Notes to Editors:

UK Athletics Standards, Ethics and Rules Committee – Members' biographies

Kwadjo Adjepong
Kwadjo Adjepong is a senior enforcement lawyer at the Competition and Markets Authority, with a track record in leading investigations, enforcement cases and arbitrations within a regulatory, ethics, disciplinary and tribunal context. He has previously worked at the Serious Fraud Office, the Financial Conduct Authority, the Financial Reporting Council and Goldman Sachs, where he was an Executive Director. Kwadjo has been appointed to a number of sports disputes and disciplinary panels at the Court of Arbitration for Sport, UK Sport, the LTA, the Premier League, the EFL and the FA. He is also a member of the Sport Resolutions Panel of Arbitrators and Mediators and an independent Chair of the UK Sport Eligibility Panel. Kwadjo is a former athlete and has been part of UKA's Focus Group on Diversity and Inclusion.

Ian Beattie
Ian is a Chartered Accountant and Chief Operating Officer of Lindsays LLP, a firm of solicitors. He was Chair of Scottish Athletics from 2012 to 2021, and has previously served as Vice Chair of Sportscotland and Vice Chair of the Scottish Association for Mental Health. Ian has been involved in club athletics as an endurance athlete for more than 30 years and is a member of Edinburgh based Harmeny AC. He is qualified as a Coach in Running Fitness and as an Endurance Official. He has completed more than 100 marathons and 100 half marathons, with PBs of 2.56 and 1.17 respectively, and is Race Director of the 95 mile West Highland Way Race. In 2020 Ian was awarded an MBE for services to athletics.

Janice Kaufman
Janice Kaufman been involved as a coach, official and administrator in athletics for the past 20 years. She is a member of England Athletics National Council, a past Chair of Gateshead Harriers and has coached at club and high-performance levels, including a Paralympic sprinter and a Junior international hurdler. Janice is a Clean Sport Advisor, has been team manager for club, regional and national teams and has significant experience of dealing with a wide range of activities where welfare and safeguarding are paramount. Janice spent her career with Accenture, focused on risk, health and safety, security investigations, information security and data privacy.

Paul Lawther
Paul Lawther is the Incoming Vice Chair of Athletics NI and has represented Great Britain at both Junior and Senior level, at the World Student Games, European Junior Championships and Northern Ireland at two Commonwealth Games and World Cross-Country Championships. Paul was a founder member of Annadale Striders and since retiring, is coach to a number of athletes. Paul was a teacher for twenty years before

moving to the Belfast Education and Library Board, as a Senior Education Officer responsible for providing support and advice to underperforming schools and for the training of school governors. Paul also provided training for Early Professional Development Programmes, appointment of Principals and Vice-Principals and area planning for schools in Belfast.

Dan O'Connor
Dan O'Connor manages the Humanities, Social Science and Bioethics health research portfolio at Wellcome. Dan is responsible for overseeing the transparent, fair and ethical governance of the portfolio, and ensuring that funded research projects comply with national and international regulations. He is a member of Wellcome's Senior Leadership Team, leads on bioethics policy making and represents Wellcome on social and cultural issues in health research. Dan has been published and lectured internationally on ethics in sports, particularly doping and gender issues and was previously a Research Scholar at the Berman Institute of Bioethics at Johns Hopkins University, where he specialised in research ethics and the ethics of emerging medical technologies.

Emily Ryall
Emily Ryall is a Reader in Applied Philosophy at the University of Gloucestershire. Emily teaches philosophy and ethics on undergraduate and postgraduate sports courses, and is the course leader for Masters in Sports Law, Ethics and Governance. Emily is an experienced speaker and has published several papers on ethical issues in sport. She is Chair of the University Research Ethics Committee and Vice-Chair of the Overview and Scrutiny Committee while serving as an elected councillor on Gloucester City Council. Emily is also an experienced RFU Level 2 coach and ECB qualified cricket coach currently coaching at club level.

Tim Soutar
Tim Soutar is Chair of the UKA Rules Group, an England Athletics Board member and its Chair of Governance. A long-term member of Blackheath & Bromley Harriers, he is a Trustee, Head of Development and manages their Junior Women's Track and Field team. He has been the Club's President and Chair of the Management Committee. Tim is a former Partner in Clifford Chance LLP (Hong Kong, London and Dubai) and Chair of the International Bar Association Pro Bono Committee. He is also a Trustee of the Centre for Sport and Human Rights and of the International Lawyers Project development charity.

Mark Webster
Mark Webster is Deputy Chief Constable of Cumbia Police, having previously been Director of Intelligence and Operations at the National Crime Agency (NCA). Mark led the NCAs investigative and covert assets, both within the UK and overseas, and has been the lead for several national campaigns focussing on protecting victims of child sexual exploitation, human trafficking, firearms supply and cybercrime. Mark's experience at the NCA also

included command of Armed Operations, Anti Corruption, Technical Operations, the UK Human Trafficking Centre and responsibility for NCA's Performance, Risk and Professional Standards functions.

Adrian Day
Adrian is an England Athletics Board Director and Chair of the England Athletics London Council. He is an England Athletics qualified Coach at London Heathside and a member of Vets AC. Adrian is a ranking masters sprinter, competing at World and European championships in both individual and relay events. A qualified Non-Executive Director, Adrian has held leadership and consulting in roles in several London brand, marketing and communications agencies. He is now an independent consultant advising organisations on their brand and communications strategy and mentoring leaders of creative firms to develop and grow their business.

UK Athletics is the national governing body of the leading Olympic and Paralympic sport in Britain. British Athletics is the sport we represent, the people, the athletes, the fans, the team.

We work closely with the home countries to develop and grow all areas of the sport including elite performance, coaching, major international events, competition and grassroots programmes within schools and clubs.

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