Support, Paul is responsible for the financial and resource management of UK Anti-Doping. He is a qualified chartered accountant, having trained at the National Audit Office. Formerly the Director of Corporate Services for the Children's Commissioner for England, he brings a wealth of experience in risk management, financial control, human resources and business administration.

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# **DEPARTMENTS & TEAMS: INTRODUCTION**

19

**The harmonisation and enhancement of UK Anti-Doping activities is achieved through the work and collaboration of four directorates: Communications & Education, Operations, Legal, and Business Support, which are led by an Executive team.**

# COMMUNICATIONS & EDUCATION

**The Communications & Education directorate plays a pivotal role in delivering anti-doping programmes and messages. Through the 100% me education programme and effective communication, athletes and support personnel are made aware of their roles and responsibilities with regards to anti-doping, and supported at all stages in their sporting careers.**

## Education

The education team manages, develops and implements programmes and initiatives to inform, promote and instil the principles of doping-free sport. The team educates athletes and support personnel about anti-doping and inspires future generations of athletes to be successful without the use of prohibited substances or methods.

100% me is an education programme that encapsulates the core values of UK Anti-Doping. It recognises that choice, personal strength and attitude make someone a champion and instils integrity and fairness in sport.

Through collaboration with a wide range of stakeholders, among them NGBs, the British Olympic Association, British Paralympic Association and the Youth Sport Trust, the education team provides targeted support and guidance for athletes of all ages and abilities to ensure that they understand their rights and responsibilities in relation to anti-doping.

The team also provides support to athletes on the National Registered Testing Pool, from initial induction onto WADA's online whereabouts system, ADAMS, through to completing their whereabouts information for in- and out-of-competition testing.

During 2010–11 the education team will be supporting key events in the sporting calendar, such as the 2010 UK School Games, and providing a comprehensive programme of support to athletes competing in the Delhi 2010 Commonwealth Games. It will also work with NGBs to develop anti-doping strategies tailored to their specific sport, and deliver anti-doping education to junior athletes as part of the outreach programme.

## Communication

The communication team plays an essential role in creating, developing, and implementing campaigns to raise an awareness of anti-doping. The team is responsible for internal and external communication and for delivering clear, consistent and coherent messages to stakeholder groups such as athletes, support personnel, sports bodies, parents of aspiring athletes and the general public.

Media interest in anti-doping is high. The communications team runs a busy press office handling all media enquiries and responses in accordance with the World Anti-Doping Code, as well as providing support and advice to NGBs about publicity surrounding anti-doping rule violations.

During 2009–10 the communication team successfully launched the new UK Anti-Doping identity and online presence and has raised the profile of the organisation through working with partners and the media. In 2010–11, the communication team will increase the profile and reach of the 100% me education programme, implement campaigns to raise awareness of the risks of drug and supplement use, and support athletes and teams at high-profile sporting events such as the Delhi 2010 Commonwealth Games.

# OPERATIONS

**The Operations directorate is at the forefront of implementing a robust testing programme, identifying the next doping threat and implementing sophisticated intelligence systems to fight against doping in sport. This directorate is comprised of three teams: testing, science and medicine, and intelligence management.**

## Testing

UK Anti-Doping has a robust and effective testing strategy. The testing team is responsible for planning and implementing the anti-doping programme across 47 Olympic, Paralympic, Commonwealth and professional sports. It is also responsible for the recruitment, training and ongoing assessment of the organisation's Doping Control Officers, Chaperones and Blood Collection Officers, who are at the front-line of the organisation, ensuring that a professional service is delivered.

UK Anti-Doping conducted 7,550 missions in the year 2009-10. Of these, 6,412 were administered by UK Anti-Doping and 1,138 were attempted under the jurisdiction of an International Federation.

UK Anti-Doping has a commitment to the Department for Culture, Media and Sport (DCMS) to carry out a minimum of 60 per cent no advance notice, out-of-competition missions.

In the year 2009-10, 61 per cent of missions were out-of-competition and 39 per cent were in-competition. See Annex one for a full testing programme breakdown.

Objectives for the year ahead include delivering a testing programme with greater emphasis on intelligence-led out-of-competition testing. The testing team will also be implementing a rigorous pre-Commonwealth Games testing programme with teams competing from England, Wales, Scotland and Northern Ireland. As the momentum increases towards the London 2012 Olympic and Paralympic Games, Doping Control Officers, Blood Collection Officers and Chaperones will be trained to support the testing strategy during the Games.

## **Science and medicine**

Science and medicine plays an important role in identifying and detecting current and future performance enhancing substances and methods. The science and medicine team manages the daily operations of the urine and blood profiling programme and provide information about substance use to enhance the intelligence-led testing programme.

The team is responsible for overseeing the Prohibited List, which identifies the substances and methods that are banned from competitive sport. The team also manages the Therapeutic Use Exemption service to ensure UK Anti-Doping and its athletes comply with the International Standard for Therapeutic Use Exemptions.

Looking ahead to 2010-11, the first year of the new blood profiling programme will have been completed and there will be fully researched approaches to test growth hormones.

## **Intelligence**

A new and important function of UK Anti-Doping is the formation of the intelligence management team. UK Anti-Doping now has greater ability to investigate and uncover doping activities by managing and analysing information from a wide range of sources.

The intelligence team collate, analyse and disseminate intelligence using the National Intelligence Model, widely followed by law enforcement. Information is sourced from law enforcement partners, agencies and the sports community. Traditional routes, such as performance results, analytical reports and tip-offs, contribute to the pool of information. The intelligence generated supports UK Anti-Doping in developing effective testing strategies and education programmes.

The intelligence team will continue to develop effective relationships with partners and law enforcement agencies to generate intelligence. New systems and profiles will ensure advanced and sophisticated techniques can be implemented around a business intelligence framework.

## The legal team supports UK Anti-Doping in its commitment to delivering the UK’s anti-doping policy through ensuring compliance with the World Anti-Doping Code.

The legal team predominantly manages results from UK Anti-Doping’s testing programme, prepares and presents cases relating to potential rule violations and actively assists NGBs to implement anti-doping rules and regulations in compliance with the National Anti-Doping Policy

As the principle advisor to Government on anti-doping, it is the responsibility of UK Anti-Doping to further the UK Government’s compliance with the UNESCO International Convention against Doping in Sport 2005. The legal team supports the fulfilment of the UNESCO convention by undertaking actions to ensure NGBs comply with the World Anti-Doping Code and subsequently the UK’s anti-doping policy

The legal team manages the legal process in the event of an anti-doping rule violation. UK Anti-Doping has authority to prosecute potential anti-doping rule violations against athletes and support personnel by preparing and presenting cases to the National Anti-Doping Panel. The National Anti-Doping Panel is an independent body established to determine anti-doping disputes in sport in the UK and is operated by Sport Resolutions (UK)

The directorate is also responsible for monitoring doping control staff performance at tests, checking information submitted by athletes included in the National Registered Testing Pool and providing general legal services to the organisation

UK Anti-Doping works in close partnership with the Drug Control Centre, Kings College London, which oversees the scientific analysis of samples to the highest quality. The legal team is responsible for managing this relationship to ensure UK Anti-Doping’s testing programme operates efficiently and effectively

### Results management

The table below details the categories of substance for all closed cases reporting in the past 12 months. Possible anti-doping rule violations are grouped according to the categories outlined in the World Anti-Doping Code 2010 Prohibited List

Of the 31 possible anti-doping rule violations listed, 8 (26 per cent) were concluded as “no case to answer”

Category of substance	Number of findings	
	Case to answer	No case to answer
Anabolic agents – excluding T/E	3	1
Anabolic agents – elevated T/E ratio	0	5
Hormones & related substances	1	0
Beta-2 Agonists	1	0
Hormone antagonists & modulators	0	0
Diuretics and other masking agents	1	0
Stimulants	11	1
Narcotics	0	0
Cannabinoids	5	0
Glucocorticosteroids	0	1
Beta-blockers	0	0
Failure to comply – Refusal	1	0
Whereabouts / Filing Failure / Missed Test Anti-Doping Rule Violation	0	0
<b>Total</b>	<b>23</b>	<b>8</b>

<b>Sport</b>	<b>Athlete name</b>	<b>Category</b>	<b>Substance</b>	<b>Action taken</b>	<b>Suspension period</b>
Basketball	John Simpson	S8 Cannabinoids	Marijuana	16- month suspension	12 Dec 2009 to 27 April 2011
Wrestling	Jatinder Singh Rakhra	S1 Anabolic Agents	3-hydroxy stanozolol	2-year suspension	5 Feb 2010 to 4 Feb 2012
Rugby Union	Neil Tunnah	S6b Stimulants	Ephedrine	5-month suspension	20 Feb 2010 to 20 July 2010
Rugby League	Terry Newton	S2 Hormones & related substances	Human Growth Hormone	2-year suspension	24 Nov 2009 to 23 Nov 2011
Wrestling	Owain Ap Gwyn	S1 Anabolic Agents	3-hydroxy stanozolol	2-year suspension	21 Nov 2009 to 20 Nov 2011
Triathlon	Mark Fretta	S6b Stimulants	Ephedrine	Warning	N/A
Rugby League	Andrew Brocklehurst	S6a and S6b, non-specified stimulants	Benzoyllecgonine & Ephedrine	2-year suspension	21 July 2009 to 20 July 2011
Amateur Boxing	Jade Mellor	S5 Diuretics & other Masking Agents	Bumetanide	2-year suspension	26 June 2009 to 25 June 2011
Football	Paddy Kenny	S6b Stimulants	Ephedrine	9-month suspension	22 July 09 to 21 April 10
Rugby League	Dean Gaskell	S3 Beta-2 Agonists	Salbutamol	3-month suspension	29 Sept 2009 to 28 Dec 2009
Rugby League	Karl Long	S6b Stimulants	Ephedrine	2-year suspension	8 May 2009 to 7 May 2011
Rugby League	Gareth Hock	S6a non-specified Stimulants	Benzoyllecgonine	2-year suspension	23 June 2009 to 22 June 2011
Rugby Union	Rhys Garfield	S1 Anabolic Agents	19 Norandrosterone	2-year suspension	30 Oct 2008 to 29 Oct 2010
Wheelchair Basketball	Hadj Lahmar	S8 Cannabinoids	Marijuana	4-month suspension	16 April 2009 to 15 August 2009
Wheelchair Basketball	Darren Peasley	S8 Cannabinoids	Marijuana	3-month suspension	16 April 2009 to 15 July 2009
Canoeing	Peter Meakin	S1 Anabolic Agents	Stanozolol	2-year suspension	9 April 2009 to 8 April 2011
Rugby League	George Flanagan	S6a non-specified Stimulants	Benzoyllecgonine	2-year suspension	6 April 2009 to 5 April 2011
Basketball	Tom Sutton	S8 Cannabinoids	Marijuana	4-month suspension	15 March 2009 to 14 July 2009
Bobsleigh	Peter Howe	Failure to comply – Refusal	n/a	10-year suspension (second anti-doping violation)	4 May 2009 to 3 May 2019
Football	Gerard Smith	S8 Cannabinoids	Marijuana	4-month suspension	1 July 2008 to 31 October 2008

Looking ahead, the legal team will undertake a number of activities to ensure that it continues to effectively manage compliance with the UK's National Anti-Doping Policy. Initiatives will include an audit to review conformity with the anti-doping rules and regulations and furthering the Government's compliance with the UNESCO convention, specifically

with regards to overseas territories and crown dependencies. The directorate will also support the intelligence function with the gathering of information and pursuing anti-doping rule violations, and undertake a review of year one of the blood profiling programme.



# BUSINESS SUPPORT

**The Business Support directorate ensures that UK Anti-Doping's day-to-day operations are effectively managed in accordance with its responsibility as a public body. The directorate provides UK Anti-Doping's finance, IT, human resources, quality management and administrative functions.**

## **Finance**

The finance team is responsible for the financial management and financial strategy of the organisation, and provides an effective financial service to both its internal and external customers. During the year a great deal of work was undertaken to create UK Anti-Doping's own finance function. This involved separating all of the financial transactions previously accounted for within UK Sport and establishing financial procedures and processes.

## **Human resources**

Human resources recruits and retains UK Anti-Doping's workforce of professional, qualified and skilled employees to ensure that the organisation achieves its shared objectives and purpose. This function includes managing staff training, personal development plans and employee relations. The human resources team played an important role in recruiting all the staff for UK Anti-Doping. The team was responsible for managing the recruitment of over 20 new members of staff, as well as transferring over existing staff from UK Sport.

## **Quality management**

Business support is responsible for UK Anti-Doping's work in quality management. UK Anti-Doping is ISO 9000 accredited and has introduced quality systems across the organisation. The quality team is responsible for ensuring that risk management is embedded across the organisation, as well as having responsibility for the management of UK Anti-Doping's offices in central London and providing administrative support.

Business support will work towards achieving the corporate objectives through various initiatives. Foremost will be the creation of its own internal financial system. This will ensure that UK Anti-Doping can provide a flexible financial service for the organisation. It will also be further developing and implementing risk management systems, compiling comprehensive policies and procedures in relation UK Anti-Doping's workforce, and strengthening the work in information data management.

# **ACCOUNTS AND FINANCE**

# **DIRECTORS' REPORT FOR THE PERIOD ENDED 31 MARCH 2010**

**The Directors present their report and financial statements for the period ended 31 March 2010, in respect of United Kingdom Anti-Doping Limited, company number 6990867.**

## **Results**

The net expenditure for the period was £2,817K. Our grant-in-aid is recognised as financing in the statement of changes in equity.

## **Principal activity and review of the business**

UK Anti-Doping is the United Kingdom's National Anti-Doping Organisation ("NADO"). It is responsible for ensuring sports bodies in the UK comply with the World Anti-Doping Code. It receives grant-in-aid from the Department for Culture, Media and Sport (DCMS). UK Anti-Doping works at arm's length from Government and has the status of a Non-Departmental Public Body. It is regulated in accordance with the Framework Document issued by the Secretary of State for Culture, Olympics, Media and Sports and the financial statements are prepared in accordance with the Companies Act.

## **Future development and events since the reporting period**

There were no material events to report since the end of the reporting period. Future developments have been discussed elsewhere in the annual report.

## **Principal risks and uncertainties of the company**

UK Anti-Doping reviews the principal risks and uncertainties to the business on a periodic basis, and considers necessary actions and controls in place to mitigate these. UK Anti-Doping is in the process of developing its risk management strategy to fully embed risk management within its business planning and day-to-day operations.

## **Employment and training policies and staff participation**

UK Anti-Doping is committed to a policy of equality of opportunity in its employment practices and continues to develop a culturally diverse workforce. It is in the process of developing an equality and diversity framework, which will be complete in 2010. The organisation aims to ensure that no potential or actual employees receive more or

less favourable treatment on the grounds of race, colour, ethnic or national origin, marital status, age, gender, sexual orientation, disability or religious beliefs. The organisation will be establishing a training and development programme designed to encourage and support all employees in improving performance. UK Anti-Doping will also be developing a staff handbook which will be a comprehensive guide to its employment policies and procedures.

UK Anti-Doping ensures that there are arrangements to promote effective consultation and communications with all staff. All directorates have regular staff meetings at which matters relating to UK Anti-Doping activities are discussed and staff are regularly briefed on the matters discussed at management and Board meetings. Meetings of all staff are held regularly.

UK Anti-Doping seeks to ensure that the requirements of health and safety legislation are met in the workplace.

### **Better Payment Practice Code**

UK Anti-Doping attempts to abide by the Better Payment Practice Code and in particular to settle bills in accordance with contract. Invoices are normally settled within our suppliers' standard terms. 53 per cent of undisputed invoices were paid within thirty days of receipt. Prior year comparatives are not available as the company was not in operation.


### **Disclosure of Information to the auditor**

So far as each person who was a Director at the date of approving this report is aware, there is no relevant audit information, being information needed by the auditor in connection with preparing its report, of which the auditor is unaware. Having made enquiries of fellow Directors and company's auditor, each Director has taken all the steps that she/he is obliged to take as a Director in order to make her/himself aware of any relevant information and to establish that the auditor is aware of that information.

### **Auditors**

The Board appointed the Comptroller and Auditor General as its auditor during the year.

By order of the Board



**David Kenworthy**  
**Chair**

22 November 2010

# FINANCIAL REVIEW OF THE BUSINESS

29

## Summary of results

UK Anti-Doping's first period of operation was 2009-10. The organisation took up occupancy of its new premises at Oceanic House on 14 December 2009, when UK Anti-Doping became fully operational. Prior to this some of the functions of the organisation were undertaken by Drug-Free Sport - a department within UK Sport.

The Board of UK Anti-Doping has opted to apply acquisition accounting. This means that the financial statements reflect the period from 14 December 2009 to 31 March 2010. In addition, the transition costs in the establishment of the organisation have been reflected in the financial statements. As a result there are no prior year comparatives in the accounts.

UK Anti-Doping had net expenditure for the year £2,817K. Grant-in-aid is treated as financing rather than income, and as such is recognised in the statement of changes in equity.

## Going concern

The financial statements have been prepared on a going concern basis. The use of the going concern basis of accounting is appropriate because there are no material uncertainties related to events or conditions that may cast significant doubt about

the ability of UK Anti-Doping to continue as a going concern. We have not received any indications from the Department for Culture, Media and Sport that financing will be withdrawn.

## Income sources

The majority of the organisation's funding came from grant-in-aid, received from the Department for Culture, Media and Sport, administered via UK Sport. This is recognised in the accounts as financing rather than income. In addition UK Anti-Doping generates a testing income which in 2009-10 came to £279k.

## Investment in non-current assets

The organisation spent £759k on non-current assets during the year. £236k of this related to the fit out of UK Anti-Doping's new premises with an additional £337k spent on information technology, which was required as a result of the set-up of the new organisation. £186k was spent on software and licences, which included £77k for Jade, an intelligence database which is critical to enable a new and effective intelligence function.

## Future non-current asset investment

In 2010-11 funds are expected to be spent on the establishment of an in-house finance software and related hardware. Further investment is also expected in our IT infrastructure enabling access to the government secure internet. This is essential to our intelligence work, so that information can be shared with other government bodies.

## **Our staff**

At the start of the year there were 21 full-time staff in Drug-Free Sport and by the end of 2009-10 there were 32 people on full time contracts at UK Anti-Doping, with 20 staff coming across from UK Sport to UK Anti-Doping under the TUPE regulations. In the early part of 2010-11 the second phase of our recruitment plan was completed in setting up the new organisation, with new staff coming into the intelligence, legal and business support functions. UK Anti-Doping is organised into four directorates - Operations, Legal, Communications and Education and Business Support. £549K was spent on staff costs during the period.

## **Expenditure**

The organisation spent £751k on transitional expenditure in the establishment of the organisation. This excluded the costs on fixed assets detailed above. Other key areas of expenditure included:

- UK Anti-Doping has a contract with the WADA-accredited laboratory, the Drug Control Centre, Kings College London, which undertake the analysis of the samples from the UK's athlete testing programme. Results analysis and legal work accounted for £462k.
- £470k on the athlete testing programme. UK Anti-Doping undertakes up to 7,500 missions each year. The costs of the athletes testing programme includes the costs of Doping Control Staff who collect samples for analysis.
- £205k on the education programme. A key part of UK Anti-Doping's prevention work involves the education of those in sport to discourage them from doping.

## **Future financial risks**

UK Anti-Doping has a three-year lease on its premises at Oceanic House. The lease requires that the property is restored to its original condition before any alteration work began when UK Anti-Doping vacates the premises. A professional valuation has been undertaken to assess the costs of these works, and a provision of £10k has been made in the accounts for this figure. There are financial risks regarding the collection of our commercial income and as such a provision of £24k for bad debts has been made. In 2010-11 a review of our processes for the invoicing and collection of this income will be undertaken.

# STATEMENT OF DIRECTORS' AND ACCOUNTING OFFICER'S RESPONSIBILITIES

The Directors are responsible for preparing the Directors Report and the financial statements in accordance with applicable law and regulations. Company law requires UK Anti-Doping to prepare financial statements for each financial year. The financial statements are required by law to give a true and fair view of UK Anti-Doping's state of affairs at the year end and of its income and expenditure and cash flows for the financial year.

In preparing these financial statements, the Directors are required to

- select suitable accounting policies and then apply them consistently
- make judgements and estimates that are reasonable and prudent
- state whether applicable International Financial Reporting Standards have been followed, subject to any material departures disclosed and explained in the financial statements
- prepare the financial statements on a going concern basis unless it is inappropriate to presume that UK Anti-Doping will continue in business

The Directors are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of UK Anti-Doping and enable them to ensure that its financial statements comply with the Companies Act 2006. They have general responsibility for taking such steps as are reasonably open to them to safeguard the assets of UK Anti-Doping and to prevent and detect fraud and other irregularities.

The Accounting Officer of the Department for Culture, Media and Sport has designated the

Chief Executive as Accounting Officer of UK Anti-Doping. The relevant responsibilities of an Accounting Officer, including his responsibility for the propriety and regularity of the public finances for which he is answerable and for keeping of proper records and the safeguarding of UK Anti-Doping's assets are set out in 'Managing Public Money' published by the Treasury.

UK Anti-Doping has chosen to comply with the requirements of the Government Financial Reporting Manual and in particular to

- observe the Accounts Direction issued by the Department for Culture, Media and Sports, including the relevant accounting and disclosure requirements, and apply suitable accounting policies on a consistent basis
- state whether applicable accounting standards as set out in the Government Financial Reporting Manual have been followed, and disclose and explain any material departures in the financial statements

This report has been approved by the Board and is signed by the Chief Executive as Accounting Officer and the Chair on behalf of the Board.



**Andy Parkinson**  
Chief Executive and  
Accounting Officer  
UK Anti-Doping  
22 November 2010

**David Kenworthy**  
Chair  
On behalf of the  
UK Anti-Doping Board  
22 November 2010

# STATEMENT ON INTERNAL CONTROL

## Introduction

UK Anti-Doping is a limited company which was incorporated on 14 August 2009 and became operational on 14 December 2009. UK Anti-Doping is also a Non-Departmental Public Body, funded by the Department for Culture, Media and Sport (DCMS). 2009-10 is UK Anti-Doping's first year of operation as for the period from 1 April to 13 December 2009 the organisation existed as a department within UK Sport, another Non-Departmental Public Body.

I was appointed in August 2009 and took up my post as Chief Executive on a full-time basis on 1 September 2009. My appointment as the Accounting Officer was made on 10 October 2009. As Accounting Officer I have personal responsibility for maintaining a sound system on internal control that supports the achievement of UK Anti-Doping's aims and objectives, whilst safeguarding the public funds and assets for which I am personally responsible, in accordance with the responsibilities assigned to me in Managing Public Money. I am also accountable to Parliament for maintaining effective systems for identifying, evaluating and managing the principal risks of UK Anti-Doping as detailed in the Framework Document between UK Anti-Doping and DCMS.

Our governance process is led by the Board which consists of the Chair and six other company Directors. The Board were independently appointed by the Secretary of State for Culture, Media and Sport, through the Cabinet Office's public appointments procedure. The Board provides independent scrutiny of the organisation and has met three times during 2009-10. The work of the Board is supported by two Committees – the Audit and Remuneration Committees. The remit of the Audit Committee covers the oversight of audit, financial and risk management. This Committee met twice during 2009-10. This Statement of Internal Control was reviewed by the Audit Committee at its meeting in June 2010. The Remuneration Committee is responsible for

determining and agreeing with the Board the framework and broad policy for the remuneration of staff. The Committee met once in 2009-10.

In addition, the Board has established an Athlete Committee. The remit of this advisory Committee is to provide a forum for the exchange of information and opinions on anti-doping matters. The Committee is chaired by one of the company Directors and the other members were appointed during 2010-11.

As a new body, UK Anti-Doping is in the process of establishing the core systems for assessing and reviewing risks and taking mitigating action where appropriate. During 2009-10 a long term strategy for UK Anti-Doping was developed, resulting in a Corporate Plan. A one-year Business Plan for 2010-11 has been developed to support the strategic objectives of the organisation.

The role of the Board is to determine UK Anti-Doping's strategy, as well as the risk management culture, an appropriate risk level of exposure, and to approve major decisions within the organisation's risk profile. It also has responsibility for monitoring management of strategic risks, for satisfying itself that risks are being actively managed and annually reviewing UK Anti-Doping's approach to risk management. The Audit Committee scrutinises the work of the senior management team in these areas and provides assurance to me and the Board.

UK Anti-Doping's relationship with its sponsor department, the DCMS, is defined in a Framework Document. This document sets out the governance and accountability structures for the organisation. The relationship with the DCMS is maintained through regular meetings with the sponsor team and periodic meetings with Ministers. In 2009-10 I met once formally with the DCMS Accounting Officer, the Permanent Secretary, to be briefed on my new function as Accounting Officer.



# STATEMENT ON INTERNAL CONTROL (CONTINUED)

33

## **The purpose of the system on internal control**

The system on internal control is designed to manage risk to a responsible level, rather than eliminate all risk of failure to achieve aims and objectives. It can therefore only provide reasonable assurance of effectiveness. The system on internal control is designed to identify and prioritise the risks to the achievement of UK Anti-Doping's aims and objectives, to evaluate the likelihood of those risks being realised and to manage them efficiently, effectively and economically.

UK Sport continued to provide the administrative finance function for UK Anti-Doping during the period from 14 December 2009 to 31 March 2010, although this arrangement ceased at the beginning of 2010-11. The system on internal control for UK Anti-Doping has been in development since August 2009 and further work is required and in progress to develop and strengthen the systems of internal control during 2010-11. All the systems are being developed in accordance with Treasury Guidance.

## **Capacity to handle risk**

UK Anti-Doping is developing an effective risk management strategy around four key principles:

- clear ownership of roles and responsibilities
- establishment of corporate systems to identify, report and evaluate risks and their potential impact
- ensuring colleagues have the appropriate skills to identify and assess the potential for risks to arise in the delivery of UK Anti-Doping's remit
- embedding a culture which supports well-managed risk-taking where to do so is likely to lead to improvements in the delivery of our work

## **The risk and control framework**

Risk identification and assessment is in the process of being developed to form an integral part of UK Anti-Doping's strategic and business planning. The process of risk assessment is led by the senior management team, with input from managers and staff. All strategic risks have a designated senior manager who is responsible for reporting the status of each identified risk. New risks which are identified during the year are added to the risk register. The organisation is in the process of developing strategic and operational level risk registers, involving all staff to ensure that risk management is embedded throughout UK Anti-Doping. As part of this we are determining the risk appetite of the organisation. Our initial strategic risk register has identified risks around substantial funding reductions and risks in relation to doping in the lead up to the London Olympic and Paralympics Games in 2012. In addition we have also identified risks in relation to funding post-2012 and the fact that the lease on our premises expires at the end of 2012.

The risk register is reviewed at every Audit Committee meeting. This review covers strategic level risks and changes to the register since the last review. The senior management team reviews the risk registers on a quarterly basis and the Audit Committee will review all of the risk registers within the course of a year. The Audit Committee report on the appropriateness and effectiveness of risk management in UK Anti-Doping.

## **Information risk**

UK Anti-Doping is in the process of developing effective information risk and data management policies to ensure compliance with the Cabinet Office's Security Policy Framework. The Director of Business Support has been appointed as the Senior Information Risk Officer in accordance with this framework. We are currently developing processes to incorporate information data security management into our risk assessment framework. No incidences of data loss occurred during the

year. A breach in security of confidential information has been identified as a strategic risk within the organisation.

## Review of effectiveness

As Accounting Officer, I am responsible for reviewing the effectiveness of the system on internal control. My review is informed by the work of our internal and external auditors and UK Anti-Doping senior managers who have responsibility for the development and maintenance of the internal control framework. Deloitte LLP provide our internal audit function and were appointed in December 2009 for an eighteen-month period. In addition, UK Anti-Doping has a quality management system in place, audited by the British Standards Institution, in accordance with the requirements of the ISO9001:2008 quality management standard, which provides me with further assurance over the effectiveness of the control environment.

The effectiveness of the system on internal control will continue to be maintained by:

- regular monitoring of the status of strategic risks by the senior management team, Audit Committee and Board
- review and approval by the Board of key policies which underpin internal control systems
- oversight of the status of all risks by the Audit Committee when it meets
- scrutiny of all internal and external audit reports by the Audit Committee, supported by follow-up reports on the management response
- biannual receipt of the British Standards Institution Report
- receipt of the Internal Auditor's Annual Report
- receipt of the Audit Committee's Annual Report

## Significant Internal Control Issues

My review of the effectiveness of the internal control system shows that in 2009-10 we made good progress in developing systems of internal control. I am satisfied that, whilst further work needs to be undertaken to strengthen our systems,

we have adequate risk management, control and governance processes to manage the achievement of our objectives.

Deloitte undertook a review of our governance, risk management, financial and human resource processes in February 2010. Their report concluded that there are currently some control weaknesses in these areas. In particular, they found a lack of segregation of duties in respect of payroll processing and the need to develop specific policies and procedures with regards to our staff. In addition they identified the need to further develop financial procedures and to embed risk management across the organisation. We have already taken steps to implement a robust risk management framework and this will be further embedded within the organisation over the coming months. We plan to implement our own internal finance functions, these services previously being administered by UK Sport, which should improve our financial management and financial control environment. We are developing plans around business continuity and will ensure that systems are built with adequate segregation of duties and review. We are also improving our processes around payroll and human resources, including the development of a comprehensive staff handbook.

The current internal control environment reflects the fact that the organisation only came into full operation in December 2009. I am heartened by the fact that considerable progress has been made in establishing the control environment within our organisation, but remain eager for more progress. We know that we can improve our systems further and are committed to devoting resources to this work.



**Andy Parkinson**  
**Chief Executive**  
**and Accounting Officer**  
22 November 2010

# REMUNERATION REPORT

## Remuneration policy and committee

The members of the Remuneration Committee were appointed by the Board. The role and responsibilities of the Remuneration Committee include

- supporting the Board in its responsibilities for issues of remuneration and recruitment
- reviewing the comprehensiveness of policies and procedures in meeting the Board and Accounting Officer's governance needs

- reviewing the reliability and integrity of relevant management systems for UK Anti-Doping.

During the period to 31 March 2010, the members of the Remuneration Committee were Michael Brace (Chair), John Brewer and Justin Turner

Board members are appointed on merit on the basis of fair and open competition

## Remuneration of Board Members (audited information)

Name	2009/10 Salary/Fees £'000	Benefits in kind £'000
David Kenworthy	20-25	-
Philip Carling	0-5	-
Michael Brace	0-5	-
John Brewer	0-5	-
Janice Shardlow	0-5	-
Justin Turner	-	-
Andrew Sellers	-	-

## Contract Information

Name	Date of appointment	Length of contract	Unexpired term	Notice period
David Kenworthy	14 August 2009*	3 ½ years	2 years 9 months	3 months
Philip Carling	23 November 2009	4 years	3 years 8 months	3 months
Michael Brace	23 November 2009	3 years	2 years 8 months	3 months
John Brewer	23 November 2009	3 years	2 years 8 months	3 months
Janice Shardlow	23 November 2009	4 years	3 years 8 months	3 months
Justin Turner	23 November 2009	4 years	3 years 8 months	3 months
Andrew Sellers	23 November 2009	3 years	2 years 8 months	3 months

\* David Kenworthy was appointed as Chair of UK Anti-Doping from 15 July 2009 prior to incorporation

## **Salary**

'Salary' includes gross salary, performance pay or bonuses, overtime, reserved rights to London weighting or London allowances, recruitment and retention allowances, private office allowances and any other allowance to the extent that it is subject to UK taxation. There are no pension entitlements for Board members.

## **Benefits in kind**

The monetary value of benefits in kind covers any benefits treated by HM Revenue and Customs as a taxable emolument. Benefits in kind are non-cash benefits and none were received or receivable by the Board of UK Anti-Doping in 2009-10.

Tax on Board Member's expenses of £7163.02 was paid by UK Anti-Doping during the year.



**Andy Parkinson**  
**Chief Executive and Accounting Officer**  
UK Anti-Doping  
22 November 2010



**David Kenworthy**  
**Chair**  
On behalf of the UK Anti-Doping Board  
22 November 2010

# THE INDEPENDENT AUDITOR'S REPORT

37

## **The Independent Auditor's Report to the Members of United Kingdom Anti-Doping Limited**

I have audited the financial statements of United Kingdom Anti-Doping Limited for the period ended 31 March 2010. These comprise the Statement of Financial Position, the Net Expenditure Account, the Statement of Cash Flows, the Statement of Changes in Equity and the related notes. The financial reporting framework that has been applied in their preparation is applicable law and International Financial Reporting Standards as adopted by the European Union.

### **Respective responsibilities of directors and auditors**

As explained more fully in the Statement of Accounting Officer's and Directors' Responsibilities, the Directors are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view. My responsibility is to audit the financial statements in accordance with applicable law and International Standards on Auditing (UK and Ireland). Those standards require me and my staff to comply with the Auditing Practice Board's Ethical Standards for Auditors.

### **Scope of the audit of the financial statements**

An audit involves obtaining evidence about the amounts and disclosures in the financial statements sufficient to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or error. This includes an assessment of whether the accounting policies are appropriate to the United

Kingdom Anti-Doping Limited's circumstances and have been consistently applied and adequately disclosed, the reasonableness of significant accounting estimates made by the directors, and the overall presentation of the financial statements.

In addition, I am required to obtain evidence sufficient to give reasonable assurance that the expenditure and income reported in the financial statements of United Kingdom Anti-Doping Limited have been applied to the purposes intended by Parliament and the financial transactions conform to the authorities which govern them.

### **Opinion on the financial statements**

In my opinion:

- the financial statements give a true and fair view of the company's affairs as at 31 March 2010 and of the net comprehensive income for the period then ended
- the financial statements have been properly prepared in accordance with International Financial Reporting Standards as adopted by the European Union
- the financial statements have been prepared in accordance with the Companies Act 2006

### **Opinion on Regularity**

In my opinion, in all material respects the expenditure and income of United Kingdom Anti-Doping Limited have been applied to the purposes intended by Parliament and the financial transactions conform to the authorities which govern them.

### **Opinion on other matters prescribed by the Companies Act 2006**

In my opinion:

- the part of the Remuneration Report to be audited has been properly prepared in accordance with the Companies Act 2006

- the information given in the Directors' Report for the financial year for which the financial statements are prepared is consistent with the financial statements

**Matters on which I am required to report by exception**

I have nothing to report in respect of the following matters where the Companies Act 2006 requires me to report to you if, in my opinion

- adequate accounting records have not been kept
- the financial statements are not in agreement with the accounting records and returns
- certain disclosures of directors' remuneration specified by law are not made
- I have not received all the information and explanations I require for my audit



**Amanda Measures**  
**(Senior Statutory Auditor)**

22 November 2010

For and on behalf of the Comptroller and Auditor  
General (Statutory Auditor)

157-197 Buckingham Palace Road  
Victoria, London, SW1W 9SP

# NET EXPENDITURE ACCOUNT

39

Period ended 31 March 2010	Note	2009-10 £'000
<b>Expenditure</b>		
Staff cost	2	549
Other expenditure	3	1,746
Depreciation and amortisation	4	50
Transition costs	5	751
Cost of capital	-	3
<b>Total operating expenditure</b>		<b>3,099</b>
<b>Income</b>		
Testing income	-	279
<b>Total income</b>	-	<b>279</b>
<b>Net expenditure before taxation</b>	-	<b>(2,820)</b>
Taxation	-	-
Reverse notional cost of capital	-	3
<b>Net expenditure for the period</b>	-	<b>(2,817)</b>
<b>Other comprehensive income</b>		
Pension actuarial gain/(loss)	13	7
<b>Total net comprehensive income for the period</b>	-	<b>(2,810)</b>

The Accounting Policies and Notes on pages 42 to 52 form part of these Financial Statements  
 All of the income and expenditure of UK Anti-Doping is in respect of continuing operations  
 There are no unrecognised gains and losses

# STATEMENT OF FINANCIAL POSITION

As at 31 March 2010	Note	£'000
<b>Non-current assets</b>		
Property, plant and equipment	6	530
Intangible assets	7	179
<b>Total non current assets</b>		<b>709</b>
<b>Current assets</b>		
Trade and other receivables	8	658
Cash and cash equivalents		21
<b>Total current assets</b>		<b>679</b>
<b>Total assets</b>		<b>1,388</b>
<b>Current liabilities</b>		
Trade and other payables	9	(784)
<b>Total current liabilities</b>		<b>(784)</b>
<b>Non current assets plus net current assets</b>		<b>604</b>
<b>Non current liabilities</b>		
Provisions	10	(10)
Pension (liabilities)/assets	13	(279)
<b>Total non current liabilities</b>		<b>(289)</b>
<b>Assets less total liabilities</b>		<b>315</b>
<b>Reserves</b>		
Taxpayer's equity		594
Pension reserve	13	(279)
		<b>315</b>

Approved and authorised for issue



**Andy Parkinson**  
**Chief Executive and Accounting Officer**  
 UK Anti-Doping  
 22 November 2010



**David Kenworthy**  
**Chair**  
 On behalf of the UK Anti-Doping Board  
 22 November 2010



# STATEMENT OF CHANGES IN EQUITY

41

For the period ended 31 March 2010

	Taxpayers' Equity £'000	Pension Reserve £'000	Total £'000
Pension setup movement	38	(279)	(241)
Total net comprehensive income for the period	(2,810)	-	(2,810)
Grant-in-aid received from DCMS	3,366	-	3,366
Reserves at 31 March 2010	594	(279)	315

# STATEMENT OF CASH FLOWS

For the period ended 31 March 2010

	Note	2009/10 £'000
<b>Cash flows from operating activities</b>		
Net expenditure		(2,817)
Depreciation and amortisation	6 & 7	50
(Increase) decrease in trade and other receivables	8	(658)
Increase/(decrease) in trade and other payables	9	784
Increase/(decrease) in provisions	10	10
Increase/(decrease) in pension liability	13	279
Less movements relating to pension not passing through the net expenditure account		(234)
<b>Net cash outflow from operating activities</b>		<b>(2,586)</b>
<b>Cash flows from investing activities</b>		
Purchase of property, plant and equipment	6	(573)
Purchase of intangible assets	7	(186)
<b>Net cash outflow from investing activities</b>		<b>(759)</b>
<b>Cash flows from financing activities</b>		
Grant-in-aid received to fund current year activities		3,366
<b>Net financing</b>		<b>3,366</b>
<b>Net increase in cash and cash equivalents in the period</b>		<b>21</b>
<b>Cash and cash equivalents at the beginning of the period</b>		<b>-</b>
<b>Cash and cash equivalents at the end of the period</b>		<b>21</b>

# NOTES TO THE FINANCIAL STATEMENTS

## General information

UK Anti-Doping is a limited liability company incorporated in England and Wales. The address of its registered office is Oceanic House, 1a Cockspur Street, London, SW1Y 5BG.

As UK Anti-Doping was only incorporated on 14 August 2009, the period of accounts is from the date of incorporation to 31 March 2010.

### 1. Statement of accounting policies

These financial statements have been prepared in accordance with the Companies Act 2006 and with the 2009-10 Government Financial Reporting Manual (FRm) issued by HM Treasury where disclosure requirements go beyond the Companies Act 2006. The accounting policies contained in the FRm apply International Financial Reporting Standards (IFRS) as adapted or interpreted for the public sector context. Where the FRm permits a choice of accounting policy, the accounting policy which is judged to be most appropriate to the particular circumstances of UK Anti-Doping for the purpose of giving a true and fair view has been selected.

They have been applied consistently in dealing with items that are considered material to the accounts.

These accounts have been prepared on a going concern basis.

#### 1.1. Transfer of functions from UK Sport to UK Anti-Doping

UK Anti-Doping was incorporated on 14 August 2009 but became operationally effective on 14 December when the anti-doping functions of UK Sport were transferred to UK Anti-Doping.

At incorporation UK Anti-Doping assumed net assets of nil.

#### 1.2. Grant in Aid received

Grant in Aid received towards resource expenditure is regarded as a contribution from a controlling party. It is therefore treated as financing and credited to taxpayers' equity.

### 1.3 Doping Control Officers

A key accounting judgement has been made in respect of the pay and associated costs relating to the doping control officers of UK Anti-Doping. It was decided that these costs will be treated as other expenditure in note 3 and will not form part of UK Anti-Doping's staff costs. This is because UK Anti-Doping have made an assessment that doping control officers are legally classified as workers rather than staff.

### 1.4 Non-current assets

#### 1.4.1 Depreciation and amortisation

Depreciation and amortisation is provided on all non-current assets at rates calculated to write off the cost or valuation of each asset, less any estimated residual value, evenly over its expected useful life.

The following useful lives have been used:

Asset Type	Useful life
Computer Equipment	3 years
Office Refurbishment	3 years
Furniture and Fittings	5 years
Software/Licences	4 years

#### 1.4.2 Recognition and capitalisation threshold

The threshold for capitalisation of non-current assets (either as a single or as a composite asset) is £2,500, or above, exclusive of irrecoverable VAT. Furniture and fittings (e.g., workstations, chairs, filing cabinets) and low value IT assets or equipment (e.g., printers) are capitalised on a pooled basis where batches of assets bought together exceed the capitalisation threshold. Disposals from asset pools are assumed to be on a first in/first out basis.

#### 1.4.3 Property, plant and equipment

Property, plant and equipment is measured at cost less any accumulated depreciation less any accumulated impairment losses.

# NOTES TO THE FINANCIAL STATEMENTS

## 1.4.4 Intangible assets

Intangible assets comprise purchased software licences, applications software (not integrated into hardware) with a life of more than one year and are measured at cost less any accumulated amortisation less any accumulated impairment losses

## 1.5 Provisions

Provisions for dilapidations and legal claims are recognised when UK Anti-Doping has a present legal or constructive obligation as a result of past events, it is probable that a transfer of economic benefits will be required to settle the obligation and the amount can be reliably estimated

## 1.6 Pension obligations

UK Anti-Doping has a defined benefit plan. Typically defined benefit plans define an amount of pension benefit that an employee will receive on retirement, usually dependent on one or more factors such as age, years of service and compensation. The liability recognised in the statement of financial position in respect of defined benefit pension plans is the present value of the defined benefit obligation at the reporting date minus the fair value of plan assets, as actuarially determined in accordance with the assumptions disclosed in note 13.

Actuarial gains and losses are charged or credited to other comprehensive income in the period in which they arise.

## 1.7 VAT

UK Anti-Doping is registered for VAT and makes supplies for both business and non-business purposes. Business supplies are subject to VAT at the standard rate. 23.5% of VAT paid in 2009-10 was treated as recoverable.

## 1.8 Corporation tax

UK Anti-Doping is registered to pay corporation tax but as a net loss was made on athlete testing in 2009-10 there was no tax liability payable to HMRC.

## 1.9 Cost of capital charge

The notional charge, reflecting the cost of capital utilised by UK Anti-Doping is included in the operating costs. The charge is calculated at the real rate set by HM Treasury (currently 3.5% per annum) on the average carrying amount of all assets less liabilities.

Cost of capital charges are not expected to be required by the 2010-11 FReM.

## 1.10 Segmental analysis

UK Anti-Doping is not required to show a segmental analysis. This is because the quantitative thresholds required for segmental reporting, in accordance with IFRS 8, have not been met.

**2 Staff numbers and related costs**

	Note	Permanent staff £'000	Contract personnel £'000	Total 2009-10 £'000
Wages and salaries	-	467	1	468
Social security costs	-	36	-	36
Net pension cost	13	45	-	45
Pension contributions	13	-	-	-
<b>Total staff costs</b>		<b>548</b>	<b>1</b>	<b>549</b>
<b>Average number of staff *</b>				
Directly employed	-	30	-	30
Other	-	-	-	-
<b>Total assets</b>	-	<b>30</b>	-	<b>30</b>

\* The average number of staff has been calculated based on employees in the operational period only

# NOTES TO THE FINANCIAL STATEMENTS

45

	Note	Total 2009-10 £'000
<b>3. Other expenditure</b>		
<b>Operating activities</b>		
Sample analysis and legal	-	462
Athlete testing *	-	470
Science and research	-	58
Intelligence	-	40
Education	-	205
Communications	-	49
<b>Other operating activities</b>		
Rent, rates and associated services		123
IT related costs	-	105
Other office costs	-	141
Training	-	16
Recruitment	-	22
Telephones	-	23
<b>Auditors remuneration</b>		
External auditors **	-	17
Internal auditors	-	10
British Standards Institute audit	-	5
		<b>1,746</b>
<b>4. Depreciation and amortisation</b>	<b>6 &amp; 7</b>	<b>50</b>
<b>5. Transition costs ***</b>		
Operational	-	100
IT infrastructure	-	237
Legal	-	168
Office costs	-	4
Consultancy	-	232
		<b>751</b>

\* All costs related to doping control officers have been included within this expenditure category \*\* External auditors received no remuneration for non audit work  
\*\*\* The above details the costs of setting up UK Anti-Doping as a new organisation during 2009 It excludes capital expenditure incurred on the project.

**6. Property, plant and equipment**

	<b>Information Technology £'000</b>	<b>Furniture &amp; Fixtures £'000</b>	<b>Office Refurbishment £'000</b>	<b>Totals £'000</b>
<b>At 14 December 2009</b>	-	-	-	-
Additions	337	128	108	573
Disposals	-	-	-	-
Revaluations	-	-	-	-
At 31 March 2010	337	128	108	573
<b>Depreciation</b>				
At 14 December 2009	-	-	-	-
Provided during the year	(28)	(6)	(9)	(43)
Disposal	-	-	-	-
Revaluation	-	-	-	-
At 31 March 2010	(28)	(6)	(9)	(43)
<b>Net book value</b>				
At 31 March 2010	309	122	99	530

# NOTES TO THE FINANCIAL STATEMENTS

47

## 7. Intangibles

	Software £'000	Licences £'000	Totals £'000
At 14 December 2009	-	-	-
Additions	142	44	186
Disposals	-	-	-
At 31 March 2010	142	44	186
<b>Amortisation</b>			
At 14 December 2009	-	-	-
Provided during the year	(4)	(3)	(7)
Disposal	-	-	-
At 31 March 2010	(4)	(3)	(7)
<b>Net book value</b>			
At 31 March 2010	138	41	179

## 8. Trade receivables and other current assets

	As at 31 March 2010 £'000
Amounts falling due within one year	
Trade receivables	440
Less Allowance for doubtful debt	(24)
Other receivables	-
VAT receivable	7
Staff season ticket advances	6
Prepayments and accrued Income	229
<b>Trade and other receivables</b>	<b>658</b>

### 8.1 Intra-government balances Debtors.

	As at 31 March 2010 £'000
Amounts falling due within one year	
Balances with central government bodies	106
Balances with local authorities	-
Balances with bodies external to government	552
<b>Total</b>	<b>658</b>

<b>9. Trade payables and other current liabilities</b>	<b>As at 31 March 2010</b>
<b>Amounts falling due within 1 year</b>	<b>£'000</b>

Trade payables	(435)
Accruals	(295)
Other taxation, social security and pension contributions	(54)
<b>Trade and other payables</b>	<b>(784)</b>

<b>9.1 Intra-government balances</b>	<b>As at 31 March 2010</b>
	<b>Creditors</b>

Amounts falling due within 1 year  
£'000

Balances with central government bodies	(87)
Balances with local authorities	-
Balances with bodies external to government	(697)
<b>Total</b>	<b>(784)</b>

**10. Provisions for liabilities and charges**

	Dilapidations Provision*	Total
	£'000	£'000
As at 14 December 2009	-	-
New provision recognised	(10)	(10)
Amounts used in the period	-	-
Changes to existing provisions	-	-
<b>As at 31 March 2010</b>	<b>(10)</b>	<b>(10)</b>

**Dilapidations provision**

This provision relates to the dilapidations work to be carried out upon expiry of the lease on our premises at Oceanic House. This lease expires in December 2012. The costs provided for are based upon a professional estimate but they may be subject to revision over time.



# NOTES TO THE FINANCIAL STATEMENTS

## 11. Related party transactions

UK Anti-Doping is constituted as a company limited by guarantee, the sole guarantee of £1 is provided by the Secretary of State for Culture, Olympics, Media and Sport

DCMS is regarded as a related party, as are other bodies sponsored by DCMS

Grant in Aid received in the year amounted to £3,366k

In addition UK Anti-Doping has had dealings throughout the year with other Government Departments and other Central Government bodies, the amounts of which are not material

No board directors have any interest in the company No Board members held any other company directorships or other significant interests which may conflict with their management responsibilities

### Key management compensation

**2010**

#### Salaries and short term benefits

**£34,618**

Key management is comprised of Board directors only Further information about the remuneration of individual directors is provided in the Remuneration report

## 12. Obligations under operating leases

The total minimum lease payment commitments under operating leases for the following periods are

	<b>As at 31 March 2010</b>
	<b>£'000</b>
	<b>Property</b>
Within one year	261
Between two and five years	446
After five years	-
	<b>707</b>

UK Anti-Doping's lease is for the premises at Oceanic House expiring in December 2012. In 2009-10 the amount expensed on this lease was £123k

### 13. Superannuation scheme – UK Anti-Doping

The Local Government Pension Scheme (LGPS) is a tax approved, defined benefit occupational pension scheme set up under the Superannuation Act 1972 and is administered by the London Pension Fund Authority (LPFA). The benefits under the scheme are based on the length of membership and the final salary.

The Pension Scheme is funded by employees and employers at actuarially determined rates. Individual contribution rates vary depending on the level of superannuable pay as stated below.

Earnings	Employee contribution
Up to £12,600	5.50%
£12,601 - £14,700	5.80%
£14,701 - £18,900	5.90%
£18,901 - £31,500	6.50%
£31,501 - £42,000	6.80%
£42,001 - £78,700	7.20%
£78,701 or more	7.50%

Every three years an independent review is undertaken to calculate employer contribution rates. The employer contribution rate applicable to 2009-10 was 10.5%.

The employer's contribution for the year amounted to £24,596.

The figures in this note have been prepared by Barnett Waddingham (the consulting actuaries to the LPFA) in accordance with International Accounting Standard 19 (IAS19).

Figures shown do not relate to the full period but are reflective of pensions movements since the operationally effective date of 14 December 2009.

At incorporation on 14 August 2009 UK Anti-Doping assumed no pension liability. The full amount has been recognised within the period.

#### 13.1 Pension commitments

Financial assumptions	% p.a.	2010	
			Real
Price increases	3.9%		-
Salary increases	5.4%		1.5%
Pension increases	3.9%		-
Discount rate	5.5%		1.5%
<b>Average future life expectancies at age 65</b>		<b>Males</b>	<b>Females</b>
Current pensioners		19.6 years	22.5 years
Future pensioners		20.7 years	23.6 years

# NOTES TO THE FINANCIAL STATEMENTS

<b>13.2 Net pension liability</b>	<b>2010 £000's</b>
Present value of funded obligation	759
Fair value of Scheme assets (bid value)	480
Net liability in Statement of Financial Position	279
<b>13.3 Amounts recognised in the Net Expenditure Account</b>	<b>2010 £000's</b>
Current service cost	42
Interest on obligation	11
Expected return on Scheme assets	(8)
<b>Total</b>	<b>45</b>
Actual return on Scheme assets	33
<b>13.4 Amounts recognised in Other Comprehensive Income</b>	<b>2010 £000's</b>
Actual return less expected return on pension scheme assets	25
Changes in assumptions underlying the present value of the scheme liabilities	(18)
Actuarial gain (loss)	7
<b>13.5 Changes in the present value of the defined benefit obligation</b>	<b>2010 £000's</b>
Opening defined benefit obligation as at 14 December 2009	674
Service cost	42
Interest cost	11
Actuarial gain (loss)	18
Contributions by Scheme participants	14
Closing defined benefit obligation as at 31 March 2010	759
<b>13.6 Changes in the fair value of Scheme assets</b>	<b>2010 £000's</b>
Opening fair value of Scheme assets as at 14 December 2009	411
Expected return on Scheme assets	8
Actuarial gain (loss)	25
Contributions by employer including unfunded benefits	22
Contributions by Scheme participants	14
Fair value of Scheme assets as at 31 March 2010	480

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#### **14. Capital commitments**

There were no commitments for the purchase of non current assets at the period end

#### **15. Losses and special payments**

There were no losses and special payments for the period ended 31 March 2010

#### **16. Financial instruments**

UK Anti-Doping had no borrowings and relied on Grant in Aid income from DCMS for its cash requirement and was, therefore, not exposed to liquidity risk. It also had no investments other than cash held in bank accounts and was therefore, not exposed to significant interest rate risk. The majority of the financial instruments relate to contracts to buy non financial items in line with UK Anti-Doping's expected purchase and usage requirements and therefore exposed to little credit risk.

The majority of UK Anti-Doping's transactions are denominated in sterling, although some of the activities involve foreign currency transactions. The gains and losses arising from these transactions have not been disclosed but the amounts involved are not considered material. UK Anti-Doping is therefore not exposed to significant foreign exchange risk.

#### **17. Contingent liabilities**

There were no contingent liabilities at 31 March 2010

#### **18. Events since the end of the reporting period**

There have been no events requiring an adjustment to the financial statements since 31 March 2010

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# ANNEX ONE

## 2009–10 Testing Programme for UK & National Governing Bodies, International Federations and other National Anti-Doping Organisations.

The following table identifies the testing programme managed and implemented by the Drug-Free Sport directorate of UK Sport from 1 April 2009-13 December 2009 and UK Anti-Doping from 14 December-31 March 2010. The results shown include publicly-funded and contracted tests

Governing Body	Sport	In-competition	Year to date Out-of-competition	Total
FITA	Archery	0	1	1
GNAS	Archery	18	0	18
FA	Association Football**	448	976	1,424
FAW	Association Football	0	38	38
IFA	Association Football	0	10	10
SFA	Association Football	108	44	152
IAAF*	Athletics	293	112	405
UKA*	Athletics	9	395	404
BE	Badminton	6	8	14
BWF	Badminton	24	0	24
SBU	Badminton	6	3	9
WBU	Badminton	6	4	10
EBBA	Basketball	72	8	80
SBBA	Basketball	0	1	1
BBU	Biathlon	0	8	8
BBSA	Bobskeleton	0	21	21
BBA	Bobsleigh	0	89	89
ABA	Boxing (amateur)	11	25	36
ABS	Boxing (amateur)	4	0	4
AIBA	Boxing (amateur)	8	0	8
WABA	Boxing (amateur)	4	16	20
BBBOC	Boxing (professional)**	126	0	126
BCU	Canoeing	6	30	36
ICF	Canoeing	12	4	16
ECB	Cricket	84	78	162
ICC	Cricket	72	0	72

<b>Governing Body</b>	<b>Sport</b>	<b>In-competition</b>	<b>Year to date Out-of- competition</b>	<b>Total</b>
RCCC	Curling	20	8	28
WCF	Curling	12	0	12
BCF	Cycling	157	290	447
UCI	Cycling	0	5	5
DRA	Darts	23	0	23
WDF	Darts	8	0	8
BWLAPD	Disability Powerlifting	15	22	37
BPA	Disability Sport	18	16	34
IPC	Disability Sport	41	0	41
BEF	Equestrian	0	2	2
FEI	Equestrian	35	3	38
BFA	Fencing	6	0	6
FIE	Fencing	34	0	34
BG	Gymnastics	22	18	40
FIG	Gymnastics	36	0	36
HG	Highland Games	5	0	5
EH	Hockey	44	20	64
SHU	Hockey	0	32	32
WHU	Hockey	0	14	14
NISA	Ice Skating	8	25	33
DFSNZ	International	0	4	4
ISC	International	0	12	12
NADA	International	0	1	1
SAIDS	International	0	1	1
USADA	International	0	4	4
BJA	Judo	10	19	29
EJU	Judo	28	0	28
IKF	Korfball	0	2	2
GBLA	Luge	0	3	3
MPAGB	Modern Pentathlon	6	7	13
UIPM	Modern Pentathlon	26	3	29

# ANNEX ONE (CONTINUED)

<b>Governing Body</b>	<b>Sport</b>	<b>In-competition</b>	<b>Year to date Out-of-competition</b>	<b>Total</b>
FIA	Motor Sport	0	2	2
AENA	Netball	20	8	28
IFNA	Netball	12	6	18
NS	Netball	0	8	8
WNA	Netball	0	8	8
BR	Rowing	22	175	197
FISA	Rowing	16	1	17
RFL	Rugby League**	237	514	751
ERC	Rugby Union**	24	0	24
IRB	Rugby Union	0	108	108
RFU	Rugby Union**	152	441	593
RFUW	Rugby Union	16	28	44
SNRL	Rugby Union	44	0	44
SRU	Rugby Union	60	188	248
WRU	Rugby Union	84	255	339
ISAF	Sailing	9	6	15
RYA	Sailing	6	26	32
GBTSF	Shooting	16	0	16
WS	Snooker	6	0	6
FIS	Snowsport	3	3	6
SSGB	Snowsport	10	26	36
ES	Squash	20	6	26
SqW	Squash	3	3	6
SS	Squash	4	0	4
WSF	Squash	0	2	2
BS	Swimming	77	231	308
FINA	Swimming	43	2	45
LEN	Swimming	4	0	4
ETTA	Table Tennis	6	0	6
ITTF	Table Tennis	12	0	12
BTCB	Taekwondo	10	16	26

<b>Governing Body</b>	<b>Sport</b>	<b>In-competition</b>	<b>Year to date Out-of-competition</b>	<b>Total</b>
WTF	Taekwondo	10	0	10
ITF	Tennis	4	0	4
LTA	Tennis	10	3	13
BTA	Triathlon	18	74	92
ITU	Triathlon	26	6	32
BWLAW	Weightlifting	37	44	81
GBWBA	Wheelchair Basketball	24	24	48
IWBF	Wheelchair Basketball	8	0	8
BWA	Wrestling	18	12	30
	<b>Total</b>	<b>2,942</b>	<b>4,608</b>	<b>7,550</b>

\* in-competition \*\* includes contracted tests

#### **2009-10 contracted tests breakdown**

UK Anti-Doping undertakes an extensive programme of tests contracted by NGBs. The following table summarises the contracted tests undertaken on behalf of NGBs for 2009-10.

<b>Governing Body</b>	<b>Sport</b>	<b>In-competition</b>	<b>Year to date Out-of-competition</b>	<b>Total</b>
FA	Association Football	133	315	448
BBBOCC	Boxing (professional)	126	0	126
RFL	Rugby League	119	153	272
ERC	Rugby Union	24	0	24
RFU	Rugby Union	54	208	262



# ANNEX TWO

## UK Anti-Doping's Performance Key Performance Indicators

UK Anti-Doping's key performance indicators (KPI) are set out in its funding agreement with the DCMS. In establishing UK Anti-Doping, the KPI's of the Drug-Free Sport directorate (strategic objectives 8-10) of UK Sport were transferred to UK Anti-Doping. The table below summarises the achievements of UK Anti-Doping against the performance targets

Primary activity	Deliverable	Performance target 2009/10	Actual performance	Notes
8 Lead a world class anti-doping programme for the UK	i To maintain compliance by NGBs on the testing programme with the WADA Code and the NGB Agreement at all times	100%	100%	
	ii To successfully transition all NGBs on the testing programme to the 2009 WAD code	100%	100%	100 per cent of registered NGBs are compliant with the National Anti-Doping Policy
	iii The number of missions per testing year (April-March) undertaken to deter and detect athletes in accordance with applicable international standards	7,500	7,550	UK Anti-Doping exceeded this target undertaking 7,550 missions in the year 2009-10
	iv The per centage of overall number of 'missions' allocated to out-of-competition	60%	61%	In the year 2009-10 61 per cent of missions were out-of-competition and 39 per cent were in-competition

<b>Primary activity</b>	<b>Deliverable</b>	<b>Performance target 2009/10</b>	<b>Actual performance</b>	<b>Notes</b>
9 Work with athletes and others to promote the highest standards of conduct in sport	The satisfaction of NGBs on the testing programme (%) with the provision of up to date information resources and support of acknowledged education programmes and strategies	90%	89%	A stakeholder satisfaction survey was undertaken with NGBs with an overall score of 89 per cent
10 Maintain and establish sustainable programmes and structure to ensure fit for purpose into the future	To lead on the delivery of separation of the NADO from UK Sport and the establishment of UK Anti-Doping	UK Anti-Doping established January 2010	Achieved	UK Anti-Doping became an independent non-departmental public body on 14 December 2009 assuming responsibility for the management and implementation of the UK's anti-doping policy from UK Sport



UK Anti Doping  
Oceanic House  
1a Cockspur Street  
London  
SW1Y 5BG

Tel +44 (0) 20 7766 7350  
Fax +44 (0) 20 7766 7351

[ukad@ukad.org.uk](mailto:ukad@ukad.org.uk)  
[www.ukad.org.uk](http://www.ukad.org.uk)  
Company registration no 6990867

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UK Anti-Doping, Oceanic House, 1a Cockspur Street  
London, SW1Y 5BG or email [ukad@ukad.org.uk](mailto:ukad@ukad.org.uk)