



Safer Sport Knowledge and Network Conference

PROGRAMME

Wednesday 3 July 2024

Woodland Grange, Royal Leamington Spa

Information

 #SaferSport • #LimeCulture

We encourage all delegates to post on X from the event using the above hashtags.

Photography

Please note there will be a photographer present at this event. If you do not wish to be photographed, please let a member of the LimeCulture event team know.

Any questions

The LimeCulture Team will be on hand throughout the event to support with any queries or issues.

About LimeCulture

Established in 2011, LimeCulture is the UK's leading training and consultancy organisation focusing on sexual violence and safeguarding. We work locally, nationally and internationally with frontline professionals and their organisations to improve the response to sexual violence and safeguarding through our range of training and development initiatives, research, and consultancy services.

WELCOME

Welcome to the first Safer Sport Knowledge and Network Conference. It is with great pleasure that LimeCulture is hosting this dedicated event today.

As professionals working across sporting organisations, you each play an integral role in making sports safer. You are part of an important sector that has much to share about how to keep people safe within sports.

This Conference comes at a time of great change for many sports. The recognition and awareness of the need to improve safeguarding in sports has never been higher, prompting scrutiny of how safeguarding within sports is being undertaken and the need for consistency across all sports.

Therefore, the purpose of this Conference is to bring individuals and organisations together to share ideas and create solutions to make sport safer. Our programme includes exciting keynote presentations from a wide range of speakers and it is their willingness to share their knowledge and experience that makes this event possible.

The conference also provides a unique opportunity to discuss the successes and challenges facing the safeguarding in sport sector and expand your professional network. We are delighted that there is representation from more than 51 organisations here today!

We hope that the Safer Sport Knowledge and Network Conference will offer you inspiration, a chance to meet existing colleagues and forge new professional relationships, and useful news and practices that you can take back to your places of work.

I hope you enjoy the Conference today and I look forward to meeting you.

Kim Doyle

Chair, LimeCulture

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AGENDA

- 09.30** **Registration**
- 10.00** **Chair's welcome and Conference Opening**
- Christopher Quinlan KC
- 10.20** **How to Build a Safer Culture in your Organisation -
The Culture Audit Tool**
- Liz Twyford, Sports Programme Specialist, UNICEF UK
- 10.45** **Creating Safer Environments - 'If you abuse one, you abuse us all -
we are all Luton' Luton Town FC's response to racial abuse**
- Stuart Cornish, Academy Safeguarding Manager, Luton Town FC
- 11.10** **Networking and refreshment break**
- 11.30** **Safer Sport Environments**
- Dr Emma Kavanagh – Associate Professor, Sport Psychology and Safe Sport, Bournemouth University
- 12.00** **Changing the culture - Learning from lived experience**
- Peter Jeanes
 - Amy McLeod, Head of Safeguarding, Motorsports UK
- 12.30** **Networking and lunch**



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- 13.45 Best Practice Guide: Policy, Guidance and Procedure - Setting the groundwork for a positive culture**
- Annabel Timmins, Director of Safeguarding in Sport, LimeCulture
 - Geraldine Costello, Welfare and Safe Sport Director, British Gymnastics
- 14.25 Engaging Young People in Creating a Safer Culture in Cricket Video presentation**
- Richard Watson, Senior Safeguarding Manager, England and Wales Cricket Board (ECB)
- 14.50 Managing Transferable Harm**
- Jo Wheatley, Regional Outreach Adviser, Disclosure and Barring Service (DBS)
- 15.10 Networking and refreshment break**
- 15.30 LimeLight Awards 2024**
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- 16.10 Chair's Closing Remarks**
- 16.30 Close of conference**

SPEAKERS

Christopher Quinlan KC



Christopher is a sports and criminal law King's Counsel. He is an accomplished trial advocate and Crown Court Recorder (part-time Judge). He advises, appears before, and chairs tribunals adjudicating upon on-field foul play, off-field misconduct, anti-doping, safeguarding and selection appeals in a wide range of sports.

Christopher has led and written several sporting reviews commissioned by national governing bodies including:

- British Horseracing Authority (BHA) Review in 2016. This review looked at the structure, composition, and operation of the BHA Disciplinary Panel, Appeal Board and Licensing Committee. The resulting 'Quinlan Review' made far-reaching recommendations with the BHA accepting all 24 recommendations.
- Lawn Tennis Association review into events at Wrexham Tennis Centre following the imprisonment for sexual offences of its former head coach in 2017. This report was published in 2019.
- UK Athletics Independent review and evaluation of the safeguarding policies and procedures. The executive summary and recommendations were published in 2020 and are being implemented in their entirety.

In 2017 Christopher was appointed and remains World Rugby's Judicial Panel Chair ('JPC'). He is responsible for, inter alia, the worldwide appointment and management of World Rugby's judicial personnel, including at the Rugby World Cup. In 2019, Christopher was also appointed as the Football Association's first independent JPC, to determine cases at all levels of the game, from the Premier League down. In January 2023 he was appointed the inaugural Chair of the English Football League, Club Financial Review Panel. Christopher is also overseeing and managing the British Gymnastics specialist Independent Complaints Process handling a wide range of safeguarding complaints.

Liz Twyford

Sports Programmes Specialist, UNICEF UK



Liz Twyford has worked for UNICEF UK for over 15 years, in a role focused on protecting and promoting children's rights in, around, and through sport. She has been involved in supporting the delivery and evaluation of International Inspirational, the international social legacy programme of the London 2012 Olympic and Paralympic Games, and UNICEF UK's partnership with the Commonwealth Games.

Liz is one of the Founders and Coordinator of the International Safeguards for Children in Sport Initiative. She is also a member of the FIFA expert child safeguarding working group and supported the development of the FIFA Guardians programme.

Liz recently worked with a team of experts to develop a new Organisational Culture Tool, which aims to support leaders in sport to understand and develop a safer culture in their organisation. She has also coordinated the development of 3 new online courses: Safeguarding Essentials, Safeguarding Practice and Effective Safeguarding - designed to support people who work in sport, and Safeguarding Leads in particular, to explore the skills they need to make sport safer.

Liz spearheads UNICEF UK's engagement with the Children's Coaching Collaborative - a group of likeminded organisations working together to push for a rights-based, child-first approach to coaching. She also leads on a project with a number of Premier League academies, introducing child rights training for staff, parents or guardians, and young players, with a particular focus on child player voice.

Stuart Cornish

Academy Safeguarding Manager, Luton Town Football Club



Stuart has just completed his first season as the Academy Safeguarding Manager at Luton Town Football club. The club's first season in the Premier League was an amazing experience.

Prior to this Stuart worked as a Pastoral Head of Year at a secondary school looking after year 9/10 for 2 years and prior to that as a Safeguarding Case Officer for The FA. Stuart spent 18 years as a Police Officer in Hertfordshire Constabulary. During his time in the Police, he spent 3 years investigating Serious and Organised Crime, 7 years as a Detective investigating child abuse offences, and working in a child protection role liaising closely with CEOP, IWF and other law enforcement agencies. During his time in this unit, Stuart was also the Constabulary's Victim Identification officer. Stuart is currently on the Major Crime Unit (a role he has been in for the past 3 years) investigating homicides in the counties of Hertfordshire, Bedfordshire and Cambridgeshire. Throughout Stuart's Police career he has also been involved in policing a number of major sporting events including The Premier League, EFL and the World Golf Championship.

Dr Emma Kavanagh

Associate Professor, Bournemouth University



Dr Emma Kavanagh is an Associate Professor in Sport Psychology and Safe Sport and an HCPC registered Sport and Exercise Psychologist from Bournemouth University, UK.

Emma's work centres on examining interpersonal violence (IV) in online and face-to-face sporting environments, understanding the duty of care and safeguarding sport. Emma's most significant contribution to the research area on IV in sport has been through introducing and extending the topic of

online violence and understanding more deeply the threats posed by online environments to athletes and the wider sporting entourage. In her work she has examined the types of violence that can be experienced in online settings with a focus on gender-based violence and more recently the challenges and opportunities that arise when safeguarding online spaces.

Emma is passionate about enhancing the climate and environment in which athletes compete at all levels. She is part of a number of international research networks with a clear vision to promote safer sport. Emma's research impact has been recognised through her being one of 12 leading international experts selected by the International Olympic Committee to draft the forthcoming IOC Consensus Statement on Safeguarding in Sport (2024). As a sport psychologist she has prepared athletes and teams for, and attended major games such as Commonwealth, Olympic and Paralympic competitions and has extensive experience of working with teams in elite performance environments.

Peter Jeanes



Peter is 31 years old and lives in the south west of England. He has spent 23 years involved in kart racing in both the UK and Europe, firstly as a driver and now as a Team Manager and Driver Coach.

At the age of nine he experienced abuse within the sport he loves. Supported by his family, this was reported to the police resulting in a Crown Court trial where the individual was found not guilty. The accused continued to operate in the sport. In December last year, following further disclosures he was found guilty

of non-recent sexual offences against two other victims and was sentenced to 18 years in prison.

Throughout this time, Peter has not been deterred from his involvement in karting. He now runs and owns a race team supporting all age groups from age 9 upwards. He is determined to be the best version of himself and although karting is where the incident took place it has also been a sport he loves and has contributed to the person he is today. Peter is actively working to ensure the sport is a safer place to be for all those involved and is keen to ensure his experience can be used to move safeguarding forward.

Amy McLeod

Head of Safeguarding, Motorsport UK



Amy is the Head of Safeguarding for Motorsport UK, the Governing Body for all 4-wheeled motorsport across the UK, this includes Karting, Circuit Racing, Drag Racing, Rally, esports and much more.

Prior to this role, much of Amy's career has been working with adults. She started her career working with adults with learning disabilities and mental health conditions before a move to Surrey Police. As civilian staff Amy had the opportunity to gain experience across a range of departments but focussed much of

her time in Neighbourhood Policing and partnership work where she led on improving responses to adults in mental health crisis and also implementing the Prevent strand of the Governments Counter-Terrorism strategy. Her enjoyment of partnership working contributed to Amy's move to managing the Safeguarding Adults Board for Surrey where she stayed until being appointed as Head of Safeguarding for the national charity Age UK.

Amy has also been working as a Safeguarding Consultant for the Premier League, providing operational support to Academy players. The cumulation of this experience plus her enjoyment of sport has led Amy into the role of Head of Safeguarding for Motorsport UK. Following a case of non-recent abuse in the sport, Motorsport UK commissioned Lime Culture to complete a review of their safeguarding practices, to provide assurance that their safeguarding strategy and programmes of work are robust and will minimise risks to their licence holders, clubs, communities and the organisation.

Annabel Timmins

Director of Safeguarding in Sport, LimeCulture



Annabel joined LimeCulture in January 2020 and is now the Director of Safeguarding in Sport. Annabel is responsible for supporting the development and delivery of our work within the sport sector, which includes the delivery of the Lead Safeguarding Officer Development Programme, case management projects with Sport England and the delivery of bespoke consultancy and training with a variety of organisations in the sport sector.

Annabel has a background as a Consultant Social Worker, working in Child Protection, specialising in working with high-risk pre-birth cases. Annabel then moved into safeguarding, working as a Local Authority Designated Officer, where she developed her interest in safeguarding in sport, working with local sport leads and the county sports partnership to support a shift in culture and practice towards safer sporting environments.

Geraldine Costello

Welfare and Safe Sport Director, British Gymnastics



Geraldine is the Director of Welfare & Safe Sport at British Gymnastics and leads the organisation's work to ensure the safety of nearly 400,000 members across the UK by creating a safe environment, ensuring they are protected from harm, abuse and exploitation and promoting wellbeing.

With one of the largest and well-resourced safe sport teams in the country, including the National Welfare Officers, Geraldine is working across the sport to provide targeted support to those affected during the safeguarding process, as well as proactively supporting gymnasts on national Performance squads.

Geraldine has significant welfare and safeguarding experience having spent six years at Girlguiding leading their work on safeguarding and safe practice and 30 years with the Metropolitan Police, alongside voluntary roles including being an independent Case Management Group Chair for England Netball, and Safeguarding Advisor for the domestic abuse charity Surviving Economic Abuse.

Richard Watson

Senior Safeguarding Manager, England and Wales Cricket Board (ECB)



Richard joined the England and Wales Cricket Board (ECB) in January 2020, his current role is as the Senior Safeguarding Manager leading, creating, and managing the ECB's Safeguarding strategy to incorporate safeguards across cricket. He takes responsibility for the strategic decisions which look to embed safeguarding across a large national governing body of sport.

Richard has a diverse experience of working within in Safeguarding and he currently holds additional positions as a Designated Safeguarding School Governor at a Secondary Academy in Staffordshire as well as a Non-Executive Director of British American Football (BAF). Richard's work with the BAF has seen the sport meet the tier 3 Sport England governance code, this has resulted in for the first time in the NGB history central government funding from Sport England.

Prior to joining the ECB his professional background was as a practitioner of safeguarding across several settings including comprehensive high schools, local council intervention work and specialist health work within CAMHS. Furthermore, he then moved in to managing safeguarding concerns across a network of designated officers at grassroots sport in Football as part of Birmingham County FA.

Richard is an immensely proud father having welcomed his son Lawrence to the world in January this year, please provide him with positive hope that sleep will become a big part of his life once again!

Jo Wheatley

Regional Outreach Advisor, Disclosure and Barring Service (DBS)



Jo is a Regional Outreach Advisor for the Disclosure and Barring Service (DBS). She supports organisations to understand DBS products and services, which includes answering queries, delivering workshops or attending events and helping stakeholders to understand and apply the legislation around the products. Outside of work, Jo is a football coach and child welfare officer.

The logo for LimeLight Awards 2024 features the word "LIME" in white on a green-to-white gradient background, followed by "LIGHT" in green with a starburst icon above the 'I', and "AWARDS 2024" in black to the right.

LIME LIGHT AWARDS 2024

Through the LimeLight Awards, LimeCulture seeks to celebrate the dedication, excellence and professionalism of individuals and organisations and aim to acknowledge the outstanding contributions and achievements of those working in Safeguarding in Sport.

We know individuals and organisations do an incredible job and they deserve to be properly recognised for the important and challenging work they do.

Thank you to everyone that put forward nominations this year - the commitment and quality of the work under way is truly inspiring.

Award for Outstanding Service by a Lead Safeguarding Officer or individual contribution to Safeguarding

This Award celebrates excellent practice carried out by Lead Safeguarding Officers or individuals who contribute to safeguarding, who have demonstrated commitment, passion and dedication to their role, striving to support everyone to participate in sport safely.

Shortlisted nominees:

- Jane Bane - British Gymnastics
- Kath Bennett - Rugby Football Union
- Andrew Bowly - British Judo Association
- Marc Scott - British Triathlon

Award for Outstanding service - Sport Organisation

This Award seeks to recognise and celebrate the achievements of a sport organisation who have made a significant contribution to safeguarding in sport by developing new or innovative practice.

Shortlisted nominees:

- Badminton England
- Rugby Football Union
- Table Tennis England
- Yorkshire County Cricket Club

Award for Outstanding Service - Safeguarding Board Lead / Senior Manager

This Award seeks to recognise a Safeguarding Board Lead or Senior Leader/Manager who has demonstrated commitment and passion for ensuring safeguarding is prioritised at every level of the organisation

Shortlisted nominees:

- James Avery - Independent Safeguarding Advisor, Royal Yachting Association
- Liz Behnke - Safeguarding Board Member and Chair of the Safeguarding Committee, British Rowing
- Christine Scarborough - Chair of Case Management Group, The British Mountaineering Council
- Victoria Wiegleb - Safeguarding Manager, Network & Governance, ECB Cricket Regulator

AFTER THE EVENT

Conference evaluation



We are keen to hear your views and feedback about our Safer Sport Knowledge and Networking Conference so we can keep improving the services we offer - use the QR code below to complete our conference evaluation

<https://forms.gle/1Tf1zXKjBUB4edFu6>

Presentations

We will share all speaker presentations with delegates by e-mail following the event.

limeculture.co.uk

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