



SUMMARY OF PROCESS AND FINDINGS

1. In December 2017, an individual ("AA") made a complaint to the Lawn Tennis Association ("LTA") concerning the way in which the Hertfordshire County Lawn Tennis Association ("HLTA") had handled allegations made by AA in 2004, regarding serious sexual assault in the 1990's, against a former tennis coach ("ZZ") who in 2004 was employed by the HLTA.
2. The LTA first carried out a comprehensive internal review into the matters complained of, led by its Head of Safeguarding and supported by a Partner at Farrer & Co, following which it decided to commission an external third party, the Red Snapper Group, to carry out an independent investigation. That investigation was overseen by a sub-committee of the LTA Board, comprising individuals who were not involved in the matter or subject to the complaint, so as to protect the independence and integrity of the process.
3. The LTA instructed the Red Snapper Group to examine the actions taken by the HLTA and the LTA (who led the initial investigation) between February 2004 and September 2005 in connection with the allegations made against ZZ. This included consideration of the role that the HLTA and named individuals played in the handling of the matter at the time as well as any failings by the LTA and the HLTA.
4. The members of the Executive Committee of the HLTA during the relevant period under review included H1, H2 and Martin Corrie ("MC"). In December 2017 MC was the President of the LTA and he voluntarily stepped aside from that position whilst the investigation was carried out and until the process was concluded.
5. The Red Snapper Group concluded its investigation and presented a number of findings and recommendations to the sub-committee of the LTA Board. These included criticisms of the way the matter had been handled by the LTA in terms of its case management at that time, communications between the LTA and the HLTA, and the training needs of County Associations in relation to safeguarding knowledge. Furthermore, it found that certain actions taken by H1, H2 and MC could give rise to a finding of misconduct by a disciplinary panel.
6. Following this, the LTA appointed an independent Disciplinary Officer ("DO") to review and evaluate the findings made by the Red Snapper Group and to determine what (if any) further action should be taken by the LTA in respect of any relevant individuals or bodies within its disciplinary jurisdiction, in accordance with the LTA's Disciplinary Code. The DO was asked to consider the actions of those individuals or bodies in their handling of the allegations made against ZZ, with a view to determining whether there were reasonable grounds to bring a charge for misconduct against any of them. It was determined that the only individuals involved in the events complained of who remained under the jurisdiction of the LTA were H1, H2 and MC.
7. In October 2018, the DO concluded that there were reasonable grounds to consider that certain conduct on the part of each of H1, H2 and MC, in handling the allegations made against ZZ in 2004, may amount to Misconduct, being "*conduct which is detrimental to the interests of the game of lawn tennis*" and, as such, there was a case to answer in respect of each of them.
8. In November 2018, the DO therefore commenced disciplinary proceedings against each of H1, H2 and MC, in accordance with the LTA's Disciplinary Code. The basis for those disciplinary proceedings was the DO's finding that, in her view, the Executive Committee of the HLTA at the relevant time (including H1, H2 and MC) had failed to act appropriately in relation to the handling of the allegations including not doing enough to support the victim.
9. The DO considered that (notwithstanding that the actions of the Executive Committee of the HLTA at the relevant time had no adverse influence on the LTA's decision to refuse ZZ a license to coach children and as a consequence he was placed on the children's barred list) such conduct was detrimental to the interests of the game, such as to constitute Misconduct as defined at Rule 30 of the LTA Rules 2005, being the standard applicable at the time and being materially the same as the equivalent standard in the Disciplinary Code currently in place.



10. H1, H2 and MC provided a formal response to the charges on 14 December 2018 in which they robustly denied any misconduct. In March 2019 they agreed to a formal independent disciplinary panel to be constituted under the auspices of Sport Resolutions in order to hear and determine the charges brought by the DO.
11. During the course of the disciplinary proceedings, H1, H2 and MC along with other current members of the HLTA voluntarily undertook additional safeguarding training. In addition, H1 resigned from his honorary role at the HLTA. H2 has since stepped down as LTA Vice President and MC has resigned as LTA President and Board member considering it to be in the best interests of all those concerned, in circumstances where they all recognise that matters should have been handled differently (the reasons for which have been explained to the independent disciplinary panel).
12. In the light of the matters referred to in paragraph 11 above, proposals were put forward for the discontinuance of the disciplinary proceedings, and the independent disciplinary panel, together with the DO, consider this to be a proportionate and appropriate outcome in relation to H1, H2 and MC and that, in these circumstances, they do not consider it necessary to take matters to a full disciplinary hearing. Accordingly, the disciplinary proceedings against each of H1, H2 and MC have been discontinued.
13. The LTA has seriously considered the criticisms made of it, and of HLTA, and acknowledges and recognises them in full. The LTA has undertaken a review of safeguarding in tennis and made changes and improvements based on the recommendations of newly recruited experts in its safeguarding team, as well as the findings from a number of internal and external reviews, including this independent investigation. The LTA apologises to those affected, and is confident that the processes, procedures and culture have improved immeasurably in recent years and since the period in question for this investigation, in particular in respect of the support for, and training of, County Associations in the handling of safeguarding cases.

Herbert Smith Freehills LLP

26 September 2019