



UK Anti-Doping Annual Report and Accounts 2013/14



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Ordered by the House of Commons to be printed on 9 July 2014.

Presented to Parliament pursuant to Article 6(2)(b) of the Government Resources and Accounts Act 2000 (Audit of Non-profit-making Companies) Order 2009 (SI 2009/476).

HC 356
SG/2014/51



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This publication is available at <https://www.gov.uk/government/publications>

Print ISBN 9781474102193

Web ISBN 9781474102209

Printed in the UK by the Williams Lea Group on behalf of the Controller of Her Majesty's Stationery Office

PO ID 2637938 07/14

Printed on paper containing 75% recycled fibre content minimum

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QPM DL
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Parkinson

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Foreword by the Chair, David Kenworthy QPM DL

The financial year 2013/14 has been a period of transition for UK Anti-Doping. Three years into operations, and following on from the success of the London 2012 Olympic and Paralympic Games, the organisation conducted a comprehensive review to ensure we have the right objectives, priorities, processes and structures to address the challenges we will face in the future.



Our vision for clean sport remains the same, but the way we go about achieving this has evolved since we first opened our doors in December 2009. Our activities are no longer exclusively focused on elite athletes; more than ever, we also work with coaches, medics, athlete support personnel, universities, right through to young athletes via National Governing Bodies and other partners. This is the recognition that everyone has a part to play in creating a culture of clean sport in the UK.

Fundamentally, clean sport is not just for those competing at the top; a fair play ethos should be encouraged across the sporting spectrum, from social teams playing in the park at weekends, to the school playground, and through performance development to the elite in all sports.

This focus on prevention needs a collaborative approach and we have been building and developing ever closer relationships with sports and other key partners to ensure that we extend the reach and scope of the UK's anti-doping network.

Constraints on public expenditure mean that we have had to examine the ways we work and see how we can operate in a smarter manner, with considerably less revenue. Our experience in collecting, assessing and acting on intelligence means less wasted effort and better value for money. Intelligence gathering has always played an integral part in shaping our approach to pursuing anti-doping rule violations, and this area continues to develop as a means of tackling doping in the UK.

This aspect of anti-doping was a key talking point at the World Conference on Doping in Sport in Johannesburg last November, with the 2015 World Anti-Doping Code making intelligence-led operations mandatory practice for all organisations.

This conference provided UKAD with an excellent opportunity to congregate with our international counterparts, listen to their thoughts and concerns, and discuss future good practice. The hard work of our team does not go unnoticed globally and I am extremely proud of the high regard in which UKAD and its staff are held.

“ The hard work of our team does not go unnoticed globally and I am extremely proud of the high regard in which UKAD and its staff are held ”

David Kenworthy, Chair

Over the course of the year, the organisation's representatives have done an excellent job influencing international policy and working with partners, particularly at a European level. Our Doping Control Personnel have also travelled worldwide in the name of clean sport, including working for the International Olympic and Paralympic Committees as part of the doping control team in Sochi. I would like to thank them all for their invaluable and tireless work on our behalf.

A successful organisation relies on teamwork and leadership. UKAD is fortunate to be led by a talented top team. Our staff, our Doping Control Personnel and our National Trainers have tremendous individual skills which are evident whether they are working together or on secondment, such as to Glasgow in preparation for the Commonwealth Games.

Our Athlete Committee members give freely of their time and are very good at making us all stop and think about the effects our actions have on athletes. Finally, I am, once again, indebted to the Board of UKAD. The support of Board members, their wisdom and their willingness to challenge and bring fresh thinking to our deliberations is most welcome.

UKAD is in very good shape to implement and deliver the new Code from January 2015.



David Kenworthy, Chair

Introduction by Chief Executive, Andy Parkinson

In November last year, on behalf of UK Anti-Doping, I addressed over 1,000 delegates at the World Conference on Doping in Sport in Johannesburg, underlining that the UK is a “willing and active partner” in the fight against doping.



I also spoke of the difference between ambition and delivery. Next year we have a new World Anti-Doping Code to implement, and so much of the last 12 months has been about planning, and ensuring that we and our partners are best prepared to do this effectively and efficiently. It is not just about what we want to do, the value is in how we actually do it, and how we do it together.

Nonetheless, many of the key themes of the new Code are not new practice to UKAD and much of what is changing reflects how we currently operate. A large proportion of UKAD's 2013/14 anti-doping rule violations were non-analytical cases, which demonstrates how intelligence and investigations can be successfully used in anti-doping to protect clean athletes. Similarly, target testing of athletes has become an integral component of our testing programme.

The substantial assistance provisions have provided us with a tool to engage with athletes already serving a ban, leading to further cases. This eliminates more people connected with doping from competing in sport and is a chance to gain access further up the doping supply chain and therefore protect potentially vulnerable athletes.

We have also been rigorous in our use of the aggravated circumstances provision. This year, UKAD successfully prosecuted an athlete resulting in an eight-year sanction for trafficking and possession of prohibited substances, in addition to six previous cases where individuals were handed aggravated bans - nearly half of the world's aggravated findings. The fact that the new Code makes four-year bans a mandatory starting point for serious doping offences will only help to bring consistency to the way the rules are implemented globally.

But that is not to say that there is little or nothing to do. The new Code's recognition of the role of the athlete entourage, particularly through the new prohibited association provision, means that we will rely more than ever on establishing strong relationships with sports and other key partners. Without them, and their compliance with the National Anti-Doping Policy, we face an impossible task in protecting clean athletes.

Preparations for the Glasgow 2014 Commonwealth Games have been excellent in terms of working closely with the sports, the Home Country Sports Councils, the Commonwealth Games Associations, and other key partners in educating, testing and investigating our four teams of athletes and their support personnel. There are four times as many teams as in an Olympic and Paralympic year, and we operate knowing the negative impact a home nation anti-doping rule violation would have on the Games.

“ We relied on our excellent partnerships with the British Olympic and Paralympic Associations to prepare our Sochi athletes ”

Andy Parkinson, Chief Executive

Similarly, we relied on our excellent partnerships with the British Olympic and Paralympic Associations to prepare our Sochi athletes, with their global training programmes providing logistical challenges in terms of planning impactful prevention programmes.

Major Games continue to play an important role in the work that we do. Last autumn we worked closely with the Organising Committee for the Rugby League World Cup to deliver comprehensive education to all competing teams through our Win Clean education campaign, as well as embedding our intelligence capability in the Organising Committee to ensure that the testing programme was both risk-based and intelligence-led.

While doping cases and scandals have continued to hit the headlines in the media, we have also focused on the development of our programmes.

Understanding that the organisation has evolved in its four years and needs to continually do so, and working hard to deliver value for money programmes, are absolutely at the heart of what we do and how we operate. The review of our ambitions and structure was extensive and wholly worthwhile as it provided us with the opportunity to re-focus our objectives and processes and refine our techniques and skills. The staff and Board offered excellent support throughout this phase, and I am confident that we are in better shape than ever to implement a new Code which is more flexible, more sophisticated and more contemporary in its approach than ever before.



Andy Parkinson,
Chief Executive

Highlights of the Year

It has been another exceptionally busy year for UKAD - the 2013 Rugby League World Cup, the Sochi 2014 Olympic and Paralympic Winter Games, and preparations for the Glasgow 2014 Commonwealth Games have been a key focus for the organisation.

New strategic objectives have placed UKAD in a better position to protect the integrity of sport. The World Anti-Doping Agency (WADA) has confirmed changes to the Code and International Standards, strengthening the global framework guiding the fight against doping and changing the shape of the anti-doping landscape for the years to come.

100+

International athletes tested at Major Events in the UK



251.8 million

Global media reach



6,895

Total twitter followers



British Snowboarder, Jenny Jones



93,257

Total unique website hits

478

Number of articles UKAD has featured in

43%

% of targeted tests



41 Sports

Olympic, Paralympic, Commonwealth and professional sports protected by UKAD's testing programme

20

Athletes charged and successfully prosecuted with an Anti-Doping Rule Violation



800

Athlete Biological Passport tests

35

NGBs received customised athlete advice cards



20+

NGBs supported to review or develop an anti-doping education strategy

195

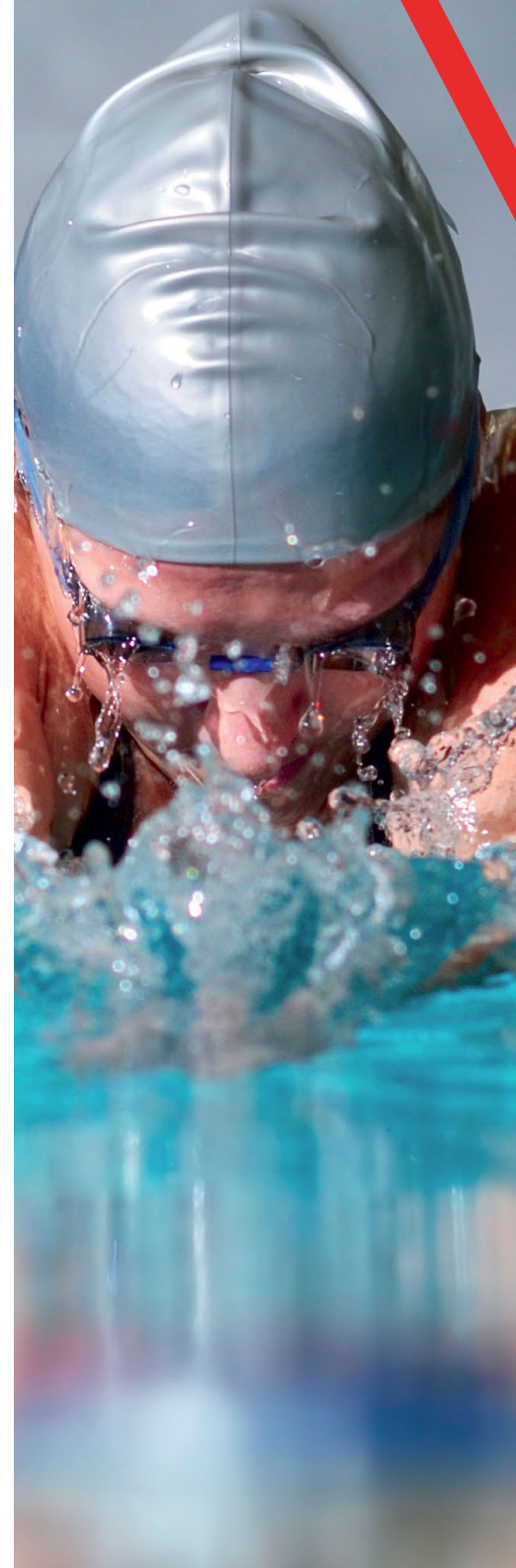
UK athletes tested in

19

different countries

100%

Of NRTP athletes educated about updating their whereabouts



2013



Adam Penguilly presenting at the Clean Sport Forum in November 2013

“ The fight against doping in sport requires a collected effort from a range of partners, and it is important that those tasked with that responsibility in the UK gather in one place to align objectives and learn from each other

”

Adam Penguilly - Clean Sport Forum, November 2013

“ Blood test from @ukantidoping at 7am! Love what a good job they do trying to keep sport clean

”

Helen Glover, Team GB Fower, @Helenglovergb



April

BUCS Signs Clean Sport Commitment Statement

UKAD education partner, British Universities and Colleges of Sport (BUCS), demonstrated its dedication to clean sport by publishing its own Clean Sport commitment statement.

Regional Anti-Doping Organisation (RADO) Training in Sri Lanka

UKAD supports less developed anti-doping organisations in their quest for clean sport at the request of WADA. UKAD provided in-depth knowledge and expertise on the testing and results management processes.

“ If I fail a drugs test, my whole career is completely ruined

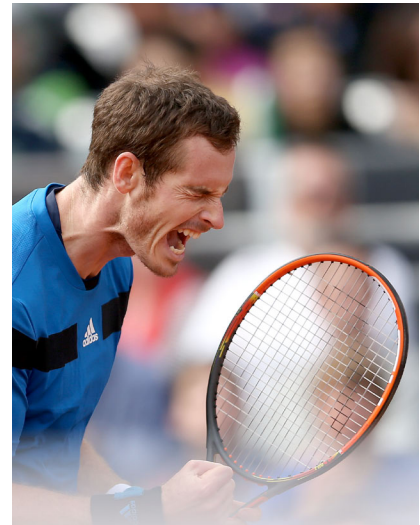
”

Andy Murray - The Sun, November 2013

May

WADA Approaches UKAD to Assist the Belarus NADO

UKAD discussed a possible three-year support plan with the Belarus Minister of Sports and Tourism.



British tennis player, Andy Murray

June

Tests Conducted at Major Events

UKAD partnered with Major Event Organisations to test at the IAAF Sainsbury's Birmingham Grand Prix, the EAA European Team Championships and the ICC Champions Trophy.

UKAD Signs Agreement with NHS Protect

A memorandum of understanding (MOU) with NHS Protect sets out clear guidelines for sharing information in the fight against the supply and trafficking of doping-related substances and activities in sport.

Renewed Certification to ISO 9001:2008 and ISO 27001:2005

Ongoing training, particularly in the area of data security, enabled UKAD to renew its ISO 9001:2008 and ISO 27001:2005 certifications.



100% me education programme for Sainsbury's 2013 School Games

“ Early bird knock on the door ... it can only mean one thing. @ukantidoping keeping up their great work #drugfreesport ”

Tim Baillie, Team GB Canoeist,
@timbaillie



July

Anti-Doping Coordination Centre

UKAD partnered the Spanish National Anti-Doping Organisation (AEPSAD) for the World Swimming Championship in Barcelona to support and facilitate intelligence sharing between UKAD and AEPSAD.

UKAD Strategic Review

Three new strategic objectives for 2014-2017 were agreed by the Board and a new organisational structure was implemented to deliver effective and innovative anti-doping programmes.

August

LOCOG Volunteer Chaperones Join UKAD Scheme

30 volunteer chaperones who worked for the London Organising Committee for the Olympic Games in 2012, were trained by UKAD to join the UKAD scheme.

Street Velodrome

A new education partnership agreed with innovative event organiser, Street Velodrome, enables UKAD to provide outreach and education at Britain's only pop-up velodrome event.

Win Clean Education Campaign

The World Junior Netball Championships was the first event to seek UKAD's expert knowledge through a paid-for package.

UKAD Partners the Scottish Centre for Intelligence Analysis and Training (SCIAT)

UKAD shared intelligence expertise with the Scottish Centre for Intelligence Analysis and Training, delivering presentations to SCIAT representatives.

“ @ukantidoping It's been ace seeing so many athletes and fans all decked out in #100%me red! Spreading the message of #cleansport at #2013SSG ”

Youth Sport Trust, @YouthSportTrust



September

Glasgow 2014 Commonwealth Games Anti-Doping Services Agreement Signed

UKAD signed a tripartite agreement with the Commonwealth Games Federation and Glasgow 2014, stipulating UKAD as the official doping control contractor for the 2014 Commonwealth Games.

Sainsbury's 2013 School Games

UKAD ran a 100% me education programme for the athletes competing at the Sainsbury's 2013 School Games. 100% me's presence featured on BBC Breakfast reaching an audience of 6.83 million. Social media activity on Twitter and Facebook reached 439,000.

Education Partnership Signed with BASES

UKAD agreed a formal partnership with the British Association of Sport and Exercise Sciences (BASES) to inform, educate and consult with athlete support personnel who predominantly specialise in biomechanics, physiology and psychology.

Five New Athlete Committee Members Announced

Jamie Baker, Emma Pooley, Patrick Smith, Andrew Triggs-Hodge MBE and Emma Wiggs were selected from a number of applicants to join the six remaining members on UKAD's Athlete Committee.

2013

“ We worked with UKAD to customise the Win Clean education programme, making the content relevant to Rugby League players and using appropriate imagery ”

Sally Bolton, General Manager of the Rugby League World Cup 2013 - Insidethegames, March 2014

October

Rugby League World Cup 2013

UKAD worked in partnership with the Rugby League World Cup to provide a range of anti-doping services. UKAD provided a tailored Win Clean education programme, risk-based and intelligence-led testing, use of the UKAD Therapeutic Use Exemption Committee, results management, and guidance in relation to anti-doping communications.

This was the first time an integrated range of paid-for services had been delivered for a Major Events Organisation. Communication to teams prior to arrival created the expectation that the UK has a robust anti-doping programme. UKAD's Intelligence and Investigations team set up the Rugby League World Cup Coordination Centre in Salford with the Rugby Football League and the Rugby League World Cup, with support from the Australian Sport Anti-Doping Authority (ASADA).

“ Great day yesterday @ukantidoping clean sport conference #CSF2013 ”

Steve Jenkins, Welsh Rugby Union Compliance Operations Manager, @stevejenks2002

November

Code Consultation

The 2015 Code consultation came to a close with the adoption of a new set of rules to take effect from 1 January 2015.

World Conference on Doping in Sport in Johannesburg

The worlds of sport and government came together to agree the 2015 World Anti-Doping Code. 1,100 attendees saw former UKAD special adviser Sir Craig Reedie elected as the new WADA President. UKAD featured in 28 different publications and broadcast outlets, reaching 32.69 million people.

Athlete Meeting

UKAD's Athlete Committee met with the British Olympic and Paralympic Athletes' Commissions, the British Athletes Commission and the Professional Players' Federation to discuss the 2015 World Anti-Doping Code.

Adam PengUILly Opens UKAD Clean Sport Forum

In its third year, the 2013 Clean Sport Forum, focused on the 2015 World Anti-Doping Code and commenced implementation planning with National Governing Bodies and other partners.



Kevin Sinfield, England Rugby League Captain

December

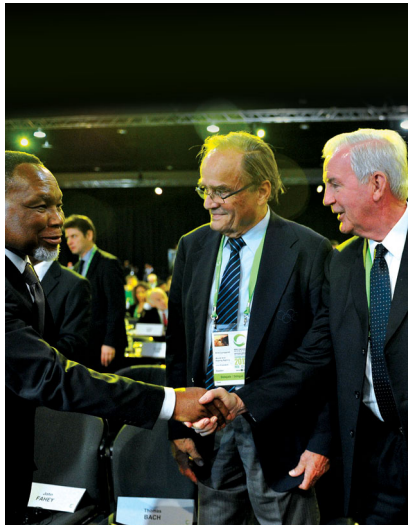
Athlete Biological Passport Programme Expanded

The introduction of the Athlete Passport Management Unit into the Anti-Doping Administration and Management System (ADAMS) enables real-time administrative management of biological passports. The Athlete Biological Passport Expert Blood Panel, made up of three experts, is now in place to review passport data and provide recommendations to the Athlete Passport Management Unit.

Canadian Centre for Ethics in Sport Commercial Consultation

UKAD advised the Canadian Centre for Ethics in Sport (CCES) on expert intelligence structures and processes, and helped develop a project plan for implementing new procedures.

2014



World Conference on Doping in Sport in Johannesburg

“It’s an intense system the UK enforce in order to stop drug cheats ruining our sport”

Eilish McColgan - Daily Mail, February 2014

January

Testing Stats: Year To Date

From 1 April - 31 January, figures included 14% blood (hGH tests), 10% Athlete Biological Passport, 8% IRMS and 18% EPO.

Doping Control Personnel training and assessment programme

This year, we have developed and rolled out an all-new Doping Control Personnel Training and Assessment Programme. As well as allowing us to increase capacity, it helps with progression through the training and is having a positive impact on the quality of our front-line services.

“Great to see @ukantidoping out in force testing everyone ahead of #Sochi2014 & also including blood testing! #100%me”

Shelley Rudman, Team GB Bobsleigh, @ShelleyRudman

February

Sochi 2014 Pre-Games Doping Prevention Programme Completed

The pre-Games doping prevention programme incorporated both education and testing. Every Team GB and Paralympic GB athlete, as well as team medics, doctors and coaches received education under the ‘Clean Sport, Clean Games, Clean Conscience’ programme. Testing was conducted on Team GB athletes and Paralympics GB athletes in 9 countries around the world.

WADA Sochi 2014 Independent Observer Program

UKAD Chief Executive Andy Parkinson led the WADA Independent Observer Programme at the Sochi 2014 Olympic Winter Games.

UKAD Doping Control Officers Join Sochi 2014 Team

Five UKAD DCOs headed to the Olympic Winter Games, and four to the Paralympic Winter Games, to work on behalf of the Sochi 2014 Anti-Doping team.

Eight-Year Ban for First Offence

With help from the UK Border Force, an athlete was handed an eight-year ban for both possession and trafficking of anabolic steroids. This sanction is the longest yet handed to an athlete in the UK for a first offence.



Report Doping in Sport poster

March

First Anti-Doping Research Symposium held in the UK

UKAD led the UK’s first anti-doping research symposium, attended by over 30 leading researchers. The UKAD Research Steering Committee was formed to set research priorities for the forthcoming year.

Tackling Doping in Sport Conference

For the fourth consecutive year, UKAD partnered with World Sport Law Report to deliver a global summit to tackle doping in sport. The event was held at Wembley Stadium and brought together anti-doping experts.

Japan Anti-Doping Agency and Japan Sports Council visit UKAD

UKAD’s Intelligence and Investigation function shared its expertise with the Japan Anti-Doping Agency (JADA) and the Japan Sports Council, who visited UKAD to learn how to further implement intelligence in their anti-doping programmes.

Report Doping in Sport Re-Launch

The Report Doping in Sport campaign was re-launched to encourage coaches, medics and parents, as well as athletes, to report their doping suspicions.

Future Activities 2014

“ #csf @ukantidoping 1/2 UKAD started the comms process re new WADA code & the transition from current to new thru 2014. Good start lots to do ”

The BAC, @TheBAC



Bronze medalists for Women's Curling Claire Hamilton, Vicki Adams, Eve Muirhead, Anna Sloan, and Lauren Gray of Great Britain at the Sochi 2014 Winter Olympics

April

2015 Code Implementation

Implementing the 2015 Code will involve all NGBs and other clean sport partners. UKAD has developed a detailed plan to ensure consistent messages around what has changed and what athletes and others must do in 2015 and that these are effectively embedded in all anti-doping programmes. Sanctions have been increased, which means the risk of a longer ban for both serious doping and inadvertent doping requires a coordinated effort to ensure UK athletes are fully aware of their anti-doping responsibilities.

Report Doping in Sport

In readiness for the pre-Commonwealth Games period, we relaunched our Report Doping in Sport campaign in April. The campaign promotes secure ways that athletes can alert UKAD when they have concerns or suspicions, giving them an anonymous way to play their part in keeping cheats out of sport.

July

Tour de France

The opening three stages of the 101st Tour de France will take place in the UK, starting in Leeds before heading to London. UKAD will partner the UCI and the French NADO (AFLD) to deliver a testing programme in the UK.

Glasgow 2014 Commonwealth Games

The XX Commonwealth Games will be the biggest multi-sport event held in the UK since the London 2012 Olympic and Paralympic Games. As the official doping control contractor, UKAD is responsible for recruiting, training and deploying a qualified and accredited doping control workforce, as well as sample collection and laboratory transportation.

“ Meeting with Andy Parkinson and other leaders in sport was a great opportunity to share experiences and debate the most effective ways to protect clean athletes ”

Colin Nicholson, British Weight Lifting CEO - Clean Sport Forum, November 2013

September

Clean Sport Forum

The 2014 forum will take place at Lord's Cricket Ground, London, and has been brought forward to 25 September in advance of the new World Anti-Doping Code coming into effect on 1 January 2015.

2015



100% me education programme for Sainsbury's 2013 School Games

“ Great workshop with the anti-doping team @ukantidoping #cleansport #100%me ”

Jacob Draper @JDrape63 (UK School Games)



“ Great afternoon @ukantidoping excited for implementation within SSU #CSF2013 ”

Sport Solent High Performance Academy, @SportSolent_HPA



“ Thank you @ukantidoping for another informative session ahead of #Sochi2014 at the @TeamGB conference #100%ME ”

Lizzy Yarnold, Team GB Skeleton and Olympic Gold medallist, @TheYarnold



January

New World Anti-Doping Code and International Standards

The new World Anti-Doping Code and International Standards come into effect on 1 January 2015.

September - October

Rugby World Cup 2015

UKAD will play a key role working with Rugby World Cup 2015 and the International Rugby Board to deliver a robust anti-doping programme before and during the Rugby World Cup 2015 in England.



About UK Anti-Doping

UKAD is the national organisation dedicated to protecting a culture of clean sport. Every day, we are raising awareness of the issues through our extensive education and testing programme. As well as helping athletes to understand and follow the rules, we also prosecute offenders. Ultimately, we are working for everyone who loves sport - whether competing, training or spectating. Together, we're creating a level-playing field where all athletes know they can compete fairly and in the true spirit of sport.

Where We Were

Vision

Doping-free sport

Mission

Protecting the right of athletes to compete in doping-free sport

Strategic Objectives

2011 - 2013

1. To drive and support compliance with the National Anti-Doping Policy in the UK
2. To deliver an intelligence-led, integrated anti-doping programme to promote clean sport, and support the next generation of aspiring sporting champions
3. To take a leading role in the worldwide harmonisation of the World Anti-Doping Code and influence international anti-doping policy and practices
4. To play a leading role in the successful delivery of anti-doping programmes at major events in the UK

“ I think UK Anti-Doping do a brilliant job with their testing - they're really on top of it. You have to prove your whereabouts for an hour of every day and there's random tests on top of that. I think that's great ”

Jessica Ennis - Evening Standard, October 2013



Jessica Ennis, British Heptathlete

New for 2014 and Beyond

Vision

Clean sport

Mission

Protecting the right to participate in clean sport

Values

• Lead

We aim to be an advanced, intelligence-led National Anti-Doping Organisation and to lead by example

• Collaborate

We collaborate to better understand the needs of others and work in partnership to find solutions to shared issues and problems

• Achieve

We continue to progress in the quest for clean sport, through creativity, innovation and determination

What We Want to Achieve

- No inadvertent doping at major events
- To expose serious doping networks
- To create and maintain effective partnerships with sports
- Public confidence in clean sport
- Agile ways of working

Strategic Objectives

2014 - 2017

1. To support and drive compliance with the National Anti-Doping Policy in the UK
2. To deliver an integrated risk-based programme to prevent doping
3. To promote a level playing field for athletes by influencing policy and practices



100% me education programme for Sainsbury's 2013 School Games

Accounts and Finance



Strategic Report for the Year Ended 31 March 2014

Strategic Objectives

United Kingdom Anti-Doping (UK Anti-Doping) is the UK's National Anti-Doping Organisation (NADO). It is responsible for ensuring sports bodies in the UK comply with the National Anti-Doping Policy. The strategic objectives, which have been updated for 2014 - 2017 are to:

- support and drive compliance with the National Anti-Doping Policy in the UK
- deliver an integrated risk-based programme to prevent doping
- promote a level playing field for athletes by influencing policy and practices

Review of the Business

UK Anti-Doping receives grant-in-aid from the Department for Culture, Media and Sport (DCMS). It also generates income from its contracted testing programme and other activities. 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 Management Agreement issued by the Secretary of State for Culture, Media and Sport and the financial statements are prepared in accordance with the Companies Act.

A review of UK Anti-Doping's business is set out on pages 2 to 11, reporting on activities during the year and setting out the focus for 2014/15.

Results

The net expenditure for the period was £6,257k (2012/13:£ 6,610k). Our grant-in-aid is recognised as financing in the statement of changes in equity. A financial review set out on page 19 provides details of the net expenditure for the year, an assessment of the going concern nature of the business, income sources, the principal areas of expenditure, treasury policy, the investment in non-current assets and a summary of the staffing structure. Achievement against our key performance indicators is set out on page 44.

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 has developed a risk management strategy which is fully embedded within its business planning and day-to-day operations. A brief description of the principal risks and uncertainties faced is set out in the Governance Statement on pages 21 to 23.

Sustainability

UK Anti-Doping recognises that its activities have an impact on the environment and is committed to reducing this impact. A Corporate Social Responsibility policy has been developed which sets out the principles which aim to reduce environmental impact. All staff members are made aware of how their activities may adversely affect the environment and are encouraged to help to reduce our environmental impact. UK Anti-Doping is exempt from preparing a full sustainability report.

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. 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 has established a training and development programme designed to encourage and support all employees in improving performance. UK Anti-Doping has developed a staff

handbook which is 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. During the year UK Anti-Doping retained Investors in People accreditation. UK Anti-Doping seeks to ensure that the requirements of health and safety legislation are met in the workplace.

By order of the Board



David Kenworthy
Chair
17 June 2014



Andy Parkinson,
Chief Executive
17 June 2014

Directors' Report for the Year Ended 31 March 2014

The Directors present their report and financial statements for the year ended 31 March 2014, in respect of United Kingdom Anti-Doping Limited, company number 6990867.

The Directors who served during the year are detailed in the Remuneration report (page 24).

Future Development and Events Since the Reporting Period

There were no material events to report since the end of the reporting period. Future developments are referenced elsewhere in the annual report.

Better Payment Practice Code

UK Anti-Doping has a commitment 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. 85 per cent (2012/13: 90 per cent) of undisputed invoices were paid within 30 days of receipt.

Pension Liabilities

UK Anti-Doping has a defined benefit plan and the treatment of pension liabilities is set out in notes 1.6 and 13. The increase during the year in the pension scheme net liabilities is reflected in the Statement of Financial Position and Statement of Comprehensive Income.

Sickness Data

Information concerning the number of days lost to sickness is set out in the Financial Review of the business.

Board Members' Company Directorships and Other Significant Interests

Information concerning the company directorships and other significant interests is set out in the Governance Statement.

Personal Data

There were no personal data incidents during the year to be reported in respect of the year under review.

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

UK Anti-Doping is required to have its accounts audited by the Comptroller and Auditor General.

By order of the Board



David Kenworthy
Chair

17 June 2014

Financial Review of the Business

Summary of Results

United Kingdom Anti-Doping's fourth full financial year of operation was 2013/14. The organisation became fully operational from 14 December 2009. Prior to this some of the functions of the organisation were undertaken by Drug-Free Sport - a department within UK Sport. UK Anti-Doping had net expenditure for the year of £6,257k (2012/13: £6,610k). 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 going concern nature of the business was assessed by the Board at its meeting in March 2014. 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. While we have been advised that financing will be reduced in 2015/16, we have not received any indications from the Department for Culture, Media and Sport that financing will be withdrawn. The Board will take the steps necessary to ensure that UK Anti-Doping's income and expenditure remain in balance. The Statement of Financial Position at 31 March 2014 shows that UK Anti-Doping has an overall net liability of £363k. This is a result of the actuarial valuation of the pension scheme, in accordance with IAS19, which has seen an increase in the pension liabilities at 31 March 2014. The liability has increased because of market fluctuations and the way in which IAS19 requires the actuaries to measure the liabilities. The triennial valuation by the actuaries has confirmed that there are no current requirements to increase the employer contributions.

Income Sources

The majority of the organisation's funding came from grant-in-aid, received from the Department for Culture, Media and Sport. This is recognised in the accounts as financing rather than income. In addition UK Anti-Doping generates income from testing and other activities which in 2013/14 came to £1,421k (2012/13: £1,322k).

Treasury Policy

UK Anti-Doping does not hold any shares or other investments. UK Anti-Doping's cash policy is to draw down grant-in-aid on the basis of need, in accordance with Managing Public Money.

Investment in Non-Current Assets

The organisation spent £31k (2012/13: £291k) on non-current assets during the year. £28k of this related to a replacement telephone system.

Future Non-Current Asset Investment

In 2014/15 UK Anti-Doping does not anticipate any significant spend on non-current assets.

Our Staff

At the start of the year there were 37 people on full-time contracts, 4 on fixed-term contracts and 2 on part-time contracts. By the end of 2013/14 there were 45 people on full-time contracts, 3 on fixed-term contracts and 1 on part time contracts. During the year we have completed a review of the staff structure and were therefore able to appoint staff on permanent contracts. Some 20 staff came across from UK Sport to UK Anti-Doping under the TUPE regulations in 2009/10, of whom 13 remain in UK Anti-Doping's employment. UK Anti-Doping is organised into four directorates - Business Services, Communications and Education, Legal, and Operations.

£2,424k (2012/13: £2,298k) was spent on staff costs during the period. There were 131 days (2012/13: 104 days) lost due to sickness absence during the year.

Expenditure

Significant areas of expenditure included the following:

- UK Anti-Doping has a contract with the WADA-accredited laboratory, the Drug Control Centre, Kings College London, which undertakes the analysis of the samples from the UK's athlete testing programme. Results analysis and legal work accounted for £1,390k (2012/13: £1,436k).
- £1,530k (2012/13: £1,658k) spent on the athlete testing programme. The costs of the athlete testing programme include the costs of Doping Control Personnel who collect samples for analysis.
- £444k (2012/13: £450k) spent on the cost of the UK contribution to the World Anti-Doping Agency.
- £391k (2012/13: £393k) expenditure on the education programme. A key part of UK Anti-Doping's prevention work involves the education of those in sport to deter them from doping. The costs of the education programme include the costs of the education trainers, who are field workers who conduct education sessions for athletes and support personnel.

Future Financial Risks

UK Anti-Doping has entered into a 10-year occupancy agreement on its new premises at Fleetbank House. The agreement does not require UK Anti-Doping to restore the premises to its original condition and as such no dilapidations provision has been made in the accounts. There are financial risks regarding the collection of our commercial income and as such a provision of £22k (2012/13: £3k) for bad debts has been made.

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 complies 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 Sport, 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

17 June 2014



David Kenworthy
Chair

On behalf of the UK Anti-Doping Board
17 June 2014

Governance Statement

UK Anti-Doping's Governance Framework

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). Prior to 14 December 2009 some of the functions of UK Anti-Doping existed as a department within UK Sport, another Non-Departmental Public Body.

From the 2011/12 financial year, UK Anti-Doping was covered by the Government Resource Accounting Act, and as a result the National Audit Office (NAO) is the statutory auditor.

Our governance process is led by the Board which consists of the Chair and six other company Directors. The Board members were independently appointed by the Secretary of State for Culture, Media and Sport, through the Cabinet Office's public appointments procedure. During the year the Secretary of State reappointed three of the Board Directors, whose terms had expired. Details of this are

included in the Remuneration Report. The Board provides independent scrutiny of the organisation and has met five times during 2013/14. The work of the Board is supported by two Committees - (1) Audit and (2) Remuneration and Human Resources. The remit of the Audit Committee covers the oversight of audit, financial and risk management. This Committee met five times during 2013/14. This Governance Statement was reviewed by the Audit Committee at its meetings in April and June 2014. The Remuneration and Human Resources Committee is responsible for determining and agreeing with the Board the framework and broad policy for the remuneration of staff. The Committee met three times in 2013/14.

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. This Committee met twice in 2013/14.

During the year the Board reviewed the terms of reference for all of these Committees.

The table below summarises the attendance of the Board members at the meetings during the year.

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 of 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 Management Agreement between UK Anti-Doping and DCMS.

| | Board | | | | Audit Committee | | | | | Remuneration and Human Resources Committee | | | Athlete Committee | |
|-----------------|-----------|-----------|----------|----------|-----------------|-----------|-----------|----------|----------|--|-----------|----------|-------------------|----------|
| | June 2013 | Sept 2013 | Dec 2013 | Mar 2014 | Apr 2013 | June 2013 | Sept 2013 | Nov 2013 | Feb 2014 | May 2013 | June 2013 | Dec 2013 | May 2013 | Nov 2013 |
| David Kenworthy | ✓ | ✓ | ✓ | ✓ | ✓ | - | ✓ | - | - | ✓ | ✓ | - | - | - |
| Phillip Carling | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | - | - | - | - | - |
| Andrew Sellers | ✓ | ✓ | ✓ | ✓ | X | ✓ | ✓ | ✓ | ✓ | - | - | - | - | - |
| Janice Shardlow | ✓ | X | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | - | - | - | - | - |
| Michael Brace | ✓ | ✓ | ✓ | ✓ | - | - | - | - | - | ✓ | ✓ | ✓ | - | - |
| John Brewer | ✓ | ✓ | ✓ | ✓ | - | - | - | - | - | ✓ | ✓ | ✓ | ✓ | ✓ |
| Justin Turner | ✓ | ✓ | ✓ | X | - | - | - | - | - | X | ✓ | ✓ | - | - |

Key: ✓ denotes a member of that meeting and attended, X denotes a member of that meeting and non attendance, - denotes not a member of that meeting.

Governance Statement continued

Board Performance and Compliance with the Corporate Governance Code

The Board has assessed its performance as a collective throughout the year. In addition, the Chair of the Board assesses the individual performance of each Board Director on a periodic basis. At its meeting in June 2014 the Board reviewed its compliance with the Corporate Governance Code. It concluded that it is compliant with this Code.

Risk Assessment and Systems of Internal Control

During 2010/11 UK Anti-Doping established its core systems for assessing and reviewing risks and taking mitigating action where appropriate. In 2010/11 a long-term strategy for UK Anti-Doping was developed, resulting in a four-year Strategic Plan. After the London 2012 Olympic and Paralympic Games, UK Anti-Doping undertook a comprehensive review of its vision, mission and strategic objectives. This work involved extensive consultation with both the staff and the Board. As a result UK Anti-Doping developed a revised Strategic Plan during 2013/14 to reflect the agreed changes.

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

Board Members' Company Directorships and Significant Interests

| Name | Entity | Role |
|-----------------|--|--------------------------|
| David Kenworthy | Institute of National Anti-Doping Organisations | Chairman |
| Philip Carling | - | - |
| Michael Brace | Nemisys Enterprises Limited | Chairman |
| John Brewer | British Ski and Snowboard Limited British Universities and Colleges Sport Limited | Chairman Board Member |
| Andrew Sellers | - | - |
| Janice Shardlow | - | - |
| Justin Turner | - | - |

DCMS, is defined in a Management Agreement. 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 meetings during the year with the Minister for Sport, Tourism and Equalities.

Our systems of internal control are designed to manage risk at a responsible level, rather than eliminate all risk of failure to achieve aims and objectives. They can therefore only provide reasonable assurance of effectiveness. The system of 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.

Capacity to Handle Risk

UK Anti-Doping has developed 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 processes were developed during 2010/11 to form an integral part of UK Anti-Doping's strategic and business planning. These have been further embedded during 2013/14. 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 has developed strategic and operational level risk registers, involving all staff, to ensure that risk management is embedded throughout UK Anti-Doping. As part of this the Board determined the risk appetite of the organisation.

Our strategic risk register has identified risks around certain sports opting out of the National Anti-Doping Policy, risks in relation to the management of possible large-scale doping cases in the UK and failure to maintain an appropriate level of funding, given the current fiscal climate. The senior management team reviews the risk registers on a regular basis and the Audit Committee reviews the strategic risks at every meeting. The Audit Committee reports on the appropriateness and effectiveness of risk management in UK Anti-Doping.

Information Risk

UK Anti-Doping has developed effective information risk and data management policies to ensure compliance with the Cabinet Office's Security Policy Framework. The Director of Business Services has been appointed as the Senior Information Risk Officer in accordance with this framework. We have incorporated information data security management into our risk assessment framework. We had no incidents of inadvertent data disclosure during the year. We are constantly reviewing and enhancing our data management processes. We gain independent assurance of the effectiveness of our data management procedures through our accreditation under ISO27001 Information Security Management.

Review of Effectiveness of the Systems of Internal Control

As Accounting Officer, I am responsible for reviewing the effectiveness of the system of 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. From 1 June 2011 RSM Tenon were appointed to provide our internal audit services for a three-year period. In addition, UK Anti-Doping has a quality

management system in place, audited by ISOQAR, 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 of internal control will continue to be maintained by:

- regular and active 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
- twice-a-year receipt of the ISOQAR Report
- receipt of the Internal Auditor's Annual Report

Baker Tilly (formerly RSM Tenon) undertook 13 reviews during the year, covering the areas of Compliance Projects; Case management; Corporate Strategy Development; Freedom of Information and Data Protection; Income and Debtors; Glasgow 2014; Marketing and Communications; Asset Management; Revenue Generation; Consultancy and Charging; Risk Management - Assurance Mapping; Performance Management; and Human Resources - Workforce management. In addition they followed up on the implementation of recommendations from prior years. In their Annual Report to the Audit Committee they concluded that 74 per cent of previous

internal audit recommendations had either been implemented or superseded, and in their opinion good progress had been made. They also reported that UK Anti-Doping's arrangements for governance, risk management and control are effective.

Significant Internal Control Issues

My review of the effectiveness of the internal control system shows that in 2013/14 we made good progress in developing and maintaining our systems of internal control, and there were no significant control issues in the year. I am satisfied that, whilst further work will be undertaken to strengthen our systems, we have adequate risk management, control and governance processes to manage the achievement of our objectives. I am heartened by the fact that considerable progress has been made in further developing and strengthening the control environment within our organisation in the past year.



Andy Parkinson
Chief Executive and Accounting Officer

17 June 2014

Remuneration Report

Remuneration Policy and Committee

The members of the Remuneration and Human Resources Committee were appointed by the Board.

The role and responsibilities of the Remuneration and Human Resources 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 year to 31 March 2014, the members of the Remuneration and

Human Resources Committee were Michael Brace (Chair), John Brewer and Justin Turner.

Board members are appointed on merit on the basis of fair and open competition. During the year the Minister for Sport, Tourism and Equalities reappointed Philip Carling, Janice Shardlow and Justin Turner for second terms.

Remuneration of Board Members (Audited Information)

| Name | Salary/Fees £'000 | Salary/Fees £'000 | Benefits in kind £'000 |
|-----------------|-------------------|-------------------|---------------------------|
| | 2013/14 | 2012/13 | |
| David Kenworthy | 30-35 | 30-35 | - |
| Philip Carling | 5-10 | 5-10 | - |
| Michael Brace | 5-10 | 5-10 | - |
| John Brewer | 5-10 | 5-10 | - |
| Andrew Sellers | 0 | 0 | - |
| Janice Shardlow | 5-10 | 5-10 | - |
| Justin Turner | 0 | 0 | - |

Contract Information

| Name | Date of Appointment | Length of Contract | Unexpired Term at 31 March 2014 | Notice Period |
|-----------------|---------------------|--------------------|------------------------------------|---------------|
| David Kenworthy | 23 February 2013 | 4 years | 2 years 11 months | 3 months |
| Philip Carling | 23 November 2013 | 2 years 4 months | 2 years | 3 months |
| Michael Brace | 24 December 2012 | 3 years 4 months | 2 years 1 month | 3 months |
| John Brewer | 24 December 2012 | 4 years | 2 years 9 months | 3 months |
| Andrew Sellers | 24 December 2012 | 3 years 6 months | 2 years 3 months | 3 months |
| Janice Shardlow | 23 November 2013 | 3 years | 2 years 8 months | 3 months |
| Justin Turner | 23 November 2013 | 3 years | 2 years 8 months | 3 months |

Salary/Fees

'Salary/Fees' 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 2013/14 (2012/13 - zero). Tax on Board Members' expenses of £7,000 (2012/13 £10,000) was paid by UK Anti-Doping during the year.

Remuneration of Chief Executive (Audited Information)

| Name | Salary/Fees £'000 | | Performance Related Pay £'000 | | Pension Benefits £'000 | | Total £'000 | |
|----------------|-------------------|---------|-------------------------------|---------|------------------------|---------|-------------|---------|
| | 2013/14 | 2012/13 | 2013/14 | 2012/13 | 2013/14 | 2012/13 | 2013/14 | 2012/13 |
| Andy Parkinson | 95-100 | 95-100* | 5-10 | 5-10 | 21 | 22 | 125-130 | 125-130 |

* Restated to include the value of holidays sold as a benefit received in the current and prior years.
Contract information: Appointed 1 September 2009, three month notice period.

Salary

'Salary' includes gross salary; 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. The Chief Executive is entitled under contract to receive a non-consolidated performance related payment of up to 10 per cent of salary subject to the

achievement of specific targets. These targets and the attainment of them are determined by the Remuneration and Human Resources Committee.

Pension Benefits

The Chief Executive is a member of the Local Government Pension Scheme (LGPS), a tax-approved benefit occupational pension scheme set up under the Superannuation Act 1972. Benefits are based on final

salary and duration of membership. Members accrued pension entitlement in the year at a rate of 1/60 of final pensionable salary. Death in service cover is three years pay plus spouse's/civil partner's pension equal to 1/160 of the final salary, times total membership. Financial disclosures in relation to the pension scheme are shown in Note 13 to the accounts. The table below shows the pension entitlement of the Chief Executive as at 31 March 2014.

Chief Executive Pension Entitlements

| Name | Real Increase in Pension | Real Increase in Lump Sum | Value of Accrued Pension £'000 | Value of Accrued Lump Sum £'000 | CETV at 31/03/2013 £'000 | CETV at 31/03/2014 £'000 | Employee Contributions and Transfers in £'000 | Real Increase in CETV £'000 |
|----------------|--------------------------|------------------------------|--------------------------------|---------------------------------|--------------------------|--------------------------|---|-----------------------------|
| Andy Parkinson | 0-2.5 (0-2.5) | minus 1.0-0 (minus 1.0-0) | 10-15 (5-10) | 5-10 (5-10) | 106 - | 126 - | 5-10 (5-10) | 10-15 (5-10) |

The figures in brackets related to 2012/13

Accrued pension represents the amount payable if the Chief Executive leaves at the stated date. Cash-Equivalent Transfer Values (CETV) are not payable directly but represent the potential liability if the Chief Executive should leave the scheme and wish to transfer accrued benefits to another scheme. These are based on assumptions certified by a qualified actuary in accordance with guidance note GN11, published by the Institute of Faculty Actuaries, and do not take account of any reduction in benefits arising from Lifetime Allowance Tax that may be due when pension benefits are drawn.

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 Chief Executive in 2013/14 (2012/13 - zero).

Disclosure of Senior Management Team Remuneration

UK Anti-Doping has made the assessment that disclosures for the

remuneration of senior executive staff are not required, with the exception of the Chief Executive. This is in accordance with the Financial Reporting Manual which requires disclosure of members with responsibility and influence over UK Anti-Doping as a whole, which rests with the Board.

Hutton Fair Pay Disclosures

UK Anti-Doping is required to disclose the relationship between the remuneration of the highest paid member of staff in their organisation and the median remuneration of the organisations workforce.

During the period, the banded remuneration of the highest paid member of staff was £100k-105k (2012/13: £100k-105k). For 2013/14 this was 3.2 times (2012/13: 3.0 times) the median remuneration of the annualised workforce as at 31 March 2014, which equated to £32,500 (2012/13: £34,313). The calculations for 2012/13 for the highest paid member of staff have been restated to include the value of holidays sold as a benefit received in the current and prior years.

Total remuneration includes salary, allowances and non-consolidated performance related pay. It does not include employer pension contributions and the cash equivalent transfer value of pensions.

There have been no changes to the structure of the remuneration of the highest paid member of staff or to the workforce in accordance with the public sector pay freeze restrictions. The change in ratio is mainly due to changes in the structure of the workforce.



Andy Parkinson
Chief Executive and Accounting Officer

UK Anti-Doping
17 June 2014



David Kenworthy
Chair

On behalf of the UK Anti-Doping Board
17 June 2014

The Independent Auditor's Report

The Certificate and Report of the Comptroller and Auditor General to the Members of United Kingdom Anti-Doping Limited

I certify that I have audited the financial statements of United Kingdom Anti-Doping Limited for the year ended 31 March 2014 under the Government Resources and Accounts Act 2000. The financial statements comprise the Statement of Comprehensive Income, Statement of Financial Position, Statement of Cash Flows, 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. I have also audited the information in the Remuneration Report that is described in that report as having been audited.

Respective Responsibilities of the Directors and the Auditor

As explained more fully in the Directors' Responsibilities Statement, 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, certify and report on the financial statements in accordance with the Government Resources and Accounts Act 2000. I conducted my audit in accordance with International Standards on Auditing (UK and Ireland). Those standards require me and my staff to comply with the Auditing Practices 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 company'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 read all the financial and non-financial information in the Annual Report to identify material inconsistencies with the audited financial statements and to identify any information that is apparently materially incorrect based on, or materially inconsistent with, the knowledge acquired by me in the course of performing the audit. If I become aware of any apparent material misstatements or inconsistencies I consider the implications for my certificate.

I am required to obtain evidence sufficient to give reasonable assurance that the expenditure and income recorded in the financial statements have been applied to the purposes intended by Parliament and the financial transactions recorded in the financial statements conform to the authorities which govern them.

Opinion on Regularity

In my opinion, in all material respects the expenditure and income recorded in the financial statements have been applied to the purposes intended by Parliament and the financial transactions recorded in the financial statements conform to the authorities which govern them.

Opinion on Financial Statements

In my opinion:

- the financial statements give a true and fair view of the state of the company's affairs as at 31 March 2014 and of its net expenditure for the year then ended; and
- the financial statements have been properly prepared in accordance with International Financial Reporting Standards as adopted by European Union; and

- the financial statements have been prepared in accordance with the Companies Act 2006

Opinion on Other Matters

In my opinion:

- the part of the Remuneration Report to be audited has been properly prepared in accordance with the Government Financial Reporting Manual; and
- the information given in the Directors' Report and the Financial Review of the Business for the financial year for which the financial statements are prepared is consistent with the financial statements

Matters on Which I Report by Exception

I have nothing to report in respect of the following matters which I report to you if, in my opinion:

- adequate accounting records have not been kept; or
- the financial statements and the part of the Remuneration Report to be audited are not in agreement with the accounting records and returns; or
- I have not received all of the information and explanations I require for my audit; or
- the Governance Statement does not reflect compliance with HM Treasury's guidance

Report

I have no observations to make on these financial statements.

Amyas C E Morse
Comptroller and Auditor General
30 June 2014

National Audit Office
157-197 Buckingham Palace Road
Victoria
London
SW1W 9SP

Statement of Comprehensive Income

Year Ended 31 March 2014

| | | 2013/14 | 2012/13 |
|--|-------|---------|-------------------|
| | Notes | £'000 | Restated £'000 |
| Expenditure | | | |
| Staff costs | 2 | 2,424 | 2,298 |
| Other expenditure | 3 | 5,139 | 5,385 |
| Depreciation and amortisation | 4 | 115 | 249 |
| Total operating expenditure | | 7,678 | 7,932 |
| Income | | | |
| Testing income | | 1,336 | 1,290 |
| Other income | | 85 | 32 |
| Total income | | 1,421 | 1,322 |
| Net expenditure before taxation | | (6,257) | (6,610) |
| Taxation | | - | - |
| Net expenditure for the period | | (6,257) | (6,610) |
| Other Comprehensive Income | | | |
| Re-measurements | 13 | (14) | 127 |
| Total net comprehensive expenditure for the period | | (6,271) | (6,483) |

The Accounting Policies and Notes on pages 31 to 43 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 2014

| | Notes | As at 31 March 2014 £'000 | As at 31 March 2013 £'000 |
|--|-------|---------------------------------|---------------------------------|
| Non-Current Assets | | | |
| Property, plant and equipment | 5 | 269 | 301 |
| Intangible assets | 6 | 45 | 97 |
| Total non-current assets | | 314 | 398 |
| Current Assets | | | |
| Trade and other receivables | 7 | 692 | 701 |
| Cash | 8 | 409 | 100 |
| Total current assets | | 1,101 | 801 |
| Total assets | | 1,415 | 1,199 |
| Current Liabilities | | | |
| Trade and other payables | 9 | (1,089) | (808) |
| Provisions | 10 | - | (18) |
| Total current liabilities | | (1,089) | (826) |
| Non-current assets plus net current assets | | 326 | 373 |
| Non-Current Liabilities | | | |
| Pension (liabilities)/assets | 13 | (689) | (496) |
| Total non-current liabilities | | (689) | (496) |
| Assets less total liabilities | | (363) | (123) |
| Reserves | | | |
| Taxpayers' equity | | (363) | (123) |
| | | (363) | (123) |

The Accounting Policies and Notes on pages 31 to 43 form part of these Financial Statements

Approved and authorised for issue



Andy Parkinson
Chief Executive and Accounting
Officer
UK Anti-Doping
17 June 2014



David Kenworthy
Chair
On behalf of the UK Anti-Doping Board
17 June 2014

Statement of Changes in Equity

For the Year Ended 31 March 2014

| | Taxpayers' Equity £'000 |
|--|--|
| Reserves at 1 April 2013 | (123) |
| Total net comprehensive expenditure for the period | (6,257) |
| Pension actuarial (loss)/gain | (14) |
| Grant-in-aid received | 6,031 |
| Reserves at 31 March 2014 | (363) |

The Accounting Policies and Notes on pages 31 to 43 form part of these Financial Statements

There is £1 of issued ordinary share capital and retained earnings are represented by Taxpayers' Equity.

Statement of Cash Flows

For the Year Ended 31 March 2014

| | | 2013/14 | 2012/13 |
|--|-------|---------|-------------------|
| | Notes | £'000 | Restated £'000 |
| Cash Flows From Operating Activities | | | |
| Net expenditure | - | (6,257) | (6,610) |
| Depreciation and amortisation | 5 & 6 | 115 | 249 |
| (Increase)/decrease in trade and other receivables | 7 | 9 | 27 |
| Increase/(decrease) in trade and other payables | 9 | 281 | (18) |
| Increase/(decrease) in provisions | 10 | (18) | (2) |
| Increase/(decrease) in pension liability | 13 | 193 | 25 |
| Less movements relating to pension not passing through the net expenditure account | | (14) | 127 |
| Net cash outflow from operating activities | | (5,691) | (6,202) |
| Cash Flows from Investing Activities | | | |
| Purchase of property, plant and equipment | 5 | (18) | (273) |
| Purchase of intangible assets | 6 | (13) | (18) |
| Net cash outflow from investing activities | | (31) | (291) |
| Cash Flows from Financing Activities | | | |
| Grant-in-aid received to fund current year activities | | 6,031 | 6,498 |
| Net Financing | | | |
| Net increase in cash in the period | | 309 | 5 |
| Cash at the beginning of the period | 8 | 100 | 95 |
| Cash at the end of the period | 8 | 409 | 100 |

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 Fleetbank House, 2-6 Salisbury Square, London, EC4Y 8AE. UK Anti-Doping was incorporated in 2009.

1 Statement of Accounting Policies

These financial statements have been prepared in accordance with the Companies Act 2006 and with the 2013-14 Government Financial Reporting Manual (FReM) issued by HM Treasury where disclosure requirements go beyond the Companies Act 2006. The accounting policies contained in the FReM apply International Financial Reporting Standards (IFRS) as adapted or interpreted for the public sector context. Where the FReM 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. With the exception of the pension valuation, there are no judgements or key sources of estimation uncertainty that have a significant effect on amounts recognised in the financial statements. The pension valuation is subject to significant estimation uncertainty. The assumptions made by the actuary in their valuation are detailed in Note 13.

These accounts have been prepared on a going concern basis, as detailed under the Financial Review of the Business, on page 19.

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 2009 when the anti-doping functions of UK Sport were transferred to UK Anti-Doping.

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 Personnel

A key accounting judgement has been made in respect of the pay and associated costs relating to the doping control personnel 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 has made an assessment that doping control personnel 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 |
|---|-------------|
| Information Technology | 3 years |
| Office refurbishment | 10 years |
| Furniture and fittings | 5 years |
| Software licenses/ Information Technology (intangibles) | 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. Non-current assets are held at cost as a proxy of valuation and not subject to a revaluation review as the change in the value of the assets would be immaterial to the accounts.

Notes to the Financial Statements continued

1.4.3 Property, Plant and Equipment

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

1.4 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. In June 2011 the IASB published a revised version of IAS19 applicable to accounting periods starting on or after 1 January 2013. This revised standard has been applied to the financial statements in 2013-14 and the prior year figures have been restated. The impact is disclosed in note 14.

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. 35% of VAT paid in 2013-14 was treated as recoverable.

1.8 Corporation Tax

UK Anti-Doping is registered to pay corporation tax, although its testing income is not considered to be trading income by HMRC, so not subject to corporation tax. A tax note has not been included because UK Anti-Doping is not liable for Corporation Tax in the current period and it does not envisage that it will be liable in future years due to the nature of activities undertaken.

1.9 Segmental Analysis

UK Anti-Doping is not required to show a segmental analysis. This is because it only has a single reportable segment, and it does not meet the major customer threshold described in IFRS 8, as revenues from transactions with the largest single external customer do not amount to 10 per cent or more of UK Anti-Doping's revenues, and the geographical basis is not appropriate.

1.10 Testing Income

Testing income is recognised at the point at which a doping test is completed.

1.11 Operating Leases

UK Anti-Doping entered into operating leases in respect of its office accommodation at Fleetbank House from September 2012. Rentals under operating leases are charged to the Statement of Comprehensive Income on a straight line basis. Assets provided under operating leases are not recognised on UK Anti-Doping's Statement of Financial Position.

2 Staff Numbers, Related Costs and Exit Package

| | Permanent Staff £'000 | Contract Personnel £'000 | Total 2013/14 £'000 | 2012/13 Restated £'000 |
|-----------------------|--------------------------|-----------------------------|------------------------|---------------------------|
| Wages and salaries | 1,806 | 72 | 1,878 | 1,802 |
| Social security costs | 143 | - | 143 | 158 |
| Net pension cost | 179 | - | 179 | 152 |
| Pension contributions | 224 | - | 224 | 186 |
| Total staff costs | 2,352 | 72 | 2,424 | 2,298 |

Average number of staff

| | | | | |
|-------------------|----|---|----|----|
| Directly employed | 46 | - | 46 | 45 |
| Other | - | 1 | 1 | 1 |
| Total | 46 | 1 | 47 | 46 |

Number of compulsory redundancies and total number of exit packages by cost band

| | 31 Mar 2014 | 31 Mar 2013 |
|---------------------|-------------|-------------|
| <£10,000 | 1 | - |
| Total resource cost | £1,117 | - |

3 Other Expenditure

| | 2013/14 £'000 | 2012/13 £'000 |
|---|------------------|------------------|
| Operating Activities | | |
| Sample analysis and legal | 1,390 | 1,436 |
| Athlete testing * | 1,530 | 1,658 |
| Science and research | 140 | 120 |
| Intelligence | 119 | 101 |
| Education | 391 | 393 |
| Communications | 146 | 82 |
| WADA and INADO expenditure | 453 | 468 |
| Major games | 112 | - |
| Other Operating Activities | | |
| Rentals under operating leases | 138 | 263 |
| Rates and associated accommodation services | 96 | 230 |
| IT related costs | 295 | 310 |
| Other office costs | 155 | 184 |
| Training | 23 | 35 |
| Recruitment | 48 | 10 |
| Telephones | 34 | 37 |
| Auditors' Remuneration | | |
| External auditors ** | 21 | 21 |
| Internal auditors | 45 | 25 |
| British Standards Institute audit | 3 | 12 |
| | 5,139 | 5,385 |

* All costs related to doping control personnel have been included within this expenditure category.

** External auditors received no remuneration for non-audit work.

Notes to the Financial Statements continued

4 Depreciation and Amortisation

| | Notes | 2013/14 £'000 | 2012/13 £'000 |
|-------------------------------|-------|------------------|------------------|
| Depreciation and amortisation | 5 & 6 | 115 | 249 |

5 Property, Plant and Equipment

| | Information Technology £'000 | Furniture and Fixtures £'000 | Office Refurbishment £'000 | Totals £'000 |
|--------------------------|------------------------------------|------------------------------------|----------------------------------|-----------------|
| Cost | | | | |
| At 31 March 2013 | 234 | 95 | 249 | 578 |
| Additions | 19 | - | (1) | 18 |
| Disposals | - | - | - | - |
| At 31 March 2014 | 253 | 95 | 248 | 596 |
| Depreciation | | | | |
| At 31 March 2013 | (217) | (49) | (11) | (277) |
| Provided during the year | (9) | (19) | (22) | (50) |
| Disposal | - | - | - | - |
| Revaluation | - | - | - | - |
| At 31 March 2014 | (226) | (68) | (33) | (327) |
| Net Book Value | | | | |
| At 31 March 2014 | 27 | 27 | 215 | 269 |
| At 31 March 2013 | 17 | 46 | 238 | 301 |
| Cost | | | | |
| At 31 March 2012 | 377 | 128 | 108 | 613 |
| Additions | - | 24 | 249 | 273 |
| Disposals | (143) | (57) | (108) | (308) |
| At 31 March 2013 | 234 | 95 | 249 | 578 |
| Depreciation | | | | |
| At 31 March 2012 | (263) | (58) | (81) | (402) |
| Provided during the year | (126) | (25) | (32) | (183) |
| Disposal | 172 | 34 | 102 | 308 |
| Revaluation | - | - | - | - |
| At 31 March 2013 | (217) | (49) | (11) | (277) |
| Net Book Value | | | | |
| At 31 March 2013 | 17 | 46 | 238 | 301 |

6 Intangibles

| | Information Technology £'000 | Software Licences £'000 | Totals £'000 |
|--------------------------|------------------------------------|-------------------------------|-----------------|
| Cost | | | |
| At 31 March 2013 | 181 | 122 | 303 |
| Additions | - | 13 | 13 |
| Disposals | - | - | - |
| At 31 March 2014 | 181 | 135 | 316 |
| Amortisation | | | |
| At 31 March 2013 | (112) | (94) | (206) |
| Provided during the year | (41) | (24) | (65) |
| Disposal | - | - | - |
| At 31 March 2014 | (153) | (118) | (271) |
| Net Book Value | | | |
| At 31 March 2014 | 28 | 17 | 45 |
| At 31 March 2013 | 69 | 28 | 97 |
| Cost | | | |
| At 31 March 2012 | 181 | 104 | 285 |
| Additions | - | 18 | 18 |
| At 31 March 2013 | 181 | 122 | 303 |
| Amortisation | | | |
| At 31 March 2012 | (68) | (72) | (140) |
| Provided during the year | (44) | (22) | (66) |
| Disposal | - | - | - |
| At 31 March 2013 | (112) | (94) | (206) |
| Net Book Value | | | |
| At 31 March 2013 | 69 | 28 | 97 |

Notes to the Financial Statements continued

7 Trade Debtors and Other Current Assets

| | As at 31 Mar 2014 £'000 | As at 31 Mar 2013 £'000 |
|---|-------------------------------|-------------------------------|
| Amounts Falling Due Within One Year: | | |
| Trade receivables | 224 | 200 |
| Less: Allowance for doubtful debt | (22) | (3) |
| VAT receivable | - | 7 |
| Staff season ticket advances | 12 | 8 |
| Prepayments and accrued Income | 478 | 489 |
| Trade and other receivables | 692 | 701 |

7.1 Intra-Government Balances

| | As at 31 Mar 2014 £'000 | As at 31 Mar 2013 £'000 |
|---|-------------------------------|-------------------------------|
| Amounts Falling Due Within One Year: | | |
| Balances with central government bodies | - | 7 |
| Balances with local authorities | - | - |
| Balances with bodies external to government | 692 | 694 |
| Total | 692 | 701 |

8 Cash and Cash Equivalents

| | As at 31 Mar 2014 £'000 | As at 31 Mar 2013 £'000 |
|---|-------------------------------|-------------------------------|
| At 31 March 2013 | 100 | 95 |
| Net change in cash and cash equivalent balances | 309 | 5 |
| At 31 March 2014 | 409 | 100 |

The balances at 31 March were held at:

| | | |
|----------------------------|-----|-----|
| Commercial banks | 409 | 100 |
| Government Banking Service | - | - |
| | 409 | 100 |

9 Trade Payables and Other Current Liabilities

| | As at 31 Mar 2014 £'000 | As at 31 Mar 2013 £'000 |
|---|-------------------------------|-------------------------------|
| Amounts Falling Due Within One Year: | | |
| Trade payables | (609) | (408) |
| Accruals | (358) | (318) |
| VAT payable | (13) | - |
| Other taxation, social security and pension contributions | (109) | (82) |
| Trade and other payables | (1,089) | (808) |

9.1 Intra-Government Balances

| | As at 31 Mar 2014 £'000 | As at 31 Mar 2013 £'000 |
|---|--|--|
| Amounts Falling Due Within One Year: | | |
| Balances with central government bodies | (94) | (60) |
| Balances with local authorities | - | - |
| Balances with bodies external to government | (995) | (748) |
| | (1,089) | (808) |

10 Provisions for Liabilities and Charges

| | General provisions £'000 | Total £'000 |
|---|-------------------------------------|------------------------|
| At 31 March 2013 | 18 | 18 |
| New provision recognised | - | - |
| Amounts utilised and released in the period | (18) | (18) |
| At 31 March 2014 | - | - |

General provisions include provisions associated with the day to day running of the office.

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, Media and Sport, who is the owner of the £1 share capital.

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

| | 2013/14 £'000 | 2012/13 £'000 |
|--------------------------------------|--------------------------|--------------------------|
| Grant-in-Aid in the year amounted to | 6,031 | 6,498 |

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.

The Institute of National Anti-Doping Organisations (INADO) is considered to be a related party because David Kenworthy (UK Anti-Doping Chair) is also the INADO Chair. During the year UK Anti-Doping provided administrative support and charged back expenses to INADO which amounted to £2k. In addition, UK Anti-Doping paid £5k in respect of membership fees to INADO.

Key Management Compensation

| | 2013/14 | 2012/13 |
|----------------------------------|----------------|----------------|
| Salaries and short term benefits | £59,719 | £59,776 |

Key management is comprised of Board Directors only. Further information about the remuneration of the Chief Executive is provided in the Remuneration Report.

Notes to the Financial Statements continued

12 Obligations Under Operating Leases

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

| | As at 31 Mar 2014 £'000 | As at 31 Mar 2013 £'000 |
|----------------------------|--|--|
| Property | | |
| Within one year | 136 | 133 |
| Between two and five years | 353 | 489 |
| | 489 | 622 |

UK Anti-Doping occupies space at Fleetbank House for which it has entered into a 10 year agreement which commenced on 1 September 2012. There is a break clause midway through the lease.

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.

Actuarial gains/ losses are recognised in full in the reserves during the year, in accordance with the FRem 2013-14.

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 £13,500 | 5.50% |
| £13,501 - £15,800 | 5.80% |
| £20,401 - £34,000 | 6.50% |
| £34,001 - £45,500 | 6.80% |
| £45,501 - £85,300 | 7.20% |
| > £85,300 | 7.50% |

Every three years an independent review is undertaken to calculate employer contribution rates.

The employer contribution rate applicable to 2013-14 was 12%.

The employer's contribution for the year amounted to £224,000 (2012/13 £186,000). The projected employer's contribution for 2014/15 is £221,000.

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)

At incorporation on 14 August 2009 UK Anti-Doping assumed no pension liability.

In June 2011 the IASB published a revised version of IAS19 applicable to accounting periods starting on or after 1 January 2013. This revised standard has been applied to the financial statements in 2013-14 and the prior year figures have been restated. The impact is disclosed in note 14.

13.1 Pension Commitments

Financial Assumptions

| | | 31 Mar 2014 | | 31 Mar 2013 | |
|-------------------|--------|-------------|--------|-------------|--|
| | % p.a. | Real | % p.a. | Real | |
| RPI Increases | 3.7% | - | 3.4% | - | |
| CPI Increases | 2.9% | -0.8% | 2.6% | -0.8% | |
| Salary increases | 4.7% | 1.0% | 4.3% | 0.9% | |
| Pension increases | 2.9% | -0.8% | 2.6% | -0.8% | |
| Discount rate | 4.6% | 0.9% | 4.7% | 1.3% | |

Average Future Life Expectancies at Age 65 (years)

| | 31 Mar 2014 | 31 Mar 2013 |
|-----------------------------|-------------|-------------|
| Retiring Today | | |
| Males | 22.3 | 21.5 |
| Females | 25.4 | 24.1 |
| Retiring in 20 Years | | |
| Males | 24.6 | 23.5 |
| Females | 27.7 | 26.0 |

13.2 Net Pension Liability

| | 31 Mar 2014 | 31 Mar 2013 |
|--|-------------|-------------|
| | £'000 | £'000 |
| Fair value of Scheme assets (bid value) | (2,911) | (2,135) |
| Present value of funded obligation | 2,222 | 1,639 |
| Net liability in Statement of Financial Position | (689) | (496) |

13.3 Amounts Recognised in the Net Expenditure Account

| | 31 Mar 2014 | 31 Mar 2013 |
|---------------------------------------|-------------|----------------|
| | £'000 | Restated £'000 |
| Net interest on the defined liability | 18 | 17 |
| Administration expenses | 2 | 2 |
| Service cost | 383 | 319 |
| Total | 403 | 338 |
| Actual return on Scheme assets | 65 | 188 |

Notes to the Financial Statements continued

13.4 Re-Measurements in Other Comprehensive Income

| | 31 Mar 2014 £'000 | 31 Mar 2013 Restated £'000 |
|--|----------------------|-------------------------------|
| Return on plan assets in excess of interest | (20) | 128 |
| Other actuarial gains/(losses) on assets | 166 | - |
| Change in financial assumptions | (378) | (1) |
| Change in demographic assumptions | (142) | - |
| Experience (loss)/gain on defined benefit obligation | 360 | - |
| Remeasurements | (14) | 127 |

13.5 Reconciliation of Opening and Closing Balances of the Present Value of the Defined Benefit Obligation

| | 31 Mar 2014 £'000 | 31 Mar 2013 Restated £'000 |
|--|----------------------|-------------------------------|
| Opening defined benefit obligation as at 1 April 2013 | 2,135 | 1,633 |
| Current service cost | 383 | 319 |
| Interest cost | 103 | 77 |
| Change in financial assumptions | 378 | 1 |
| Change in demographic assumptions | 142 | - |
| Experience loss/(gain) on defined benefit obligation | (360) | - |
| Estimated benefit paid | 3 | - |
| Contributions by scheme participants | 127 | 105 |
| Closing defined benefit obligation as at 31 March 2014 | 2,911 | 2,135 |

13.6 Reconciliation of the Opening and Closing Balances of the Fair Value of Scheme Assets

| | 31 Mar 2014 £'000 | 31 Mar 2013 Restated £'000 |
|--|----------------------|-------------------------------|
| Opening fair value of Scheme assets as at 1 April 2013 | 1,639 | 1,162 |
| Interest on assets | 85 | 60 |
| Return on assets less interest | (20) | 128 |
| Other actuarial gains/(loss) | 166 | - |
| Administration expenses | (2) | (2) |
| Contributions by employer included unfunded | 224 | 186 |
| Contributions by scheme participants | 127 | 105 |
| Estimated benefits paid plus unfunded net transfers in | 3 | - |
| Fair value of Scheme assets as at 31 March 2014 | 2,222 | 1,639 |

13.7 Reconciliation of Opening and Closing Deficit

| | 31 Mar 2014 | 31 Mar 2013 |
|--|-------------|----------------|
| | £'000 | Restated £'000 |
| Surplus (Deficit) at the beginning of the year | (496) | (471) |
| Current Service Cost | (383) | (319) |
| Employer contributions | 224 | 186 |
| Interest on assets | 85 | 60 |
| Interest on obligation | (103) | (77) |
| Return on assets less interest | (20) | 128 |
| Change in financial assumptions | (212) | (1) |
| Administration expenses | (2) | (2) |
| Experience loss/(gain) on defined benefit obligation | 360 | - |
| Change in demographic assumptions | (142) | - |
| Surplus (Deficit) at the end of the year | (689) | (496) |

13.8 Employer Asset Share - Bid Value

| | 31 Mar 2014 | | 31 Mar 2013 | |
|-------------------------|-------------|------|-------------|------|
| | £'000 | % | £'000 | % |
| Equities | 1,177 | 53% | 1,196 | 73% |
| LDI/Cashflow matching | 133 | 6% | - | - |
| Target Return Portfolio | 667 | 30% | 164 | 10% |
| Alternative Assets | - | - | 246 | 15% |
| Infrastructure | 89 | 4% | - | - |
| Commodities | 22 | 1% | - | - |
| Property | 67 | 3% | - | - |
| Cash | 67 | 3% | 33 | 2% |
| Total | 2,222 | 100% | 1,639 | 100% |

13.9 Expected Return on Assets

For the year to 31 March 2014, the expected return on assets was 4.0% per annum (2012-13: 5.9%), which has been used by the actuary to determine the profit and loss charge for the year ended 31 March 2014.

Notes to the Financial Statements continued

13.10 Sensitivity Analysis

| | £'000 | £'000 | £'000 |
|--|----------|-------|----------|
| Adjustment to discount rate | +0.1% | 0.0% | -0.1% |
| Present Value of Total Obligation | 2,809 | 2,911 | 3,016 |
| Projected Service Cost | 305 | 316 | 327 |
| Adjustment to long term salary increase | +0.1% | 0.0% | -0.1% |
| Present Value of Total Obligation | 2,937 | 2,911 | 2,885 |
| Projected Service Cost | 316 | 316 | 316 |
| Adjustment to pension increases and deferred revaluation | +0.1% | 0.0% | -0.1% |
| Present Value of Total Obligation | 2,992 | 2,911 | 2,834 |
| Projected Service Cost | 327 | 316 | 305 |
| Adjustment to mortality age rating assumption | + 1 Year | None | - 1 Year |
| Present Value of Total Obligation | 2,822 | 2,911 | 3,000 |
| Projected Service Cost | 306 | 316 | 326 |

13.11 Amounts for the Current and Previous Periods

| | Year to 31 March 2014 | Year to 31 March 2013 | Year to 31 March 2012 | Year to 31 March 2011 | Year to 31 March 2010 |
|--|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| | £'000 | £'000 | £'000 | £'000 | £'000 |
| Defined Benefit Obligation | (2,911) | (2,135) | (1,633) | (810) | (759) |
| Scheme assets | 2,222 | 1,639 | 1,162 | 783 | 480 |
| Surplus (Deficit) | (689) | (496) | (471) | (27) | (279) |
| Experience adjustments on Scheme liabilities | - | - | - | (15) | - |
| Percentage of liabilities | - | - | - | -1.9% | - |
| Experience adjustments on Scheme assets | 360 | 109 | (54) | 4 | 25 |
| Percentage of assets | 16.2% | 6.7% | -4.6% | 0.5% | 5.2% |
| Cumulative Actuarial Gains and Losses | (200) | 52 | (56) | 362 | 7 |

The cumulative gains and losses in the table above start from 14 December 2009.

14 Prior Year Adjustments

In June 2011 the IASB published a revised version of IAS19 applicable to accounting periods starting on or after 1 January 2013. This revised standard has been applied to the financial statements in 2013-14 and the prior year figures have been restated. The impact is disclosed below.

| | Restated £'000 | Restated £'000 |
|---|---------------------------|---------------------------|
| Net interest on the defined liability | 17 | - |
| Interest cost | - | 77 |
| Return on assets less interest | - | (77) |
| Administration expenses | 2 | - |
| Service cost | 319 | 319 |
| Amounts recognised in the net expenditure account | 338 | 319 |
| Actuarial gain | | |
| Pension scheme re-measurements | (128) | (109) |
| Change in financial assumptions | 1 | 1 |
| Re-measurements in other comprehensive income | (127) | (108) |
| Impact on statement on comprehensive income | 211 | 211 |

There was no impact on the statement of financial position.

15 Capital Commitments

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

16 Losses and Special Payments

There were no losses and special payments for the year ended 31 March 2014.

17 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 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.

18 Contingent Liabilities

There were no contingent liabilities at 31 March 2014.

19 Events Since the End of the Reporting Period

There have been no events requiring an adjustment to the financial statements since 31 March 2014.

Annex One: Unaudited Information - Key Performance Indicators

Key Performance Indicators

Progress Made

UKAD is compliant with the World Anti-Doping Code, international standards and the National Anti-Doping Policy.

Fully met. UKAD has fully complied with the Code, International Standards and Policy during 2013/14.

Develop a UK-wide prevention through education strategy and action plan that builds on current education strategies of NGBs.

Mostly met. UKAD successfully delivered the Clean Sport and Clean Games programmes working in partnership with NGBs and the British Olympic, and Paralympic Associations in advance of the Sochi Winter Games. The programme ran from May 2013 - March 2014 with 169 athletes and athlete support personnel receiving face to face educational workshops. Information resources were also provided to more athletes, NGB personnel and partner organisations including the BOA, BPA and British Athletes Commission. Alongside this has been the further development of the Education Delivery Network and the University and College Accreditation Schemes. The ongoing 2014 Glasgow Commonwealth Games home nations education programme is the biggest face to face education programme ever in the UK and a first mandatory programme for the Commonwealth Games England athletes and support personnel. Planning with NGBs and other partners is well advanced ahead of the 2014 Glasgow Commonwealth Games.

Testing conducted above the following levels:

- In-competition (random/placed) - minimum of 30%
- Out-of-competition (random) - minimum of 25%
- In-competition/out of competition (targeted) - minimum of 35%

A total of 7,307 missions collected up to the year ended 31 March 2014, with the following split:

- In-competition (random/placed) - 25%
- Out-of-competition (random) - 32%
- In-competition/Out-of-competition (targeted) - 43%

Influence and actively contribute to international anti-doping matters, such as the Code review process, through WADA and the relevant EU and Council of Europe forums.

Fully met. UKAD has active engagement with EU Expert Group and Council of Europe. UK continued as Chair of the Ad hoc European Committee for the World Anti-Doping Agency (CAHAMA), offering a significant opportunity to influence European and international anti-doping policy. UK also continued as Chair on INADO Board of Directors. UKAD contributed a number of comprehensive and detailed submissions on the Code and International Standards after consulting with UK partners.

UKAD delivers all contractual obligations established with Major Games' organisers in the UK.

Fully met. UKAD delivered all contractual obligations in connection with the Rugby League World Cup 2013, including a comprehensive education programme and a full testing programme.

UKAD has continued to prepare for the Commonwealth Games, working closely with Glasgow 2014 and the Commonwealth Games Federation. Plans are at an advanced stage and UKAD is confident that it will deliver its contractual obligations before, during and after the Games.

Preparations have started for the anti-doping programme for the Rugby World Cup 2015.

Annex Two: The Team

Board

| | |
|------------------------|--------|
| David Kenworthy QPM DL | Chair |
| Philip Carling | Member |
| Michael Brace CBE | Member |
| Prof. John Brewer | Member |
| Andrew Sellers | Member |
| Janice Shardlow | Member |
| Justin Turner QC | Member |

Advisory

Sir Craig Reddie CBE

Executive

| | |
|-----------------|--|
| Andy Parkinson | Chief Executive |
| Graham Arthur | Director of Legal |
| Philip Bunt | Director of Business Services |
| Nicola Newman | Director of Communications and Education |
| Nicole Sapstead | Director of Operations |



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Company no. 6990867

ISBN 978-1-4741-0219-3



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