



**UK ANTI-DOPING**  
**ANNUAL REPORT**  
**AND ACCOUNTS**  
**2011/12**



**UKad**  
anti-doping in sport

# **UK ANTI-DOPING**

# ANNUAL REPORT

# AND ACCOUNTS

# 2011/12

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# AT A GLANCE

**UK Anti-Doping prides itself on protecting and championing a culture of clean sport.**

UK Anti-Doping is the Non-Departmental Public Body responsible for protecting sport from the threat of doping in the UK. Preparations for the London 2012 Olympic and Paralympic Games have presented an exciting chapter for the organisation, in which it has played an important role in the UK's efforts for a clean Games and striven to protect the integrity of sport.

Achievements over the past year have included strengthening our collaborative partnerships by establishing formal relationships with key international, national and regional bodies, achieving accreditation under ISO27001, Information Security Management, expanding the capacity of education and prevention strategies, and continuing the development of intelligence-led initiatives.

## HIGHLIGHTS OF THE YEAR

### APR '11

RADO training in Uzbekistan

2012 Prohibited List survey launched

Launch of Global DRO mobile-enabled website

Payroll function brought in-house

Staff learning and development programme launched

### MAY '11

RADO training in Kuwait

LOCOG contract signed

### JUN '11

RADO training in Indonesia and Jordan

First UK ban which resulted in an increased three-year suspension due to 'aggravating circumstances'

### JUL '11

First annual NGB Education Forum

Elite Athlete Support policy launched

### AUG '11

Intelligence sharing agreement with the Australian Sports Anti-Doping Authority (ASADA)

### SEPT '11

London 2012 education programme launched

RADO training in the Maldives and Georgia

Outreach support for WADA at the Isle of Man Youth Commonwealth Games 2011

Hosted WADA TUE Expert Group

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**41%**

Of doping control tests were targeted

---

**150+**

Education sessions staged by UK Anti-Doping

---

**18**

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

---

**7,410**

Testing missions undertaken

---

**5,000+**

Athletes and support personnel reached through education initiatives

---

**100%**

Of athletes supported by 100% me and celebrating pure sport, true talent

---

**61**

Olympic, Paralympic and Professional Sports protected by UK Anti-Doping's testing programme

---

**500**

Elite athletes supported through the National Registered Testing Pool

---

**30+**

National Governing Bodies supported with developing anti-doping strategies

---

**OCT '11**

Win Clean Launch

Agreement with drug identification specialists TICTAC

Agreement with Union Cycliste Internationale to share Athlete Biological Passport data

USADA tenth annual symposium on Anti-Doping Science

Growth Hormone Studies Completed

---

**NOV '11**

Collaboration with Bermuda Anti-Doping Authority and United States Anti-Doping Agency (USADA) leads to a two-year ban for an athlete

First UK four-year ban for drug trafficking violation

Launch of Education Delivery Network (EDN)

University Clean Sport Accreditation pilot launched

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**DEC '11**

100% elite athlete compliance on the upgraded ADAMS (version 3.0)

First non-analytical Anti-Doping Rule Violation against support personnel

Agreement with Association of Athletic Federations to share Athlete Biological Passport Data

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**JAN '12**

First four-year ban for 'aggravating circumstances'

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**FEB '12**

ISO27001 certification achieved in Information Security Management

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**MAR '12**

Tackling Doping in Sport Conference 2012

Stage one of World Anti-Doping Code review contribution completed

RADO training in Singapore

All staff trained on Equality Act

# A YEAR OF FIRSTS

An introduction by Chief Executive,  
Andy Parkinson

## **Welcome to the 2011/12 Annual Report.**

**The last 12 months have been an exciting and busy time for UK Anti-Doping, preparing for the London Olympic and Paralympic Games and affirming our status as a leading National Anti-Doping Organisation (NADO). With our anti-doping expertise, dedicated staff, Board and Athlete Committee, and strategies for long-term prevention and testing coming together, I am confident that we are well prepared for the Games and for the year ahead.**

Since we opened our doors over two years ago, our mission – to protect the right of athletes to compete in doping-free sport – has informed everything that we do. We have striven to educate and support athletes through prevention strategies, guide them through testing programmes and, with our intelligence-led operations and legal expertise, prosecute those who break the rules.

The past year has seen a number of firsts for the anti-doping community. Operationally, UK Anti-Doping secured the first sanction against a member of an athlete's support team, imposed the first ban for drug-trafficking and in two cases, secured increased sanctions against athletes for 'aggravating circumstances'.

These cases demonstrate our determination to seek robust sanctions against athletes who choose to break the rules and send a strong message that cheating will not be tolerated in the UK.

UK Anti-Doping also broke new ground towards the end of 2011, with the announcement of the establishment of the Institute of National Anti-Doping Organisations. This is a collaboration between leading NADOs which aims to bring all NADOs up to the same performance standard by helping them to improve their policies and procedures. This initiative will bring increased international harmonisation and extend the right of clean athletes to access consistently high-quality anti-doping support.

To tackle the problem of doping in sport, we firmly believe we must work collaboratively with international, national and regional bodies. This year, alongside developing existing relationships, we signed an intelligence agreement with the Australian Sports Anti-Doping Authority (ASADA), to unite the intelligence and investigation strengths of two leading NADOs. This was a significant addition to our intelligence capabilities and increases the effectiveness of both organisations in tackling those who choose doping or are tempted to do so. We also signed agreements with Union Cycliste

Internationale (UCI), the International Association of Athletics Federations (IAAF) and the Federation Internationale de Natation (FINA) to share Athlete Biological Passport data. Establishing these formal partnerships reinforces our commitment to pool international resources and expertise in the fight against doping.

With the sporting world focused on the London 2012 Games this summer, we have a great responsibility to play our part in ensuring not only that the Games are the cleanest possible but that they also leave a legacy of clean sport. UK Anti-Doping has spent much of the last year sharing its expertise with the London Organising Committee for the Olympic Games (LOCOG) to support them in preparing for the Games-time anti-doping programme. We have trained anti-doping personnel to the highest international standard, managed the pre-Games prevention strategy and, through our intelligence-led pre-Games testing programme, expect to test every athlete selected for Team GB and ParalympicGB at least once. In order to raise awareness, we launched Win Clean last year, an international campaign to alert athletes coming to the UK for the Games of their rights and responsibilities surrounding anti-doping. This is a very important campaign that I hope will be used at other major sporting events in the UK in the future.



While supporting many of our own staff working at the Games as secondees and volunteers, UK Anti-Doping will also continue to test non-Olympic sports. This serves as an important reminder that the fight against doping in sport will continue past the Olympic and Paralympic Games, through 2012 and into a busy calendar of competitions over the next five years. In the immediate future, we will be submitting our contributions to the second and third phases of the World Anti-Doping Code Review, a process which will determine the future framework for global anti-doping policies, rules and regulations. This is an important opportunity for our stakeholders to give their views and for us to influence improvements to the Code.

Working through the Olympic and Paralympic Games, our dedicated and hard-working team will gain crucial experience, and I have every confidence for the continued progress UK Anti-Doping will make in the fight against doping in sport.

**Andy Parkinson**  
Chief Executive

**“WE ARE WELL PREPARED  
FOR THE GAMES, AND  
HOLD GREAT OPTIMISM  
FOR THE YEAR AHEAD”**

# DETERMINATION TO SUCCEED

An introduction by the Chair,  
David Kenworthy

**With the 2012 Olympic and Paralympic Games being staged in London this summer, sport will occupy the hearts and minds of people here and around the world. It is vital that the Games celebrate clean sport and ensure its integrity is protected for today's athletes and future generations.**

Sport plays an important role in society, promoting teamwork and determination and providing enjoyment to people of all ages and abilities. With the spotlight on London, the Games will bring unity, collaboration and national pride to Britain. As the first British Games for 64 years, it will also promote optimism in a time of deep economic uncertainty. However, a doping scandal could potentially damage the reputation of the UK and sport as a whole, and thus it is vital to make sure London 2012 is the cleanest Games ever and ensure the notion of clean sport is understood at all stages of an athlete's development.

To support the delivery of a successful Games-time anti-doping programme, UK Anti-Doping has worked with LOCOG and key international partners. Together, we understand the global threat posed by doping and the importance of detecting those who contravene

the rules. At our base in London, we continue to develop our intelligence-led operations, with vital support from key partners and law enforcement agencies. Through our Operations Directorate, we analyse the latest scientific research and its effect on the anti-doping environment and conduct sport profiling and trend analysis. This enables us to identify high-risk sports, athletes at risk of falling prey to doping and those support staff who encourage doping or actually supply drugs to athletes. We are learning a lot more about drug-supply networks through our own efforts and those of law enforcement agencies.

It is important to note, however, that our anti-doping commitments go beyond London 2012 to a calendar filled with landmark events over the next five years. Our vision of global harmonisation is therefore not a sprint but a marathon, in which perseverance is essential. We place importance on educating athletes through our prevention strategies. Young and aspiring top level athletes need support from all those involved in their development – parents, coaches and governing bodies to name but a few.

**“IT IS VITAL THAT  
THE GAMES  
CELEBRATE  
CLEAN SPORT  
AND ENSURE ITS  
INTEGRITY IS  
PROTECTED”**



UK Anti-Doping offers support tailored to each level of development through its 100% me education programme. We aspire to make sure that no competitor is left uninformed about their responsibilities in anti-doping. Information is delivered in a clear and informative manner, and underlines the principles of strict liability from the early stages in an athlete's career.

Despite being only in our second full year as a stand-alone agency, we have made enormous progress. Our own team is in place – our staff, Board, Athlete Committee and key partners – and we are committed to tackling doping wherever and however it takes place. We know that increasingly sophisticated substances and methods of doping are being developed. We will rise to this challenge and root out those who try to cheat the system.

I am grateful to my fellow board members for their hard work over the last year. Each of them takes a particular interest in one part of the organisation and their insights and experience are a help to both executive directors and fellow board members.

Similarly, the insights of the members of the Athlete Committee have greatly influenced the work of UK Anti-Doping and I would like to thank them for their work.

A handwritten signature in black ink, appearing to read 'D Kenworthy', with a horizontal line underneath.

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

# ABOUT UK ANTI-DOPING

UK Anti-Doping is the UK's National Anti-Doping Organisation. Created in December 2009, the organisation is gaining respect and influence year on year, both at home and abroad.



# OUR VISION

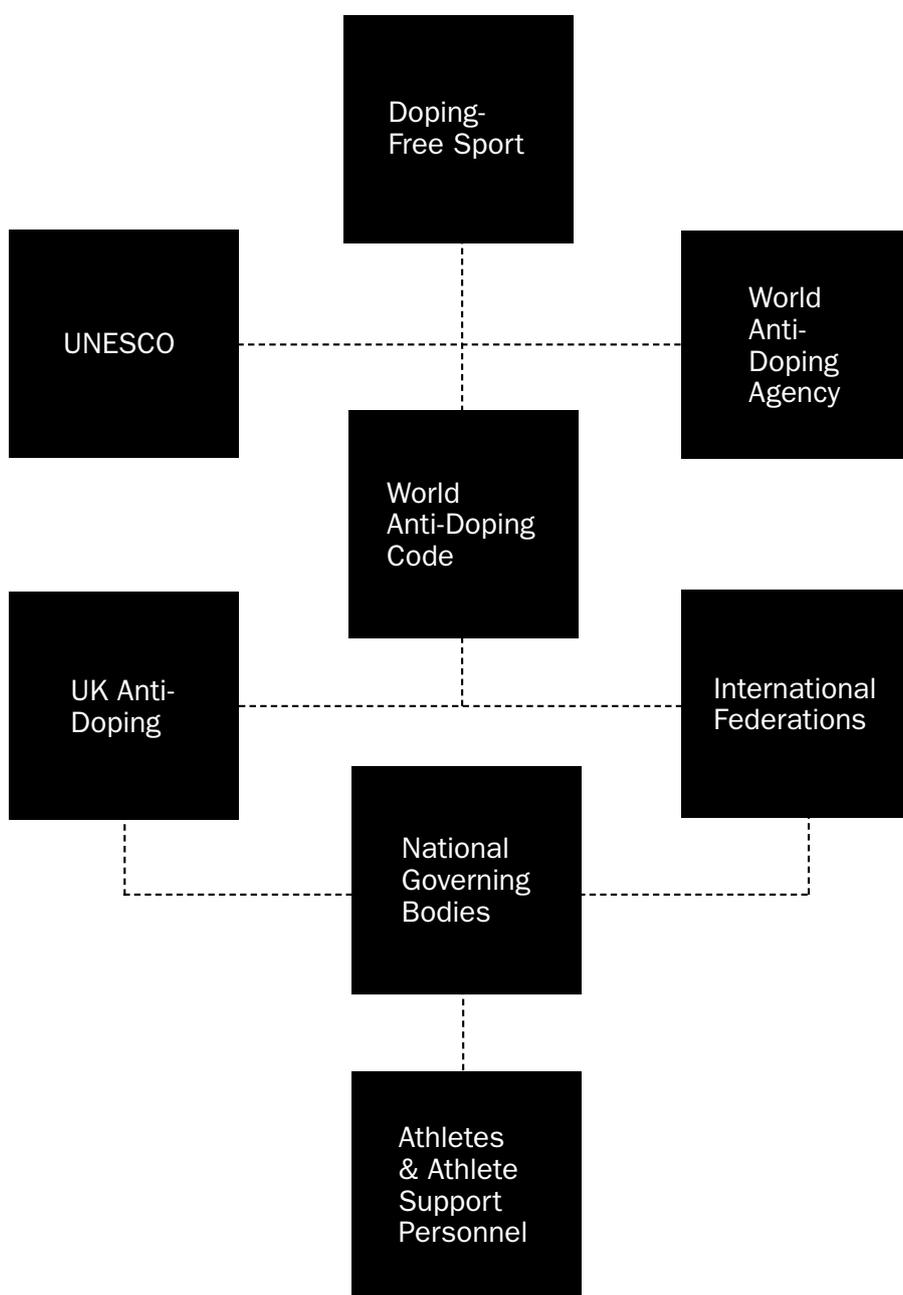
## Doping-free sport

To achieve its vision of doping-free sport, UK Anti-Doping recognises that the fight against doping cannot be won at a local level. By collaborating with international, national and regional partners, the organisation operates as part of the global anti-doping movement.

# OUR MISSION

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

UK Anti-Doping understands that all participants and spectators must be confident that competition is fair.



# OUR VALUES

## To lead, collaborate and achieve

UK Anti-Doping leads by example and believes in forming key partnerships to achieve the best results.

---

### Lead

Aiming to be the most advanced, intelligence-led National Anti-Doping Organisation, and to lead by example, setting the benchmark for others to follow.

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### Collaborate

Taking a collaborative approach to help the organisation better understand the needs of others, and work together to find solutions to shared issues and problems.

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### Achieve

Continuing to progress in the quest for clean sport, through creativity, innovation and determination.

# STRATEGIC OBJECTIVES 2011–2015

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To drive and support compliance with the National Anti-Doping Policy in the UK

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To deliver an intelligence-led, integrated anti-doping programme to promote clean sport, and support the next generation of aspiring sporting champions

---

To take a leading role in the worldwide harmonisation of the World Anti-Doping Code and influence international anti-doping policy and practices

---

To play a leading role in the successful delivery of anti-doping programmes at major events in the UK.

# IMPLEMENTING OUR STRATEGY

UK Anti-Doping has four Directorates: Business Support, Communications and Education, Legal and Operations. Each Directorate contributes to the execution of our corporate strategy through our three phase intelligence-led approach:

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## Prevention

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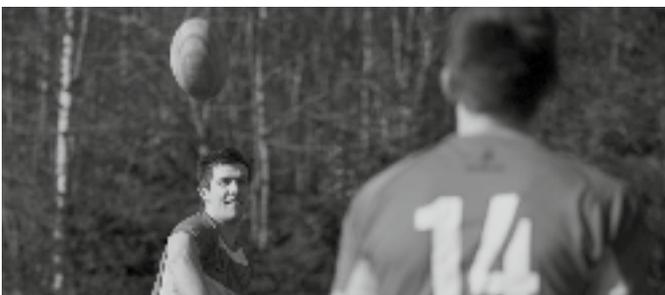
### Deterrence and Detection

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### Prosecution



01



02



01 Beth Tweddle, 100% me ambassador.

02 Rugby players training at Nottingham Trent University.



# IMPLEMENTING OUR STRATEGY

The execution of our  
intelligence-led approach





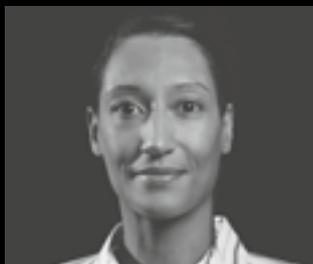
## APPROACH #1

# PREVENTION

UK Anti-Doping supports, informs and educates athletes, parents, coaches and support personnel by providing expert anti-doping advice and guidance.

UK Anti-Doping coordinates the UK's approach to achieving clean sport. Through working with a variety of partners, the organisation helps them to meet their anti-doping responsibilities and maximise the impact of their prevention programmes.

## WHO WE ARE



**Amanda Batt**  
Education Manager

Amanda has 15 years' experience in education and sport, having worked as a qualified teacher, lecturer, Education and Training Manager at Sports Coach UK, and as Director of Education and Training at the British Judo Association. She has also managed her own sport consultancy business. Amanda has a passion for sport and has competed at county, regional and national level in a range of sports.

"Our five-member Education team aims to ensure that everyone involved in sport understands and practises the values of clean sport. We work closely with National Governing Bodies and other sporting partners to develop, implement and evaluate prevention programmes.

This year, I have overseen the Education team's transition from a delivery agency to a service provider. This has increased the capacity of our services, allowing our message of clean sport to reach more of our key audiences than ever before.

The team is working closely with sports to develop prevention strategies, education tools and resources. We also manage the Elite Athlete Support Programme, implement the Major Games Education Programme, and deliver workshops and outreach sessions as part of the Education Delivery Network (EDN)."



**Brian Barton**  
National Trainer

Brian is a cycling coach, coach tutor, national race official and a UK Anti-Doping National Trainer. In 2001 he joined British Cycling to become a manager in their World Class Start Programme, the Talent Team. When the Talent Team was restructured he became the Compliance Officer with responsibility for anti-doping, and as the role developed he became the full-time Anti-Doping Officer.

"As a National Trainer for UK Anti-Doping, my role as part of the new Education Delivery Network is to help educate athletes and their support staff about key anti-doping issues through interactive workshops, lectures and outreach sessions.

With the Olympic and Paralympic Games fast approaching, it is going to be a busy time for me, preparing athletes for drug-testing procedures and ensuring that they know how to compete clean. I continually aim to improve our delivery methods so that the learning experience for athletes and support staff is effective."

## OUR ACHIEVEMENTS THIS YEAR

### Targeted athlete support – 100% me

100% me is UK Anti-Doping's education programme designed to guide athletes through their sporting careers. It encompasses a range of interventions including information and resources available through a range of outreach events, workshops and online media. The Communications and Education Directorate has worked in close consultation with young, aspiring athletes to develop the 100% me brand and keep it fresh.

The programme now provides tailored anti-doping interventions based on an athlete's level of development in sport, from beginner to elite. UK Anti-Doping continues to work with NGBs to help them adopt elements of the 100% me programme to ensure the values of clean sport reach all athletes. All education sessions and workshops are interactive, and are aligned to the anti-doping curriculum. This year, the Anti-Doping Advice Card has been branded in 100% me and customised for NGBs, to suit their athlete audience. In total, 35 versions have been created for the 2012 publication, emphasising the importance of partnerships in fighting doping in sport.

### Greater support for NGBs and partners

This year, the Education team established a client management system to provide NGBs and other partners with a dedicated contact at UK Anti-Doping to support their prevention efforts. Education strategies are implemented on a sport-specific basis for the forthcoming year, prioritising Olympic and Paralympic sports and NGBs with athletes in the National Registered Testing Pool (NRTP). UK Anti-Doping also has client management services in place with key sporting organisations including the Talented Athlete Scholarship Scheme, Dame Kelly Holmes Legacy Trust, Youth Sport Trust (YST), GlaxoSmithKline, LOCOG, the British Olympic Association (BOA) and the British Paralympic Association (BPA).



01



02



03

### **New support for Elite Athletes**

UK Anti-Doping has a responsibility to ensure that all athletes in the NRTP remain compliant by submitting accurate and up-to-date Whereabouts on the Anti-Doping Administration and Management System (ADAMS) every quarter.

Following a review, UK Anti-Doping has developed a new Elite Athlete Support Policy covering Whereabouts filing for new athletes in the testing pool, missed tests and reinstatement testing. The principles of this policy were used in the planning process for the upgraded ADAMS 3.0, which culminated in a 100 per cent compliance rate for the quarter in which it was implemented.

### **Launching the education forum**

UK Anti-Doping held its first Education Forum in July 2011, which was attended by over 100 delegates from NGBs, sporting bodies, sponsors and funding partners. Its main aim was to listen to UK Anti-Doping's partners, share research, explain the athlete model and new pilot projects and agree a harmonised approach to tackling doping in sport. The forum received positive feedback, with all delegates demonstrating a commitment to undertake more work in the area of prevention, and is now an annual event.

### **Establishing the Education Delivery Network**

The Education Delivery Network (EDN) was launched in November 2011 as part of UK Anti-Doping's transition from a delivery agency to a service provider. It is formed by a network of Advisors, Educators and National Trainers, who deliver anti-doping education to athletes and support personnel to prepare them for life in the competitive sporting environment. UK Anti-Doping is also piloting Educator training with NGBs, helping them to increase the capacity of their education services in promoting clean sport.

### **New programmes with Partners**

UK Anti-Doping recognises that doping-free sport can only be achieved through a global and harmonised approach. With this in mind, the Education team has entered into partnerships with various organisations and is closely involved with GlaxoSmithKline's Scientists in Sport programme, the Youth Sports Trust's Junior Athlete Education programme, the Talented Athlete Scholarship Scheme, Dame Kelly Holmes Legacy Trust, and various NGBs. These partnerships have expanded UK Anti-Doping's influence at every level of the athlete pathway.

In the last year, UK Anti-Doping has interacted with over 1,600 young athletes at the UK School Games, and delivered outreach sessions to over 1,000 beginner athletes in collaboration with GlaxoSmithKline. The organisation has delivered education workshops for over 200 junior national athletes with the Dame Kelly Holmes Legacy Trust, and reached an additional 400 athletes through a variety of young athlete development programmes.

01 Sir Chris Hoy, 100% me ambassador.

02 Young, aspiring athletes receiving anti-doping education.

03 GlaxoSmithKline's Scientists in Sport education programme.



### Refreshing the corporate website

The site now has an extensive Athlete Zone, offering athletes expert advice tailored to their stage of development. There are also specific zones for coaches, teachers, parents and support personnel that provide appropriate information and advice, and restricted-access areas for Doping Control Personnel and Educators. A learning zone, which will feature e-learning programmes, has also been introduced.

### Launching the Doping Control Personnel portal

The Doping Control Personnel portal, also known as the Online Doping Control Station, is a new addition to the corporate website. It provides a means for Doping Control Personnel to access up-to-date news, resources and other anti-doping information which applies to their roles, thereby facilitating a more efficient and supportive relationship between UK Anti-Doping and Doping Control Personnel.

### Implementing the social media strategy

UK Anti-Doping recognises the importance of social media in engaging with athletes and other key audiences. During 2011/12, UK Anti-Doping integrated social media across the organisation and increased its social media presence. Twitter followers have increased by over 1,000 following the launch of the '365 anti-doping facts' campaign which counts down daily to the Games, whilst the numbers of fans on the organisation's two Facebook pages have also grown significantly. These digital communication tools have raised the profile of UK Anti-Doping, helped build brand awareness, and provided a new platform to convey messages to key stakeholders.

### Developing media relationships

In the countdown to London 2012, UK Anti-Doping has developed its media relationships with a range of journalists throughout the year. This has generated an increase in regional, national and international coverage of various events and developments, including the Win Clean launch and the presence of 100% me at the UK School Games 2011.

### Social science research

UK Anti-Doping uses the most up-to-date social science research to develop its prevention strategies. This year, the Education team has commissioned a literature review of the potential causes of doping to inform our understanding of the factors that influence the decision to dope. UK Anti-Doping has also agreed to sponsor a PhD in collaboration with the University of Swansea to gain further insight in this area. Social science research is vital for the continuation of UK Anti-Doping's evidence-based approach to preventing doping in sport.

### The Tackling Doping in Sport conference

In co-sponsoring the Tackling Doping in Sport conference in March 2012, UK Anti-Doping demonstrated its position as an influential NADO in the global fight against doping in sport. The two-day event was held at Twickenham stadium, and organised in collaboration with World Sports Law Report and Squire Sanders. Attended by 240 leading anti-doping figures from across the world, this high-profile conference enabled information sharing and an opportunity to discuss key issues and emerging trends in anti-doping strategies.



**“UK ANTI-DOPING  
RECOGNISES THE  
IMPORTANCE OF SOCIAL  
MEDIA IN ENGAGING  
WITH ATHLETES AND  
OTHER KEY AUDIENCES”**

## **LOOKING FORWARD TO 2012/13**

UK Anti-Doping’s overall objective is to continue to coordinate prevention activity across sport. This will be achieved by maintaining the timely, accurate and effective delivery of interventions which inform and educate athletes and sports professionals about anti-doping. Audience engagement will continue to be a top priority, listening to the views of athletes and collaborating with NGBs to assist them with their anti-doping obligations.

The Education team plans to accelerate its transition from a delivery agency to a service provider by increasing the size of the EDN and publishing the anti-doping curriculum. The team will continue to deliver the University Clean Sport Accreditation pilot where it will support British Universities and Colleges Sport (BUCS) and leading sports universities through training workshops, awareness campaigns and targeted messages, to ensure there is a clean university sporting environment. Additionally, work will focus on the Prevention Maturity Matrix, a tool for NGBs and other sporting partners to record their prevention activity on an annual basis.

After the London 2012 Games, work will focus on developing a doping Prevention Strategy for the UK, to create a harmonised approach to achieving clean sport.

## APPROACH #2

# DETERRENCE & DETECTION

UK Anti-Doping uses sophisticated intelligence techniques to discourage athletes who might be tempted to artificially enhance their performance and to catch those who decide to cheat the system.



# WHO WE ARE



**Michael Stow**  
Head of Science and Medicine

Michael has worked in anti-doping for six years, joining UK Anti-Doping when it was formed in December 2009 and was appointed Head of Science and Medicine in March 2010. Prior to this, he spent two years in the pharmaceutical industry, working for Gilead Sciences Ltd and GlaxoSmithKline.

“Science and Medicine is a four-person team that aims to ensure UK Anti-Doping is well placed to assess the threat of doping and improve the delivery of anti-doping programmes to athletes and sports. This is achieved by identifying changes and trends in doping activity and ensuring that we adapt strategies to deal with them.

My team plays an important role supporting athletes and their support personnel by managing Global Drug Reference Online (Global DRO), the online system for checking medications, processing Therapeutic Use Exemption (TUE) applications, and responding to scientific and medical enquiries. We have regular contact with the WADA-accredited laboratory at King’s College London to ensure the effective operation of our substance surveillance programme and the athlete biological passport (ABP), and to identify research opportunities.

Other activities include supporting the Legal team with cases, inputting into testing and intelligence programmes and handling science and medicine related enquires.”



**George Tsamis**  
Head of Testing

George has 11 years’ experience in anti-doping, having worked as a Doping Control Officer in Greece and as a Cluster and Paralympics Section Manager for the Athens 2004 Organising Committee (ATHOC). He also worked on a consultancy basis for OAKA – Doping Control Services in Greece and is a member of the IPC Anti-Doping Committee.

“The Testing and Logistics team has nine members and is responsible for the planning and implementation of the test distribution plan across more than 45 sports.

Each member of my Testing team is allocated over ten NGBs and manages their testing programme, setting up in-competition and out-of-competition missions. Our priority is targeted testing, which is based on information provided by the Science and Medicine and Intelligence teams. My Logistics team is responsible for recruiting, assessing and allocating more than 200 Doping Control Personnel for the missions set up by the Testing team, and providing them with all the necessary resources.

We also have two Doping Control Advisors and 13 Doping Control Observers who ensure the UK doping control testing procedures are carried out to the highest standard.”



**Gabriella Re**  
Head of Intelligence

Gabriella has eight years’ experience in Intelligence, establishing a Regional Intelligence Unit for 19 Trading Standards departments in the South East, and working for Surrey Police and for the National Anti-Fraud Network.

“The Intelligence team represents the investigative side of the organisation: obtaining, collating, analysing and managing information on doping-related activities. We focus on information sharing as a way of tackling doping, reflecting the international move towards more intelligence-led methods of detection. My team consists of an Intelligence Co-ordinator, two Analysts, an Intelligence Officer, and two Researchers.

On a day-to-day basis, we receive information through the team email inbox and process this using our Intelligence and Case Management system. Using analytical software, my team turns large amounts of information into high-quality and actionable intelligence, geographically mapping out trends and patterns, which we share with appropriate internal and external parties. We also proactively compile sport-specific profiles which allow the organisation to better understand the threats within sports, to assist in determining our priorities.”



**Alan Garside**  
Doping Control Officer

Alan has worked for the Metropolitan Police Service as a Police Officer for 33 years. He now works for a local authority in the field of Community Safety, while gaining experience in anti-doping as a Doping Control Officer.

“I began my anti-doping career as a Chaperone, responsible for notifying athletes when they are required to undertake a drugs test and accompanying them to the Doping Control Station. I was soon promoted to a Chaperone Trainer where I found helping recruits become fully-fledged Chaperones a rewarding experience.

In my current position, as a qualified Doping Control Officer (DCO), I collect urine samples and assist with blood collection. I have been privileged to work at a number of the London 2012 test events and to have played a part in preparing LOCOG DCOs for the Games.”



**Melanie Wright**  
**Doping Control Officer**

Melanie has worked in anti-doping for 12 years. Prior to this she had a successful career as a Race Walker, competing for Nuneaton Harriers Athletics Club and gaining international selection in April 1992. She represented England and Great Britain until 1996, and represented Great Britain in Beijing at the 1995 IAAF Race Walking World Cup.

“Since becoming a DCO in 2000, I have progressed to become an Observer and National Trainer. In these roles, I have worked at various high-profile events including the 2002 Manchester Commonwealth Games, the 2003 IAAF World Indoor Championships and the 2008 Beijing Olympic Games.

As an out-of-competition DCO, I arrive unannounced at training venues or home addresses to notify athletes of their requirement to provide a urine and/or blood sample under supervision. For in-competition testing, I travel to sporting venues, both in the UK and internationally, to collect samples within competition periods.

As a Lead DCO, I manage the testing procedure by confirming the attendance of all Doping Control Personnel, liaising with sports representatives, and ensuring all the required samples are collected and securely transported to the WADA-accredited laboratory in London.

In my role as an Observer, I train and assess Doping Control Personnel. I aim to pass on my experiences to new and existing staff to ensure the high standards adopted by UK Anti-Doping are maintained. As an Observer, I have travelled to Brunei and Cyprus to train DCOs, and prepared domestic DCOs and Chaperones for London 2012.

As a National Trainer for the EDN, I deliver education sessions to athletes, parents, coaches and other support personnel, to ensure anti-doping knowledge is disseminated.”

# OUR ACHIEVEMENTS THIS YEAR

## **Launching ‘Win Clean – Say No to Doping’**

‘Win Clean – Say No to Doping’ is the UK’s international campaign to raise awareness of anti-doping in preparation for London 2012. Win Clean supports international athletes and support personnel with their anti-doping responsibilities, raises awareness of the anti-doping procedures they will be subject to during the Games, and warns any athlete considering doping that cheating will not be tolerated in the UK. After the Games, UK Anti-Doping intends to maintain the Win Clean campaign and make it available to organisers of other major events in the UK when targeting international athletes coming to train or compete.

## **The USADA Science Symposium**

UK Anti-Doping co-sponsored the United States Anti-Doping Agency (USADA) Science Symposium, an event attended by over 100 of the world’s leading anti-doping experts. The symposium was a valuable opportunity for UK Anti-Doping to work with USADA and discuss scientific advances in the world of anti-doping and testing. The Science and Medicine team worked closely with UK Anti-Doping’s Communications team to organise and deliver the event.

## **Setting up the substance surveillance programme**

UK Anti-Doping collaborated with King’s College London to create the substance surveillance programme, which anonymously identifies patterns of substance misuse in sport and contributes to the Prohibited List consultation process.

## **Hosting the WADA TUE Expert Group**

UK Anti-Doping hosted the World Anti-Doping Agency (WADA) Therapeutic Use Exemption (TUE) Expert Group in September 2011. This group ensures that the International Standard for TUEs is maintained and revised as required, in accordance with the World Anti-Doping Code, and provides guidance to WADA to facilitate its TUE responsibilities. The event demonstrated the growing influence of UK Anti-Doping and its Science and Medicine team in the global fight against doping.



### **Growth hormone studies**

UK Anti-Doping has contributed to the successful completion of two significant growth hormone (GH) research projects. The first looked into the effect of long-term storage on GH biomarkers, while the second identified the thresholds needing to be set with the GH marker test to report an adverse analytical finding. Ongoing research in key areas ensures that UK Anti-Doping's programmes can be adapted to deal with the most recent doping trends and challenges.

### **Sharing Athlete Biological Passport (ABP) data**

The ABP consists of programmes that monitor biomarkers from selected athletes, to indirectly reveal the effects of doping. In the past year, UK Anti-Doping signed agreements with the International Association of Athletics Federations (IAAF), the World Triathlon Corporation, Union Cycliste Internationale (UCI) and the Federation Internationale de Natation (FINA) to share ABP data and other anti-doping related information to assist in the fight against doping in sport. The agreement has enabled UK Anti-Doping to combine target testing capabilities and demonstrate its commitment to a collaborative and harmonised fight against doping in sport.

### **Maintaining key partnerships**

UK Anti-Doping employs a collaborative approach to all areas of its work. As well as forming key internal relationships, the Operations Directorate has formed and developed partnerships with a wide range of external organisations. In 2011/12, the Science and Medicine team worked in partnership with the GH-2004 Research team, WADA, Martindale (Pharmaceutical Press), the TUE Committee and Independent Review Panel, the Canadian Centre for Ethics in Sport, IAAF, WTF, UCI and a number of other anti-doping organisations.

The Intelligence team has signed over 20 data sharing agreements with law enforcement and regulatory bodies, ensuring a greater flow of information to inform its investigations and targeted drug tests. UK Anti-Doping also has testing agreements in place with more than ten other NADOs across the world, enhancing the organisation's capacity to test UK athletes abroad, ultimately making it more difficult for athletes attempting to avoid detection.

**“...COMMITTED TO A COLLABORATIVE AND HARMONISED FIGHT AGAINST DOPING IN SPORT”**

O1 Olympic and Paralympic hopefuls (left to right) Rachel Morris, Samson Oni and Stephanie Twell.

### **Integrating the Intelligence and Case Management system**

The organisation's Intelligence and Case Management software has been embedded across several UK Anti-Doping teams, with training and ongoing support from the Intelligence team. The system acts as a repository for information from all Directorates to improve integrated processes throughout our organisation, embracing the intelligence-led approach.

### **Sharing sport profiles**

Sport profiles are compiled by UK Anti-Doping to piece together information about individual sports, including Anti-Doping Rule Violations (ADRVs) and high-risk substances, in order to assist in the development of future anti-doping initiatives. To support the International Olympic Committee (IOC) and the International Paralympic Committee (IPC) with Games-time planning, the Intelligence team completed an overview profile for London 2012, as well as 26 international Olympic and 20 international Paralympic sport profiles.

### **Report Doping in Sport**

The Report Doping in Sport hotline (0800 032 2332) has provided the Intelligence team with a continuing and valuable source of information throughout 2011/12. This has been used to inform investigations and develop more efficient target testing. The Intelligence and Science and Medicine teams delivered Crimestoppers training to call handlers, to enable them to identify important and relevant information and teaching them how to respond to different callers.

### **The Pre-Olympic and Paralympic testing programme**

A comprehensive pre-Olympic and Paralympic Games testing programme has been implemented by UK Anti-Doping. It is expected that every athlete selected for Team GB and ParalympicsGB will be tested at least once in the run-up to the Games, and that international athletes in the UK in advance of the Games will also be subject to testing.

### **Olympic test events**

Between July 2011 and March 2012, more than 200 urine and blood tests were collected at over 25 London 2012 tests events and sent for analysis at a WADA-accredited laboratory.

### **Assessing the risk: sport categorisation**

The Testing team led the new 2012–2013 Categorisation of Sports process, which involved input from the Intelligence, Science and Medicine, Communications and Education teams. The annual process is designed to determine the risk of doping in Code-compliant sports in the UK, allowing UK Anti-Doping to tailor its resources to individual sports. This may be in the form of testing, intelligence or prevention, depending on the needs of the respective sport.

### **Training workshops**

In 2011/12, UK Anti-Doping shared its expertise with national and regional anti-doping organisations as well as Games-time volunteers. Internationally, UK Anti-Doping delivered doping control training workshops in Uzbekistan, Kuwait, Indonesia, Jordan, the Maldives, Georgia, Cyprus and Singapore, and trained 250 international DCOs at LOCOG DCO workshops. Additionally, 500 volunteer Chaperones, who will notify athletes selected for doping control during the London 2012 Olympic and Paralympic Games, were trained at 15 LOCOG Chaperone workshops.

# LOOKING FORWARD TO 2012/13

In 2012–13, UK Anti-Doping aims to capitalise on the progress made in deterrence and detection in the past financial year. Further development of the intelligence-led approach across the organisation is paramount in order to develop effective strategies and direct resources to emerging issues.

UK Anti-Doping aims to increase the amount of information it receives from key partners to inform intelligence-led investigations and anti-doping programmes.

UK Anti-Doping will also continue to conduct scientific research, using this to inform strategies and operations. The year ahead will see extended Athlete Biological Passport (ABP) programmes, development of the Global DRO system to check medications, improvement of the physiological risk assessment of sports and development of information and resources on supplements and substances. UK Anti-Doping will achieve these objectives by increasing collaboration with global partners and by building on work done by WADA to develop relationships with pharmaceutical and biotechnical industries.

UK Anti-Doping's testing operations will continue with the implementation of the 2012–13 test distribution plan. More testing will be conducted at pre-Olympic and Paralympic Games test events and at non-accredited Olympic Venues during the Games. UK Anti-Doping aims to increase the number of blood tests being carried out, and to hold a conference for Doping Control Personnel to draw together experiences of London 2012.

## APPROACH #3

# PROSECUTION

By charging athletes and support personnel who artificially enhance performance, UK Anti-Doping protects the integrity of sport and gives clean athletes confidence that the organisation is doing everything it can to protect them.





## WHO WE ARE



**Richard Redman**  
Head of Case Management

Richard has ten years' experience in the legal sporting field. He was previously Director of Legal at the Australian Sports Anti-Doping Authority, and prior to that he worked as a solicitor at Allens Arthur Robinson lawyers in Sydney, and with Justice David Kirby in the Supreme Court of New South Wales. He has also acted as clerk to the Court of Arbitration for Sport (Oceania Registry), and dealt with doping, selection and other disciplinary matters.

"My team is responsible for handling the analytical and non-analytical cases presented by UK Anti-Doping at various tribunals.

A typical day in the Legal team involves a range of work including ensuring sports are compliant with their anti-doping rules and responsibilities, preparing cases for arbitration, drafting and reviewing testing contracts for fee-paying stakeholders, drafting and reviewing information-sharing agreements with relevant bodies, responding to Freedom of Information requests and privacy-related matters, and providing an in-house legal service for the internal needs of UK Anti-Doping."



**Tony Josiah**  
Case Manager

Tony has worked as Case Manager at UK Anti-Doping since the organisation was formed in December 2009. Prior to this he worked for eight years as the Results Process Manager in the anti-doping department at UK Sport.

"My Results Management team ensures that a compliance review is completed for all attempted and collected tests. This requires thorough scrutiny of all doping control paperwork sent in following a mission. There can be one of four outcomes: Positive (Adverse Analytical Finding), Negative, Missed Test or Not Collected. All test outcomes are recorded in ADAMS and the documentation is scanned into the Intelligence and Case Management system.

In order to carry out this process effectively, my team is required to monitor a number of areas. Firstly, we examine sample throughput at the laboratory to ensure that all collected tests are reported on time and are in line with contractual requirements. Secondly, it is important to monitor athlete Whereabouts failures and work with the Education team to ensure athletes who contravene the rules understand their responsibilities in relation to updating their Whereabouts. We have also enhanced our reinstatement testing to ensure we monitor all athletes returning to competition at the end of their period of ineligibility."

## OUR ACHIEVEMENTS THIS YEAR

### **The first increased sanction for 'aggravating circumstances'**

For the first time in the UK, action taken by UK Anti-Doping resulted in an increased ban being imposed on an athlete for 'aggravating circumstances'. The National Anti-Doping Panel (NADP) tribunal imposed a three-year ban on an athlete, after finding they had used multiple anabolic steroids. This increased the standard two-year ban by one year.

### **The first four-year ban for a first offence against an athlete**

For the first time in the UK, action taken by UK Anti-Doping secured the maximum possible ban against an athlete for a first doping offence involving a positive finding. The NADP imposed a four-year ban on an athlete who was found to have used multiple anabolic steroids, and to have tried to deceive the NADP as to how those steroids entered their system.

### **The first trafficking ADRV against an athlete**

Through collaboration with law enforcement agencies, UK Anti-Doping was able to ban an athlete for trafficking prohibited substances. The athlete received a four-year ban, the first sanction of this sort in the UK.



01 Doping control sample-collection vessels.

### **The first ADRV against athlete support personnel**

For the first time in the UK, an athlete and two members of the athlete's support personnel were given bans in respect of a conspiracy to deceive the NADP about the circumstances in which the athlete tested positive for a prohibited substance. After a lengthy investigation, the athlete received a ban of three years, while the two support personnel were banned for two years. UK Anti-Doping believes that the action against one of the support personnel constituted a worldwide first.

### **Successful international collaboration**

Through vital information received from US law enforcement, UK Anti-Doping was able to collaborate with an overseas NADO to test an athlete suspected of using a serious doping substance. The athlete tested positive for the substance, and received a two-year ban as a result.

### **Close liaison with the NADP**

Under the UK Anti-Doping Rules, all athletes and support personnel who are charged with committing an ADRV have the right to have that charge determined by the National Anti-Doping Panel (NADP). UK Anti-Doping referred a number of cases to the NADP, each of which resulted in the relevant athletes and/or support personnel being found to have committed an ADRV, and being sanctioned as a result.

### **New laboratory contract**

A new five-year contract was awarded to UK Anti-Doping in June 2011 to use the existing WADA-accredited laboratory at the Drug Control Centre, King's College London, to analyse all collected samples. This contract demonstrates the UK's continued commitment to fighting doping in sport and an understanding that sophisticated cheats can only be caught using advanced analytical procedures provided by the laboratory.

### **Sharing blood passport data**

A number of blood passport data agreements have been made with International Federations. Blood passports capture athlete blood data over a period of time, and identify evidence of possible ADRVs. The use of such longitudinal data is a key part of UK Anti-Doping's future strategy for investigations.

### **Contributing to the World Anti-Doping Code review**

UK Anti-Doping prepared and submitted a detailed paper to WADA highlighting a number of areas in which UK Anti-Doping believes that the World Anti-Doping Code might be improved. UK Anti-Doping undertook a careful and comprehensive consultation exercise in connection with this paper, which involved NGBs, Government and UK Anti-Doping's worldwide partners.

### **Contributing to the UNESCO Compliance Survey**

UK Anti-Doping completed, on behalf of the UK Government, the UK's response to UNESCO's biennial compliance survey, as to the state of the UK's compliance with the UNESCO Convention Against Doping in Sport. UK Anti-Doping also collaborated with the UK's Overseas Territories and Crown Dependencies with their responses to the survey. UK Anti-Doping attended UNESCO's biennial Conference of Parties in Paris, along with the Minister for Sport and the Olympics, where UNESCO reported that the UK had an extremely high level of compliance with the convention.

### **Working with the Council of Europe Anti-Doping Group**

UK Anti-Doping has actively participated within the Council of Europe Anti-Doping Monitoring Group, in both its plenary and advisory groups. The organisation also participated in the Council of Europe's annual compliance survey regarding compliance with the Council of Europe Anti-Doping Convention.

# LOOKING FORWARD TO 2012/13

In 2012–13, UK Anti-Doping will continue to lead in the prosecution of ADRV matters. It will aim to do this through in-house expertise and through maintaining excellent relationships with anti-doping partners, including NGBs, law enforcement and anti-doping organisations, both in the UK and worldwide.

UK Anti-Doping will maintain cooperation with its UNESCO and Council of Europe partners and looks forward to working with WADA and international partners to continue the Code Review process, and in particular, the review of the Code's International Standards. UK Anti-Doping will further support WADA in the worldwide harmonisation of the World Anti-Doping Code and influence international anti-doping policy and practices. The Legal team will also be involved, on behalf of WADA, in the training of smaller and less well resourced anti-doping organisations in the Middle East, Eastern Europe, South-East Asia, Africa and the Caribbean.

Internally, the UK Anti-Doping Legal team will maintain close working relationships with all Directorates, especially the Education team on athlete whereabouts information failures, as part of the Legal team's internal compliance and information role. It will be particularly important for these two teams to review the impact of the updated ADAMS to further improve the efficiency of the results management process.

# LOOKING FORWARD



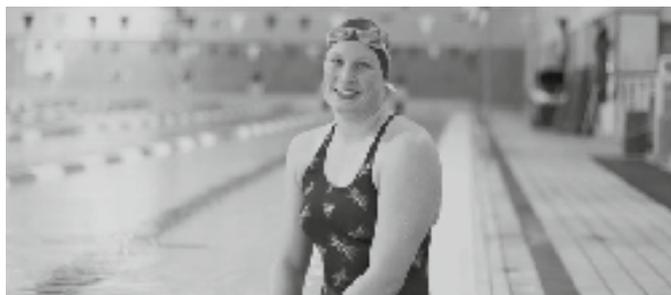
# OUR ROLE AT LONDON 2012

UK Anti-Doping has played an integral role in the lead-up to the London 2012 Olympic and Paralympic Games, ensuring that everyone competing in the UK understands their responsibilities around clean sport. The Win Clean campaign, launched in October 2011, aims to raise awareness of anti-doping and is set to provide athletes and spectators at this summer's Games with confidence that the competition is fair.

UK Anti-Doping has been invited to support LOCOG in delivering anti-doping operations in preparation for and during the Games. The two organisations have signed an agreement for UK Anti-Doping to share its expertise and support LOCOG through to the closing ceremony of the Paralympic Games. UK Anti-Doping also forms part of the IOC's Taskforce, and has responsibility for conducting pre-Olympic testing on the IOC's behalf at non-accredited Olympic venues.

A comprehensive cross-Directorate project plan and risk register underlines all UK Anti-Doping's organisational tasks and responsibilities in this final phase leading up to the Games. UK Anti-Doping has been assisting LOCOG in three main areas: training and assessing DCOs and Chaperones, assisting with the development and delivery of the IOC's pre-competition test distribution plan, and education outreach. As such, the organisation has conducted sample collection at London 2012 Cluster 1 and Cluster 2 test events, and has been delivering 100% me education sessions to Team GB athletes and support personnel, as well as international athletes through Win Clean, in line with the pre-Games prevention plan. Central to the implementation of the pre-Games testing and education programmes are strong partnerships, particularly with the BOA and BPA.

During the Games, many staff members from UK Anti-Doping will be seconded to work at the Games or are due to volunteer at the event. Roles being filled include Chaperones, Observers and Doping Control Station Managers. Alongside these duties, UK Anti-Doping will continue its day-to-day activities, conducting testing of non-Olympic sports and developing a long-term strategic plan to inform the delivery of anti-doping programmes at all future major events in the UK.



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01 British Swimming training at Bath University.

02 London 2012 Olympic Stadium.

For more information visit [ukad.org.uk](http://ukad.org.uk)

# WHO WE ARE



**Hamish Coffey**  
Major Events Manager

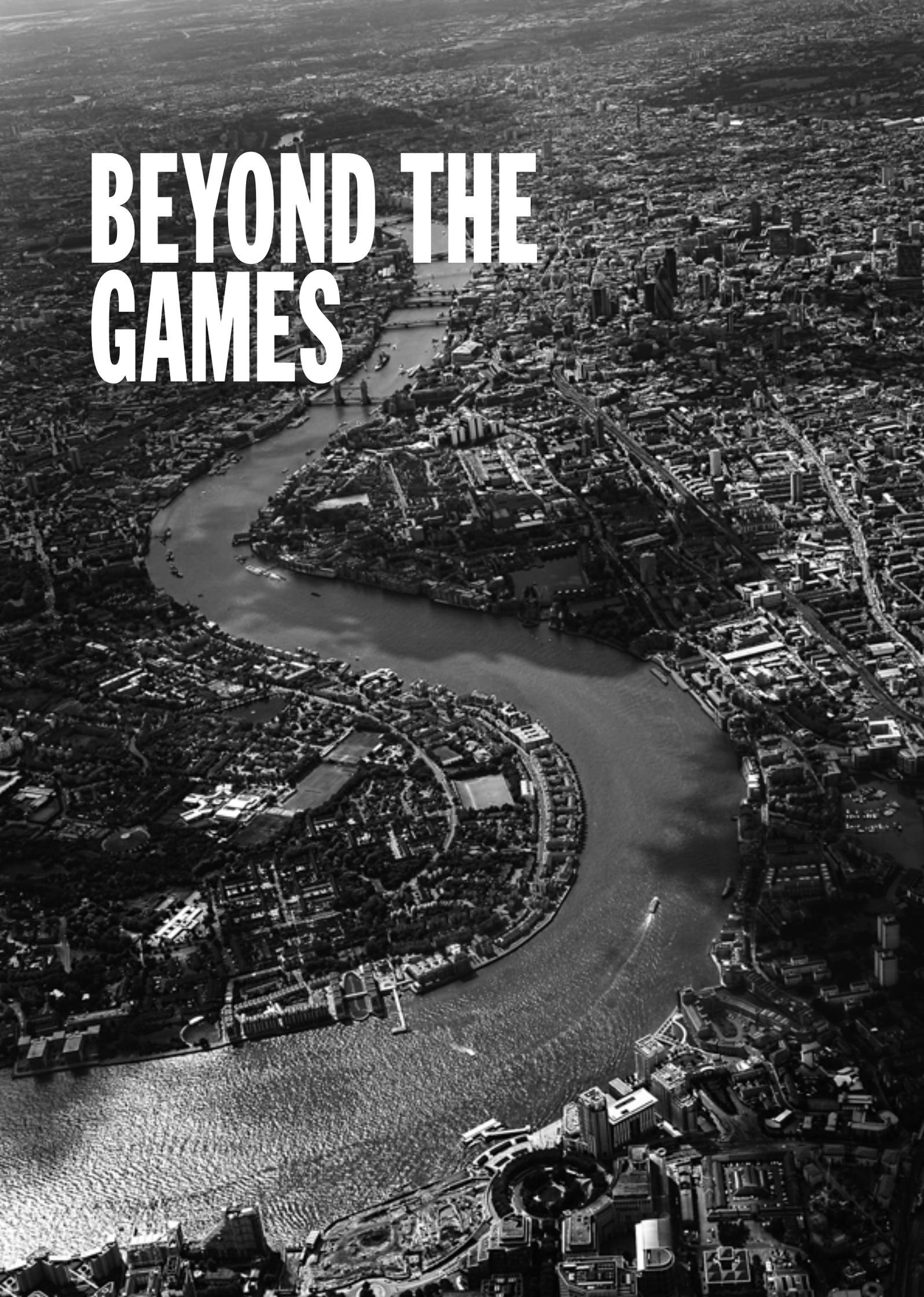
Hamish has eight years' experience in anti-doping. After starting his career in the Drug-Free Sport Directorate at UK Sport from 2004–2009, he then moved on to the Standards and Harmonisation department at the World Anti-Doping Agency in Montreal. In September 2011 Hamish joined UK Anti-Doping as Major Events Manager, originally working part-time and then becoming a full-time employee in 2012.

"My key duties include monitoring and supporting all Directorates with the timely and efficient delivery of all UK Anti-Doping tasks in the build-up to London 2012, and managing relationships with key external partners – including LOCOG, the BOA, BPA, the IOC, and the IPC – to ensure we are on track to deliver our agreements.

I am also responsible for the drafting and compilation of UK Anti-Doping's tender submission for the Doping Control Services contract for Glasgow 2014.

After the Games, I will conduct a comprehensive review of UK Anti-Doping's impact on achieving the cleanest Games possible. I plan to develop a Major Events Handbook for future Games, to establish best practice within the organisation and share its conclusions with external partners, in an effort to increase global harmonisation and ensure the 2012 Games has a lasting legacy."

# BEYOND THE GAMES





## LEGACY OF THE GAMES

The London 2012 Olympic and Paralympic Games is the first in a series of international sports events taking place in the UK over the next five years. The Games are expected to set the benchmark in the fight against doping in sport.

UK Anti-Doping will play a key role in protecting the right of athletes to compete in doping-free sport at all upcoming major events:

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**Rugby League World Cup, 2013**

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**Commonwealth Games, Glasgow 2014**

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**Rugby Union World Cup, England 2015**

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**Athletics World Championships, London 2017.**

## FURTHER PLANS

### **World Anti-Doping Code review**

As a signatory of the Code, UK Anti-Doping will be working with WADA throughout its Code review, a process which will provide the framework for harmonised anti-doping policies, rules and regulations from 2015. UK Anti-Doping submitted its own views and those of UK sporting stakeholders in its initial comments made in March 2012 and will submit further contributions at stages two and three of the process.

### **Office move**

UK Anti-Doping is due to vacate its current offices in December 2012. The new office location has been finalised and the organisation will remain in London in a civil estate premises.

**“THE GAMES ARE EXPECTED TO SET A BENCHMARK IN THE FIGHT AGAINST DOPING IN SPORT”**

# OUR CONTINUED COMMITMENTS & ASPIRATIONS

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## Aspiration #1

To ensure compliance by publicly funded bodies and that UK Anti-Doping acts at all times in compliance with anti-doping standards. To provide WADA with practical, innovative and evidence-based recommendations for improvements to the World Anti-Doping Code and play a leading role internationally in the coordination of public authorities in the review process.

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## Aspiration #2

To achieve operational excellence, and compliance with anti-doping standards and the principles of natural justice, in the investigation and prosecution of anti-doping rule violations.

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## Aspiration #3

To set the benchmark for best practice in anti-doping prevention interventions which are targeted at each identified stage of athlete development. To create a system working in partnership with our key stakeholders and industry partners, to ensure anti-doping knowledge is integrated and seen as an essential component for a competitive athlete in the UK.

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## Aspiration #4

To receive and process intelligence in a manner that is consistent with the National Intelligence Model and data protection legislation that demonstrates the credibility of the intelligence function. To capitalise on the relationships built with law enforcement and key partners through a two-way flow of intelligence, creating the ability to address non-analytical anti-doping rule violations by athletes and athlete support personnel. To create a model for other NADOs to learn from.

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## Aspiration #5

To be regarded as an international authority on implementing a testing programme that is led by intelligence, that continuously challenges the ways in which testing is conducted and that seeks innovative ways of improving the effectiveness and efficiencies of testing procedures.

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## Aspiration #6

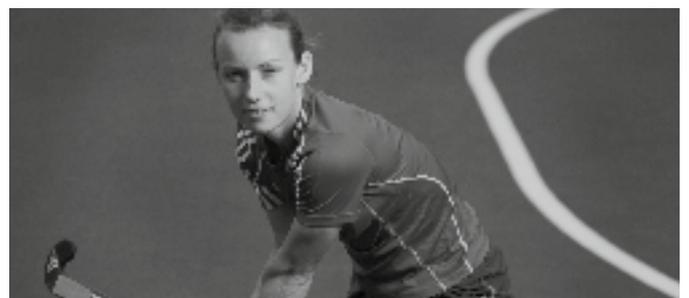
To drive the anti-doping research agenda through the early identification of doping threats, instigating and supporting research projects on such threats and collaborating with other NADOs and research bodies to ensure that time and resources are utilised effectively.

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**The UK Anti-Doping Athlete Committee aids programme development to help achieve our aspirations. It is vital for the organisation to work with and listen to athletes to deliver our objectives and identify our aspirations.**



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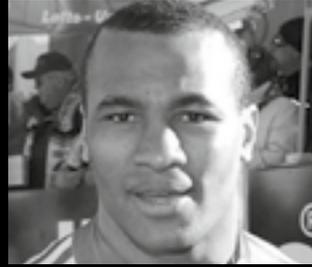
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- 01 Women's football at Nottingham Trent University.
- 02 Chloe Rogers, England Hockey captain.

For more information visit [ukad.org.uk](http://ukad.org.uk)

## WHO WE ARE



### **Henry Odili Nwume** Member of the Athlete Committee

I have had perhaps an atypical sporting career, first playing professional rugby before going on to compete in Bobsleigh, but it has given me a broad insight into sport in this country. I recognise what it is to be well-supported and to have a large team helping every aspect of your preparation. However, I also recognise what it is like to compete without such assistance.

I see my role in the UK Anti-Doping Athlete Committee as an advocate for the doping concerns of athletes in the UK. Doping is becoming an ever more complex area both scientifically and legally, and the speed of change is becoming bewildering. To optimise your nutrition, and medication when you are ill or injured, and negotiate the areas of banned substances, supplementation and food contamination, has become a hugely complex process.

When this is combined with the concept of strict liability, it can become more than a burden on athletes. This is difficult enough for well-supported athletes with easy access to dieticians and medical teams, but I worry most for those struggling to get by with only intermittent access to such input.

With the increasing sensitivity of detection, there are more circumstances in which honest and innocent athletes test positive after accidentally ingesting banned substances at levels that could not enhance performance. I am hopeful, however, that further research by UK Anti-Doping and WADA, into minimum required performance levels, may help this group.

I see UK Anti-Doping's responsibility as not only to keep sport clean in the UK, but also to protect athletes, and hence the Athlete Committee is vital in keeping athletes' concerns central to much of UK Anti-Doping's work in the future.

# “DOPING IS BECOMING AN EVER MORE COMPLEX AREA”

# ACCOUNTS AND FINANCE

## **Directors' report for the year ended 31 March 2012**

The Directors present their report and financial statements for the year ended 31 March 2012, 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 41).

**Results**

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The net expenditure for the period was £6,588k (2010/11: £6,597k). Our grant-in-aid is recognised as financing in the statement of changes in equity.

**Principal activity and review of the business**

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

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

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

**Principal risks and uncertainties of the company**

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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.

**Employment and training policies and staff participation**

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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.

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

**Better Payment Practice Code**

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UK Anti-Doping attempts to abide by the Better Payment Practice Code and in particular to settle bills in accordance with contract. Invoices are normally settled within our suppliers' standard terms. 75 per cent (2010/11: 75 per cent) of undisputed invoices were paid within 30 days of receipt.

**Disclosure of information to the auditor**

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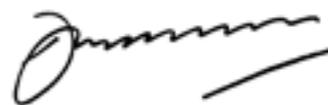
So far as each person who was a Director at the date of approving this report is aware, there is no relevant audit information, being information needed by the auditor in connection with preparing its report, of which the auditor is unaware. Having made enquiries of fellow Directors and company's auditor, 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**

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

By order of the Board



**David Kenworthy**  
**Chair**  
19 June 2012

## Financial review of the business

### Summary of results

United Kingdom Anti-Doping's second full financial year of operation was 2011/12. 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 £6,588k (2010/11: £6,597k). 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 2012. The use of the going concern basis of accounting is appropriate because there are no material uncertainties related to events or conditions that may cast significant doubt about the ability of UK Anti-Doping to continue as a going concern. We have not received any indications from the DCMS that financing will be withdrawn. The Statement of Financial Position at 31 March 2012 shows that UK Anti-Doping has an overall net liability of £138k. 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 the 31 March 2012. The liability has increased because of market fluctuations and the way in which IAS19 requires the actuaries to measure the liabilities. Discussions with the actuaries have confirmed that there are no requirements to increase the employer contributions at this point in time.

### Income sources

The majority of the organisation's funding came from grant-in-aid, received from the DCMS. This is recognised in the accounts as financing rather than income. In addition UK Anti-Doping generates testing income which in 2011/12 came to £898k (2010/11: £719k).

### 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 £27k (2010/11: £120k) on non-current assets during the year. This related to an enhancement of the IT servers.

### Future non-current asset investment

In 2012/13 UK Anti-Doping will be moving premises and anticipates non-current expenditure in relation to the fit-out of the new premises.

### Our staff

At the start of the year there were 46 full-time staff and by the end of 2011/12 there were 46 people on full-time contracts and 2 on part-time contracts at UK Anti-Doping, with 20 staff coming across from UK Sport to UK Anti-Doping under the TUPE regulations in 2009/10. UK Anti-Doping is organised into four directorates – Business Support, Communications and Education, Legal and Operations. £2,217k (2010/11: £2,085k) was spent on staff costs during the period. There were 130 days (2010/11: 68.5 days) lost due to sickness absence during the year.

### Expenditure

Significant areas of expenditure included:

- UK Anti-Doping has a contract with the WADA-accredited laboratory, the Drug Control Centre, King's College London, which undertakes the analysis of the samples from the UK's athlete testing programme. Results analysis and legal work accounted for £1,694k (2010/11: £1,398k).
- £1,199k (2010/11: £1,464k) on the athlete testing programme. UK Anti-Doping undertakes up to 7,500 missions each year. The costs of the athlete testing programme include the costs of Doping Control Personnel who collect samples for analysis.
- £292k (2010/11: £323k) 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.

### Future financial risks

UK Anti-Doping has a three-year lease on its premises at Oceanic House. The lease requires that the property is restored to its original condition before any alteration work began when UK Anti-Doping vacates the premises. A professional valuation has been undertaken to assess the costs of this work, and a provision of £20k has been made in the accounts for this figure. There are financial risks regarding the collection of our commercial income and as such a provision of £11k (2010/11: £30k) 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 DCMS 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 DCMS, 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**  
19 June 2012



**David Kenworthy**  
**Chair**  
On behalf of the UK Anti-Doping Board  
19 June 2012

# 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 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.

The National Audit Office (NAO) was appointed as UK Anti-Doping's auditors in accordance with the Companies Act, in 2009. As a result of UK Anti-Doping now being covered by the Government Resource Accounting Act from the 2011/12 financial year, the NAO have resigned as auditors under

the Companies Act as they are now the statutory auditor.

Our governance process is led by the Board which consists of the Chair and six other company Directors. The Board were independently appointed by the Secretary of State for Culture, Media and Sport, through the Cabinet Office's public appointments procedure. The Board provides independent scrutiny of the organisation and has met four times during 2011/12. The work of the Board is supported by two Committees – the Audit and Remuneration Committees. The remit of the Audit Committee covers the oversight of audit, financial and risk management. This Committee met five times during 2011/12. This Governance Statement was reviewed by the Audit Committee at its meetings in April and June 2012. The Remuneration

Committee is responsible for determining and agreeing with the Board the framework and broad policy for the remuneration of staff. The Committee met twice in 2011/12.

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 2011/12.

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

Name	Board				Audit Committee					Remuneration Committee		Athlete Committee	
	June 2011	Sept 2011	Dec 2011	Mar 2012	Apr 2011	June 2011	Sept 2011	Nov 2011	Feb 2012	June 2011	Dec 2011	June 2011	Dec 2011
David Kenworthy	✓	X	✓	✓	–	–	–	–	–	✓	✓	–	–
Phillip Carling	✓	✓	✓	✓	✓	✓	✓	✓	✓	–	–	–	–
Andrew Sellers	✓	✓	✓	✓	✓	X	✓	✓	✓	–	–	–	–
Janice Shardlow	✓	✓	✓	✓	✓	✓	✓	✓	✓	–	–	–	–
Michael Brace	X	✓	✓	✓	–	–	–	–	–	✓	✓	–	–
John Brewer	✓	✓	✓	✓	–	–	–	–	–	✓	✓	✓	✓
Justin Turner	✓	✓	✓	✓	–	–	–	–	–	✓	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.

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 Framework Document between UK Anti-Doping and DCMS.

#### **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 March 2012 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. A one-year Business Plan for 2012/13 has been developed to support the strategic objectives of the organisation.

The role of the Board is to determine UK Anti-Doping's strategy, as well as the risk management culture, an appropriate risk level of exposure, and to approve major decisions within the organisation's risk profile. It also has responsibility for monitoring

management of strategic risks, for satisfying itself that risks are being actively managed and annually reviewing UK Anti-Doping's approach to risk management. The Audit Committee scrutinises the work of the senior management team in these areas and provides assurance to me and the Board.

UK Anti-Doping's relationship with its sponsor department, the DCMS, is defined in a Framework Document. This document sets out the governance and accountability structures for the organisation. The relationship with the DCMS is maintained through regular meetings with the sponsor team and periodic meetings with the Minister for Sport.

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. It 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.

Extensive work has been undertaken to further develop and strengthen the systems of internal control during 2011/12. From 1 April 2011 we implemented a new finance system and brought in-house our payroll function, improving efficiency and strengthening internal financial controls. All the systems have been developed in accordance with Treasury Guidance.

#### **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 2011/12. 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 doping cases in the lead-up to the London Olympic and Paralympic Games in 2012 and failure to retain corporate knowledge post-2012. The senior management team reviews the risk registers on a regular basis and the Audit Committee will review all of the strategic risk register within the course of a year. 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 Support 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 one incident of inadvertent data disclosure during the year, which has been reported to the Information Commissioner's Office. As a result of this we reviewed and further enhanced our data management processes. We recently obtained independent assurance of the effectiveness of our data management procedures by obtaining accreditation under ISO27001 Information Security Management.

#### **Review of effectiveness of the systems on internal control**

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As Accounting Officer, I am responsible for reviewing the effectiveness of the system on internal control. My review is informed by the work of our internal and external auditors and UK Anti-Doping senior managers who have responsibility for the development and maintenance of the internal control framework. Up until 31 May 2011, Deloitte LLP provided our internal audit services. 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 the British Standards Institution, in accordance with the requirements of the ISO9001:2008 quality management standard, which provides me with further assurance over the effectiveness of the control environment.

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

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

Deloitte undertook two internal audit reviews during the year covering Intelligence Management and Athlete Whereabouts. RSM Tenon undertook eight reviews, covering the areas of Risk Maturity, Payroll and expenses, Intelligence Management, General Ledger, Doping Control Personnel Management, Anti-Bribery Act, Information Governance and 2012 Delivery Programme. In addition they followed up on the implementation of recommendations from prior years. In their Annual Report to the Audit Committee they concluded that 92% of previous internal audit recommendations had been implemented 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**

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My review of the effectiveness of the internal control system shows that in 2011/12 we made good progress in developing 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**  
19 June 2012

## Remuneration policy and committee

### Remuneration policy and committee

The members of the Remuneration Committee were appointed by the Board. The role and responsibilities of the Remuneration Committee include:	– reviewing the comprehensiveness of policies and procedures in meeting the Board and Accounting Officer's governance needs	During the year to 31 March 2012, the members of the Remuneration Committee were Michael Brace (Chair), John Brewer and Justin Turner.
– supporting the Board in its responsibilities for issues of remuneration and recruitment	– reviewing the reliability and integrity of relevant management systems for UK Anti-Doping.	Board members are appointed on merit on the basis of fair and open competition.

### Remuneration of Board Members (audited information)

Name	Salary/Fees £'000 2011/12	Salary/Fees £'000 2010/11	Benefits in kind £'000
David Kenworthy	30-35	30-35	–
Philip Carling	5-10	5-10	–
Michael Brace	5-10	5-10	–
John Brewer	5-10	5-10	–
Janice Shardlow	5-10	5-10	–
Justin Turner	0	0	–
Andrew Sellers	0	0	–

### Contract information

Name	Date of appointment	Length of contract	Unexpired term	Notice period
David Kenworthy	14 August 2009*	3½ years	9 months	3 months
Philip Carling	23 November 2009	4 years	1 year 8 months	3 months
Michael Brace	23 November 2009	3 years	8 months	3 months
John Brewer	23 November 2009	3 years	8 months	3 months
Janice Shardlow	23 November 2009	4 years	1 year 8 months	3 months
Justin Turner	23 November 2009	4 years	1 year 8 months	3 months
Andrew Sellers	23 November 2009	3 years	8 months	3 months

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

#### Salary

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

#### Benefits in kind

The monetary value of benefits in kind covers any benefits treated by HM Revenue and Customs as a taxable emolument. Benefits in kind are non-cash benefits and none were received or receivable by the Board of UK Anti-Doping in 2011/12 (2010/11: zero).

Tax on Board Members' expenses of £7,500 was paid by UK Anti-Doping during the year.

**Remuneration of Chief Executive (audited information)**

Name	Salary/Fees £'000		Performance related pay £'000		Benefits in kind £'000
	2011/12	2010/11	2011/12	2010/11	
Andy Parkinson	90-95	90-95	5-10	5-10	–

Contract information: Appointed 1 September 2009, three month notice period.

**Salary**

'Salary' includes gross salary; performance pay or bonuses; overtime; reserved rights to London weighting or London allowances; recruitment and retention allowances; private office allowances and any other allowance to the extent that it is subject to UK taxation. The Chief Executive is entitled under contract to receive a non-consolidated performance salary element of up to 10 per cent subject to the achievement of specific targets. These targets and the attainment of them are determined by the Remuneration 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 12

to the accounts. The table below shows the pension entitlement of the Chief Executive as at 31 March 2012.

**Chief Executive Pension Entitlements**

Name	Real increase in pension £'000	Real increase in lump sum £'000	Value of accrued pension £'000	Value of accrued lump sum £'000	CETV at 31/03/2011 £'000	CETV at 31/03/2012 £'000	Employee contributions and transfers in £'000	Real increase in CETV £'000
Andy Parkinson	0-2.5 (0-2.5)	minus 1-0 (0-1.0)	5-10 (5-10)	5-10 (5-10)	70	87	5-10 (5-10)	5-10 (5-10)

The figures in brackets related to 2010-11.

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 qualified actuary in accordance with guidance note GN11,

published by the Institute of Faculty Actuaries, and don't 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 2011/12 (2010/11 – 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

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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 organisation's workforce.

During the period, the banded remuneration of the highest paid member of staff was £95k-100k (2010/11: £95k-100k). For 2011-12 this was 2.8 times (2010-11: 2.5 times)

the median remuneration of the annualised workforce as at 31 March 2012, which equated to £35,398 (2010-11: £39,020).

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  
19 June 2012



**David Kenworthy**  
**Chair**  
On behalf of the UK Anti-Doping Board  
19 June 2012

# The Independent Auditor's Report

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

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I certify that I have audited the financial statements of United Kingdom Anti-Doping Limited for the year ended 31 March 2012 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**

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As explained more fully in the Statement of Directors' and Accounting Officer's Responsibilities, the directors are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view. My responsibility is to audit, 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**

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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.

I also read all the financial and non-financial information in the annual report to identify material inconsistencies with the audited financial statements. If I become aware of any apparent material misstatements or inconsistencies I consider the implications for my certificate.

In addition, 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**

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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**

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In my opinion:

- the financial statements give a true and fair view of the state of the company's affairs as at 31 March 2012 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**

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In my opinion:

- 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; and
- the part of the Remuneration Report to be audited has been properly prepared in accordance with the Government Financial Reporting Manual.

## **Matters on which I report by exception**

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

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

## **Report**

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I have no observations to make on these financial statements.

**Amyas C E Morse**  
**(Comptroller and Auditor General)**  
20 June 2012  
National Audit Office  
157-197 Buckingham Palace Road,  
Victoria, London, SW1W 9SP

## Statement of Comprehensive Income Year ended 31 March 2012

	Notes	2011/12 £'000	2010/11 £'000
<b>Expenditure</b>			
Staff cost	2	2,217	2,085
Other expenditure	3	5,081	4,999
Depreciation and amortisation	4	245	255
<b>Total operating expenditure</b>		<b>7,543</b>	7,339
<b>Income</b>			
Testing income		898	719
Other income		57	23
<b>Total income</b>		<b>955</b>	742
<b>Net expenditure before taxation</b>		<b>(6,588)</b>	(6,597)
Taxation		–	–
<b>Net expenditure for the period</b>		<b>(6,588)</b>	(6,597)
<b>Other comprehensive income</b>			
Pension actuarial gain/(loss)	12	<b>(418)</b>	355
<b>Total net comprehensive expenditure for the period</b>		<b>(7,006)</b>	(6,242)

The Accounting Policies and Notes on pages 49 to 59 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

## For the year ended 31 March 2012

	Notes	As at 31 March 2012 £'000	As at 31 March 2011 £'000
<b>Non-current assets</b>			
Property, plant and equipment	5	211	365
Intangible assets	6	145	209
<b>Total non-current assets</b>		<b>356</b>	574
<b>Current assets</b>			
Trade and other receivables	7	728	723
Cash		95	21
<b>Total current assets</b>		<b>823</b>	744
<b>Total assets</b>		<b>1,179</b>	1,318
<b>Current liabilities</b>			
Trade and other payables	8	(826)	(747)
Provisions	9	(20)	-
<b>Total current liabilities</b>		<b>(846)</b>	(747)
<b>Non-current assets plus net current assets</b>		<b>333</b>	571
<b>Non-current liabilities</b>			
Provisions	9	-	(20)
Pension (liabilities)/assets	12	(471)	(27)
<b>Total non-current liabilities</b>		<b>(471)</b>	(47)
<b>Assets less total liabilities</b>		<b>(138)</b>	524
<b>Reserves</b>			
Taxpayers' equity		204	448
Pension reserve	12	(342)	76
		<b>(138)</b>	524

Approved and authorised for issue



**Andy Parkinson**  
Chief Executive and Accounting Officer  
UK Anti-Doping  
19 June 2012



**David Kenworthy**  
Chair  
On behalf of the UK Anti-Doping Board  
19 June 2012

The Accounting Policies and Notes on pages 49 to 59 form part of these Financial Statements.

## Statement of Changes in Equity For the year ended 31 March 2012

	Taxpayers' Equity £'000	Pension Reserve £'000	Total Reserves £'000
Reserves at 1 April 2011	448	76	524
Total net comprehensive expenditure for the period	(6,588)	–	(6,588)
Pension actuarial gain/(loss)	–	(418)	(418)
Grant-in-aid received	6,344	–	6,344
<b>Reserves at 31 March 2012</b>	<b>204</b>	<b>(342)</b>	<b>(138)</b>

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

The Accounting Policies and Notes on pages 49 to 59 form part of these Financial Statements.

## Statement of Cash Flows

### For the year ended 31 March 2012

		2011/12 £'000	2010/11 £'000
<b>Cash flows from operating activities</b>			
Net expenditure		(6,588)	(6,597)
Depreciation and amortisation	5 & 6	245	255
(Increase)/decrease in trade and other receivables	7	(5)	(65)
Increase/(decrease) in trade and other payables	8	79	(37)
Increase/(decrease) in provisions	9	0	10
Increase/(decrease) in pension liability	12	444	(252)
Movements relating to pension not passing through the net expenditure account		(418)	355
Net cash outflow from operating activities		(6,243)	(6,331)
<b>Cash flows from investing activities</b>			
Purchase of property, plant and equipment	5	(26)	(14)
Purchase of intangible assets	6	(1)	(106)
Net cash outflow from investing activities		(27)	(120)
<b>Cash flows from financing activities</b>			
Grant-in-aid received to fund current year activities		6,344	6,451
<b>Net financing</b>			
<b>Net increase in cash in the period</b>		<b>74</b>	<b>0</b>
<b>Cash at the beginning of the period</b>		<b>21</b>	<b>21</b>
<b>Cash at the end of the period</b>		<b>95</b>	<b>21</b>

# Notes to the Financial Statements

## General information

UK Anti-Doping is a limited liability company incorporated in England and Wales. The address of its registered office is Oceanic House, 1a Cockspur Street, London, SW1Y 5BG. 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 2011-12 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 12.

These accounts have been prepared on a going concern basis, as detailed under the Financial Review of the Business, on page 36.

They have also been prepared in accordance with International Financial Reporting Standards under the historical cost convention.

### 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.

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

### 1.2 Grant in Aid received

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

### 1.3 Doping Control Officers

A key accounting judgement has been made in respect of the pay and associated costs relating to the doping control 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 have 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	3 years
Furniture and Fittings	5 years
Software licences/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.

#### 1.4.3 Property, plant and equipment

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

## Notes to the Financial Statements

### **1.4.4 Intangible assets**

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

### **1.5 Provisions**

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

### **1.6 Pension obligations**

UK Anti-Doping has a defined benefit plan. Typically defined benefit plans define an amount of pension benefit that an employee will receive on retirement, usually dependent on one or more factors such as age, years of service and compensation. The liability recognised in the statement of financial position in respect of defined benefit pension plans is the present value of the defined benefit obligation at the reporting date minus the fair value of plan assets, as actuarially determined in accordance with the assumptions disclosed in note 12.

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

### **1.7 VAT**

UK Anti-Doping is registered for VAT and makes supplies for both business and non-business purposes. Business supplies are subject to VAT at the standard rate. 27% of VAT paid in 2011-12 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.

### **1.9 Segmental analysis**

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

### **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 has entered into operating leases in respect of its office accommodation at Oceanic House, and 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 and related costs**

	Notes	Permanent staff £'000	Contract personnel £'000	Total 2011/12 £'000	2010/2011 £'000
Wages and salaries		1,838	4	1,842	1,712
Social security costs		161	–	161	142
Net pension cost	12	36	–	36	231
Pension contributions	12	178	–	178	–
<b>Total staff costs</b>		<b>2,213</b>	<b>4</b>	<b>2,217</b>	<b>2,085</b>

**Average number of staff\***

Directly employed		48	–	<b>48</b>	42
Other		–	–	<b>0</b>	1
<b>Total</b>		<b>48</b>	<b>–</b>	<b>48</b>	<b>43</b>

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

**3 Other expenditure**

	2011/12 £'000	2010/11 £'000
<b>Operating activities</b>		
Sample analysis and legal	<b>1,694</b>	1,398
Athlete testing*	<b>1,199</b>	1,464
Science and research	<b>142</b>	290
Intelligence	<b>98</b>	85
Education	<b>292</b>	323
Communications	<b>142</b>	127
WADA and INADO expenditure	<b>490</b>	121
<b>Other operating activities</b>		
Rent and associated accommodation services	<b>205</b>	148
Rentals under operating leases	<b>261</b>	261
IT related costs	<b>298</b>	346
Other office costs	<b>104</b>	251
Training	<b>51</b>	70
Recruitment	<b>4</b>	43
Telephones	<b>36</b>	27
<b>Auditors' remuneration</b>		
External auditors**	<b>20</b>	22
Internal auditors	<b>36</b>	19
British Standards Institute audit	<b>9</b>	4
	<b>5,081</b>	4,999

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

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

## Notes to the Financial Statements

### 4 Depreciation and amortisation

	Notes	2011/12 £'000	2010/11 £'000
Depreciation and amortisation	5 & 6	245	255

### 5 Property, plant and equipment

	Information Technology £'000	Furniture & fixtures £'000	Office refurbishment £'000	Totals £'000
At 31 March 2011	351	128	108	587
Additions	26	-	-	26
Disposals	-	-	-	-
<b>At 31 March 2012</b>	<b>377</b>	<b>128</b>	<b>108</b>	<b>613</b>

#### Depreciation

At 31 March 2011	(145)	(32)	(45)	(222)
Provided during the year	(118)	(26)	(36)	(180)
Disposal	-	-	-	-
Revaluation	-	-	-	-
<b>At 31 March 2012</b>	<b>(263)</b>	<b>(58)</b>	<b>(81)</b>	<b>(402)</b>

#### Net book value

<b>At 31 March 2012</b>	<b>114</b>	<b>70</b>	<b>27</b>	<b>211</b>
At 31 March 2011	206	96	63	365
At 31 March 2010	337	128	108	573
Additions	14	-	-	14
Disposals	-	-	-	-
At 31 March 2011	351	128	108	587

#### Depreciation

At 31 March 2010	(28)	(6)	(9)	(43)
Provided during the year	(117)	(26)	(36)	(179)
Disposal	-	-	-	-
Revaluation	-	-	-	-
At 31 March 2011	(145)	(32)	(45)	(222)

#### Net book value

At 31 March 2011	206	96	63	365
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**6 Intangibles**

	<b>Information Technology £'000</b>	<b>Software licences £'000</b>	<b>Totals £'000</b>
At 31 March 2011	181	103	284
Additions	–	1	1
Disposals	–	–	–
<b>At 31 March 2012</b>	<b>181</b>	<b>104</b>	<b>285</b>

**Amortisation**

At 31 March 2011	(22)	(53)	(75)
Provided during the year	(46)	(19)	(65)
Disposal	–	–	–
<b>At 31 March 2012</b>	<b>(68)</b>	<b>(72)</b>	<b>(140)</b>

**Net book value**

<b>At 31 March 2012</b>	<b>113</b>	<b>32</b>	<b>145</b>
At 31 March 2011	159	50	209
At 31 March 2010	142	44	186
Additions	39	67	106
Disposals	–	(8)	(8)
At 31 March 2011	181	103	284

**Amortisation**

At 31 March 2010	(4)	(3)	(7)
Provided during the year	(18)	(58)	(76)
Disposal	0	8	8
At 31 March 2011	(22)	(53)	(75)

**Net book value**

At 31 March 2011	159	50	209
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## Notes to the Financial Statements

### 7 Trade receivables and other current assets

	As at 31 March 2012 £'000	As at 31 March 2011 £'000
<b>Amounts falling due within one year:</b>		
Trade receivables	158	219
Less: Allowance for doubtful debt	(11)	(30)
Other receivables	–	–
VAT receivable	–	13
Staff season ticket advances	15	9
Prepayments and accrued Income	566	512
<b>Trade and other receivables</b>	<b>728</b>	<b>723</b>

#### 7.1 Intra-government balances

	As at 31 March 2012 £'000	As at 31 March 2011 £'000
<b>Amounts falling due within one year:</b>		
Balances with central government bodies	–	13
Balances with local authorities	–	–
Balances with bodies external to government	728	710
<b>Total</b>	<b>728</b>	<b>723</b>

### 8 Trade payables and other current liabilities

	As at 31 March 2012 £'000	As at 31 March 2011 £'000
<b>Amounts falling due within 1 year:</b>		
Trade payables	(338)	(236)
Accruals	(385)	(445)
VAT payable	(6)	–
Other taxation, social security and pension contributions	(97)	(66)
<b>Trade and other payables</b>	<b>(826)</b>	<b>(747)</b>

#### 8.1 Intra-government balances

	As at 31 March 2012 £'000	As at 31 March 2011 £'000
<b>Creditors – Amounts falling due within 1 year:</b>		
Balances with central government bodies	(182)	(75)
Balances with local authorities	–	–
Balances with bodies external to government	(644)	(672)
<b>Total</b>	<b>(826)</b>	<b>(747)</b>

**9 Provisions for liabilities and charges**

	<b>Dilapidations Provision £'000</b>	<b>Total £'000</b>
At 31 March 2011	(20)	(20)
New provision recognised	–	–
Amounts used in the period	–	–
Changes to existing provisions	–	–
<b>At 31 March 2012</b>	<b>(20)</b>	<b>(20)</b>

**Dilapidations provision**

This provision relates to the dilapidations work to be carried out upon expiry of the lease on our premises at Oceanic House. This lease expires in December 2012.

The costs provided for are based upon a professional estimate but they may be subject to revision over time.

**10 Related party transactions**

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

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

Grant in Aid in the year amounted to £6,344k (2010-11: £6,451k)

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 newly formed 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 acted as an agent for INADO collecting £18,781 income on its behalf, and incurring £21,914 expenditure on its behalf, of which UK Anti-Doping contributed £3,133 of its funds. No board directors have any interest in the company. No board members held any other company directorships or other significant interests which may conflict with their management responsibilities.

**Key management compensation**

	<b>2011/12</b>	<b>2010/11</b>
Salaries and short term benefits	<b>£59,891</b>	£56,329

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

**11 Obligations under operating leases**

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

	<b>As at 31 March 2012 £'000</b>	<b>As at 31 March 2011 £'000</b>
<b>Property</b>		
Within one year	<b>283</b>	261
Between two and five years	<b>528</b>	185
After five years	<b>55</b>	–
	<b>866</b>	446

UK Anti-Doping's lease is for the premises at Oceanic House expiring in December 2012.

UK Anti-Doping will be moving to Fleetbank House in November 2012, for which it has entered into a 10-year agreement.

## Notes to the Financial Statements

### 12 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 2011/12.

The Pension Scheme is funded by employees and employers at actuarially determined rates.

Individual contribution rates vary depending on the level of superannuable pay as stated below:

Earnings	Employee contribution
Up to £12,900	5.50%
£12,901 – £15,100	5.80%
£15,101 – £19,400	5.90%
£19,401 – £32,400	6.50%
£32,401 – £43,300	6.80%
£43,301 – £81,100	7.20%
> £81,100	7.50%

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

The employer contribution rate applicable to 2011/12 was 12 per cent.

The employer's contribution for the year amounted to £188,000.

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.

### 12.1 Pension commitments Financial assumptions

	31 March 2012		31 March 2011	
	% p.a.	Real	% p.a.	Real
RPI increases	3.3%	–	3.5%	–
CPI increases	2.5%	–0.8%	2.7%	–0.8%
Salary increases	4.2%	0.9%	4.5%	1.0%
Pension increases	2.5%	–0.8%	2.7%	–0.8%
Discount rate	4.6%	1.3%	5.5%	1.9%

### Average future life expectancies at age 65 (years)

	31 March 2012	31 March 2011
<b>Retiring today</b>		
Males	21.4	21.3
Females	24.0	23.9
<b>Retiring in 20 years</b>		
Males	23.4	23.3
Females	25.9	25.8

**12.2 Net pension liability**

	<b>31 March 2012 £'000</b>	<b>31 March 2011 £'000</b>
Present value of funded obligation	(1,633)	(810)
Fair value of Scheme assets (bid value)	1,162	783
<b>Net liability in Statement of Financial Position</b>	<b>(471)</b>	<b>(27)</b>

**12.3 Amounts recognised in the Statement of Comprehensive Income**

	<b>31 March 2012 £'000</b>	<b>31 March 2011 £'000</b>
Current service cost	223	297
Interest on obligation	56	54
Expected return on Scheme assets	(65)	(41)
Past service cost	–	(79)
<b>Total</b>	<b>214</b>	<b>231</b>
Actual return on Scheme assets	10	43

**12.4 Amounts recognised in Other Comprehensive Income**

	<b>31 March 2012 £'000</b>	<b>31 March 2011 £'000</b>
Actual return less expected return on pension scheme assets	(54)	2
Experience gains and losses	–	(13)
Changes in assumptions underlying the present value of the scheme liabilities	(364)	366
<b>Actuarial gain (loss)</b>	<b>(418)</b>	<b>355</b>

**12.5 Changes in the present value of the defined benefit obligation**

	<b>31 March 2012 £'000</b>	<b>31 March 2011 £'000</b>
Opening defined benefit obligation as at 1 April 2011	810	759
Service cost	223	297
Interest cost	56	54
Actuarial losses (gain)	364	(351)
Estimated benefits paid (net of transfers in)	71	47
Past service cost	–	(79)
Contributions by Scheme participants	109	83
<b>Closing defined benefit obligation as at 31 March 2012</b>	<b>1,633</b>	<b>810</b>

## Notes to the Financial Statements

### 12.6 Changes in the fair value of Scheme assets

	31 March 2012 £'000	31 March 2011 £'000
Opening fair value of Scheme assets as at 1 April 2011	783	480
Expected return on Scheme assets	65	41
Actuarial gain (loss)	(54)	4
Contributions by employer including unfunded benefits	188	128
Contributions by Scheme participants	109	83
Estimated benefits paid (net of transfers in and including unfunded)	71	47
<b>Fair value of Scheme assets as at 31 March 2012</b>	<b>1,162</b>	<b>783</b>

### 12.7 Reconciliation of opening and closing surplus

	31 March 2012 £'000	31 March 2011 £'000
Surplus/(Deficit) at the beginning of the year	(27)	(279)
Current service cost	(223)	(297)
Employer contributions	188	128
Unfunded pension payments	–	–
Past service costs	–	79
Other finance income	9	(13)
Settlements and curtailments	–	–
Actuarial gains/(losses)	(418)	355
<b>Surplus/(Deficit) at the end of the year</b>	<b>(471)</b>	<b>(27)</b>

### 12.8 Employer Asset Share – Bid Value

	31-Mar-12		31-Mar-11	
	£000's	%	£000's	%
Equities	848	73%	540	69%
Target Return Portfolio	139	12%	94	12%
Alternative Assets	163	14%	110	14%
Cash	12	1%	23	3%
Other Bonds	0	0%	16	2%
<b>Total</b>	<b>1,162</b>	<b>100%</b>	<b>783</b>	<b>100%</b>

### 12.9 Expected Return on Assets

Asset Class	Expected Return at		
	01-Apr-12	01-Apr-11	01-Apr-10
	% p.a.	% p.a.	% p.a.
Equities	6.3%	7.4%	7.5%
Target Return Portfolio	4.5%	4.5%	4.5%
Alternative Assets	5.3%	6.4%	6.5%
Cash	3.0%	3.0%	3.0%
Other Bonds	n/a	5.5%	5.5%
<b>Total</b>	<b>5.9%</b>	<b>6.7%</b>	<b>6.8%</b>

**12.10 Sensitivity Analysis**

	£000's	£000's	£000's
Adjustment to discount rate	0.1%	0.0%	-0.1%
Present Value of Total Obligation	1,562	1,633	1,706
Projected Service Cost	299	317	336
Adjustment to mortality age rating assumption	+ 1 Year	None	- 1 Year
Present Value of Total Obligation	1,580	1,633	1,493
Projected Service Cost	303	317	281

**12.11 Amounts for the Current and Previous Periods**

	Year to Mar 2012	Year to Mar 2011	Year to Mar 2010	Year to Dec 2009
	£000's	£000's	£000's	£000's
Defined Benefit Obligation	(1,633)	(810)	(759)	(674)
Scheme assets	1,162	783	480	411
Surplus (Deficit)	(471)	(27)	(279)	(263)
Experience adjustments on Scheme liabilities	-	(15)	-	-
Percentage of liabilities	-	-1.9%	-	-
Experience adjustments on Scheme assets	(54)	4	25	-
Percentage of assets	-4.6%	0.5%	5.2%	-
Cumulative Actuarial Gains and Losses	(56)	362	7	-

**13 Capital commitments**

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

**14 Losses and special payments**

There were no losses and special payments for the year ended 31 March 2012.

**15 Financial instruments**

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

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

**16 Contingent liabilities**

There were no contingent liabilities at 31 March 2012.

**17 Events since the end of the reporting period**

There have been no events requiring an adjustment to the financial statements since 31 March 2012.

## (UNAUDITED INFORMATION)

### Annex one: UK Anti-Doping 2011/12 Key Performance Indicators

Key Performance Indicators	Progress Made
<b>UK is compliant with anti-doping requirements</b>	
KPI 1: UK Anti-Doping is compliant with the World Anti-Doping Code, associated International Standards and the UK's National Anti-Doping Policy.	Fully met. UK Anti-Doping has fully complied with the Code, International Standards and Policy during 2011/12.
KPI 2: The UK Government (excluding Crown Dependencies and Overseas Territories) is compliant with the UNESCO International Convention against Doping in Sport.	Fully met. The UK Government was assessed as fully compliant with the UNESCO Convention in 2011.
KPI 3: All Sports Councils and National Governing Bodies of Sport in the UK have rules and policies that are compliant with the UK National Anti-Doping Policy.	Partially met. Engagement remains ongoing in relation to a small number of sports which are not currently compliant, with regular dialogue with DCMS and the Minister for Sport.
KPI 4: Testing is conducted above the following levels: <ul style="list-style-type: none"> <li>– In-competition (random/placed) – minimum of 30%</li> <li>– Out-of-competition (random) – minimum of 25%</li> <li>– In-competition/Out-of-competition (targeted) – minimum of 35%.</li> </ul>	Fully met. A total of 7410 missions collected up to the end of the financial year 2011/2012 with the following split: <ul style="list-style-type: none"> <li>– In-competition (random/placed) – 33.1%</li> <li>– Out-of-competition (random) – 26.3%</li> <li>– In-competition/Out-of-competition (targeted) – minimum of 40.6%.</li> </ul>
KPI 5: 100% of cases are processed from notice of charge to reasoned decision in accordance with the applicable rules.	Fully met. All cases have been processed in accordance with the applicable rules.
KPI 6: UK Anti-Doping improves the anti-doping education strategies of the 12 National Governing Bodies of Sport (NGBs) it has identified as being of high priority, and provides all other NGBs with access to anti-doping education and information resources.	Fully met. NGB engagement and education development is now aligned to the UK Anti-Doping Education Strategy. UK Anti-Doping has worked to enhance the anti-doping education strategies of the 12 NGBs it has identified as being of high priority, and provided all other NGBs with access to anti-doping education and information resources. Our London 2012 NGB Education programme has delivered face to face education workshops as part of this specific Major Games programme.
KPI 7: 100% of new athletes in the UK National Registered Testing Pool are given the opportunity for whereabouts induction training before they are included in the pool.	Fully met. 36 athletes were added to the NRTP in year, all were offered whereabouts induction training.
KPI 8: UK Anti-Doping makes an assessment against baseline benchmarked information for intelligence.	Partially met. RSM Tenon internal audit completed a review during the year, the recommendations of which will be implemented in 2012/13.
KPI 9: A peer review assessment is conducted on UK Anti-Doping's intelligence management activities which can inform performance measures in future years.	Partially met. RSM Tenon internal audit completed a review during the year, the recommendations of which will be implemented in 2012/13.

KPI 10: UK Anti-Doping implements its strategy for influencing international partners in order to support harmonisation and enhance less developed anti-doping programmes, and which can inform performance measures in future years.	Fully met. UK Anti-Doping has implemented its International Influencing Strategy during the year. UK Anti-Doping played a lead role in the establishment of the new Institute of National Anti-Doping Organisations (INADO) which held its first meeting in March 2012 and appointed a CEO. David Kenworthy (UK Anti-Doping Chair) was appointed Chair of INADO. UK Anti-Doping has played an active role representing DCMS within the Council of Europe, EU Expert Group and IADA. UK Anti-Doping personnel assisted WADA with Regional Anti-Doping Organisation training on seven occasions throughout 2011/12.
KPI 11: UK Anti-Doping delivers all contractual obligations established under the contract with LOCOG to a high standard.	Fully met. UK Anti-Doping has met all of its contractual obligations with LOCOG. This has included conducting testing at 13 test events, the training of 500 LOCOG Volunteer Chaperones at 15 workshops, production of 26 International Olympic Sport profiles and 20 International Paralympic profiles.
KPI 12: UK Anti-Doping maintains its programme and administration spend within the allocations set out in its funding agreement.	Fully met. UK Anti-Doping's spending split was in line with the agreed allocations.

## Annex two: The Team

### Board

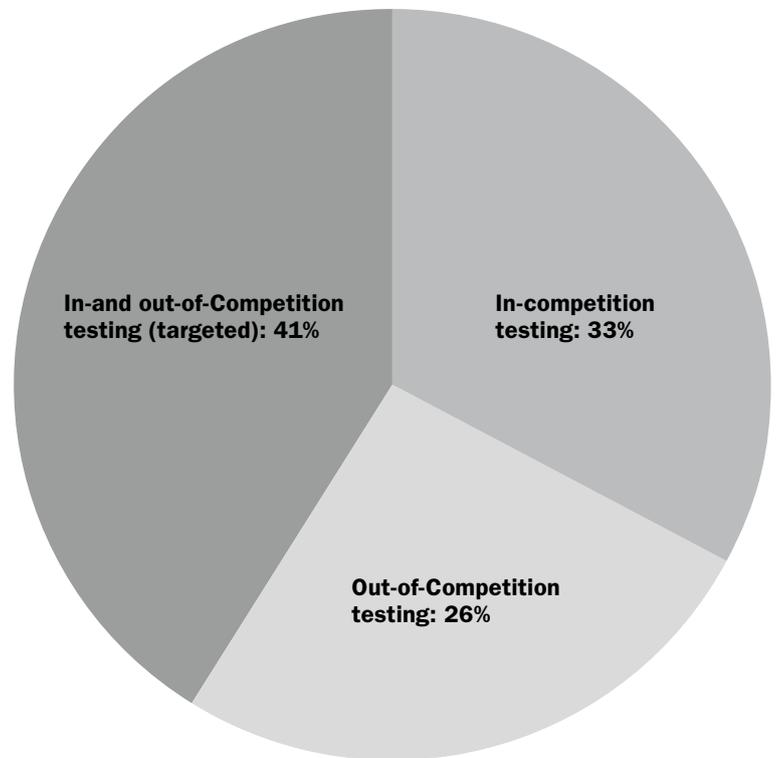
David Kenworthy QPM DL	Chair
Michael Brace	
Prof. John Brewer	
Philip Carling	
Andrew Sellers	
Janice Shardlow	
Justin Turner QC	

### Executive

Andy Parkinson	Chief Executive
Graham Arthur	Director of Legal
Paul Evans	Director of Business Support
Nicola Newman	Director of Communications and Education
Nicole Sapstead	Director of Operations

## Annex three: 2011/12 testing programme

The pie chart below identifies the tests undertaken in- and out-of-competition from 1 April 2011 – 31 March 2012 by UK Anti-Doping for UK and National Governing Bodies, International Federations and other National Anti-Doping Organisations.



## Annex three: 2011/12 testing programme

### In- and out-of-competition testing by sport

National Governing Body (NGB)	Sport	In-comp	Year to date Out-of-comp	Total
BS	Aquatics	80	220	300
FINA	Aquatics	32	12	44
LEN	Aquatics	6	0	6
FITA	Archery	0	0	0
GNAS	Archery	24	0	24
WA	Archery	18	0	18
IAAF*	Athletics	189	30	219
UKA	Athletics	119	364	483
BE	Badminton	6	4	10
BWF	Badminton	64	0	64
SBU	Badminton	6	0	6
WBU	Badminton	6	0	6
EBBA	Basketball	68	16	84
FIBA	Basketball	6	0	6
IBSA	Blind Sports	4	0	4
BBA	Bobsleigh	0	46	46
CPISRA	Boccia	7	0	7
BBBOC	Boxing	126	46	172
WABA	Boxing	3	0	3
ABAE	Boxing (Am)	14	50	64
ABS	Boxing (Am)	3	1	4
AIBA	Boxing (Am)	13	0	13
BABA	Boxing (Am)	0	19	19
BCU	Canoeing	8	60	68
ICF	Canoeing	28	20	48
CGF	Commonwealth Games	44	0	44
ECB	Cricket	84	81	165
ICC	Cricket	16	35	51
RCCC	Curling	8	0	8
WCF	Curling	0	17	17
BCF	Cycling	112	197	309
UCI	Cycling	9	5	14
DRA	Darts	20	0	20
BEF	Equestrian	0	6	6
FEI	Equestrian	16	0	16
FIE	Fencing	38	0	38
FA	Football	320	947	1267
FAW	Football	0	14	14
SFA	Football	128	38	166
BG	Gymnastics	7	38	45
FIG	Gymnastics	50	0	50
BHA	Handball	0	24	24
IHF	Handball	8	0	8
SHGA	Highland Games	10	0	10
EH	Hockey	36	35	71
FIH	Hockey	6	0	6
SH	Hockey	0	24	24
WHU	Hockey	0	10	10
IHUK	Ice Hockey	20	0	20
NISA	Ice Skating	5	4	9
CYADA	International	0	1	1
DFSNZ	International	0	8	8
SUI-NADO	International	0	1	1
USADA	International	0	1	1
BJA	Judo	14	8	22
EJU	Judo	40	0	40
IJF	Judo	8	0	8

**In- and out-of-competition testing by sport (continued)**

<b>National Governing Body (NGB)</b>	<b>Sport</b>	<b>In-comp</b>	<b>Year to date Out-of-comp</b>	<b>Total</b>
MPAGB	Modern Pentathlon	0	20	20
UIPM	Modern Pentathlon	24	0	24
FIA	Motorsport	3	1	4
MSA	Motorsports	18	0	18
AENA	Netball	16	10	26
IFNA	Netball	8	4	12
SNA	Netball	0	8	8
WNA	Netball	0	4	4
IPC	Paralympic sports	42	0	42
UIM	Powerboating	10	0	10
BR	Rowing	14	184	198
FISA	Rowing	27	3	30
RFL	Rugby League	250	623	873
ERC	Rugby Union	36	0	36
IRB	Rugby Union	0	161	161
RFU	Rugby Union	184	458	642
RFUW	Rugby Union	0	4	4
SRU	Rugby Union	36	94	130
WRU	Rugby Union	100	173	273
SNRL	Rugby Union	40	0	40
ISAF	Sailing	20	0	20
GBTSF	Shooting	12	6	18
ISU	Skating	20	0	20
FIS	Snowsports	4	0	4
ES	Squash	16	10	26
SQW	Squash	4	4	8
SS	Squash	4	0	4
ETTA	Table Tennis	6	0	6
ITTF	Table Tennis	12	0	12
BTCB	Taekwondo	12	13	25
WTF	Taekwondo	8	0	8
ITF	Tennis	22	0	22
LTA	Tennis	10	5	15
BTF	Triathlon	20	53	73
ITU	Triathlon	39	34	73
FIVB	Volleyball	12	0	12
BWLA	Weightlifting	32	91	123
IWF	Weightlifting	6	0	6
BWLApd	Weightlifting (para)	11	29	40
GBWBA	Wheelchair Basketball	16	30	46
GBWRA	Wheelchair Rowing	0	8	8
IWAS	Wheelchair sports	6	0	6
BWA	Wrestling	6	36	42
FILA	Wrestling	10	0	10
RYA	Yachting	4	13	17
<b>Total</b>		<b>2,949</b>	<b>4,461</b>	<b>7,410</b>

## Annex four: Anti-Doping Rule Violations

### Anti-Doping Rule Violations reported in the 2011/12 Testing Year (case to answer)

Sport	Athlete name	Category	Substance	Action taken	Suspension period
Ice Hockey	Jereme Tendler	S8. Cannabinoids	Cannabis	Six-week ban	15 January 2012 to 26 February 2012
Weightlifting	Zbyszko Kienast	S1. Anabolic Agents	Testosterone	Two-year ban	22 December 2011 to 22 December 2013
Highland Games	Sam Grammer	S5. Diuretics and Other Masking Agents S2. Peptide Hormones, Growth Factors and Related Substances	Anastrozole, Furosemide, hCG	Two-year ban	27 August 2011 to 27 August 2013
Athletics	Bernice Wilson	S1. Anabolic Agents S1.2. Other Anabolic Agents	11-testosterone, Clenbuterol	Four-year ban	09 July 2011 to 08 July 2015
Athletics	Carl Fletcher	Trafficking or attempted trafficking	n/a	Four-year ban	8 November 2011 to 8 November 2015
Rugby Union	Ceri Davies	S1. Anabolic Agents	Drostanolone	Two-year ban	03 November 2011 to 02 November 2013
Rugby League	Ben Cooper	Tampering or attempted tampering with any part of doping control	n/a	Two-year ban reduced to 12 months	9 June 2011 to 8 June 2012
Rugby League	James Rule	Tampering or attempted tampering with any part of doping control	n/a	Two-year ban	9 June 2011 to 8 June 2013
Rugby League	Martin Gleeson	S6b. Stimulants	Methylhexaneamine	Three-year ban reduced to 18 months	13 June 2011 to 12 November 2012
Professional Boxing	Terry Dunstan	SS6b. Stimulants	Ephedrine	Two-year ban	10 September 2011 to 09 September 2013
Football	Jerome Murdoch	S8. Cannabinoids	Cannabis	Five-month ban	23 May 2011 to 23 October 2011
Rugby Union	Christian Laing	S6b. Stimulants	Methylhexaneamine	Two-year ban	29 March 2011 to 28 March 2013
Judo	Matthew Clempner	S3. Beta-2 Agonists	Salbutamol	Formal warning and reprimand	Athlete issued with a formal warning and reprimand
Rugby League	Michael Govin	S6a. Stimulants	Benzoyllecgonine	Two-year ban	12 June 2011 to 11 June 2013
Football	Kolo Touré	S5. Diuretics and Other Masking Agents	Bendroflumethiazide	Six-month ban	02 March 2011 to 01 September 2011

**Anti-Doping Rule Violations reported in the 2011/12 Testing Year (case to answer)**

<b>Sport</b>	<b>Athlete name</b>	<b>Category</b>	<b>Substance</b>	<b>Action taken</b>	<b>Suspension period</b>
Professional Boxing	Michael Banbula	S1. Anabolic Agents	Testosterone	Two-year ban	10 March 2011 to 09 March 2013
Athletics	Mark Edwards	S1. Anabolic Agents	Clostebol, Testosterone	Three-year ban	04 November 2010 to 02 November 2013
Rugby League	Brett McDermott	S1. Anabolic Agents	19-norandrosterone, Drostanolone	Two-year ban	24 March 2011 to 23 March 2013

**Anti-Doping Rule Violations reported in the 2011/12 Testing Year**

<b>Category of substance/violation</b>	<b>Case to answer</b>
Anabolic agents	6
Peptide Hormones, Growth Factors and related substances	0
Beta-2 Agonists	1
Hormone antagonists and modulators	0
Diuretics and other masking agents	2
Stimulants	6
Narcotics	0
Cannabinoids	3
Glucocorticosteroids	0
Beta-blockers	0
Non-Analytical – Failure to comply – Refusal	0
Other Non-Analytical violations	1
Whereabouts / Filing Failure / Missed Test Anti-Doping Rule Violation	0
<b>Total</b>	<b>19</b>

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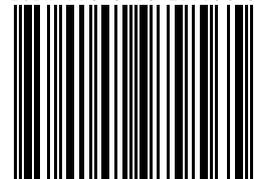
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