

Transgender Athletes in Female Sport, and Culture in Sport: When it goes wrong: Raising and Responding to Concerns

Biographies

Meeting Medical Directors

Dr Noel Pollock *MBBCh (Hons) MSc Sports Med (Dist) FFSEM* is a Consultant in Sport & Exercise Medicine at the Institute of Sport, Exercise and Health (ISEH) and Chief Medical Adviser for British Athletics. Noel graduated with Honours in Medicine from Queen's University Belfast and completed an MSc with Distinction in Sport & Exercise Medicine (SEM) at Bath University in 2006. He was one of the first cohort of 8 specialist SEM trainees in the UK. He joined British Athletics in 2006 has been the British Athletics team doctor at many Olympic, Paralympic, World and European championships. Noel was also a sports medicine lead doctor in the London 2012 Athletics Stadium. He is currently working as British Athletics Chief Medical Advisor with a governance and oversight remit. Noel joined the ISEH in January 2021 as a Consultant in Sport & Exercise Medicine and provides clinical services for all patients with musculoskeletal injury. He has published work in the areas of muscle injury classification and rehabilitation, elite athlete health management and Achilles tendinopathy. Noel is a former endurance athlete and won national titles and international honours for Northern Ireland in cross country, 5k and 1500m.

Dr Chris Tomlinson *BM BS, MSc Sports Med, FFSEM* is Chief Medical Officer to British Gymnastics, a Senior Sports Physician at the English Institute of Sport and a Consultant in Sport & Exercise Medicine at the Robert Jones and Agnes Hunt Orthopaedic NHS Trust. Chris joined the EIS in 2009 and became British Gymnastics Chief Medical Officer in 2013. A medical volunteer at London 2012, he attended the Rio 2016 Olympics as part of the Team GB HQ Medical Staff and Tokyo 2020 as CMO to British Gymnastics. He attends European and World Championships with gymnastics. Chris has 16 seasons experience in Professional Football and has worked in NHS MSK care for 17 years, most recently as a Consultant in SEM. He is currently Vice-President of the Faculty of Sport and Exercise Medicine, where he led for the faculty on the development of the successful Diploma in MSK Medicine.

Chair Biographies

Baroness Sue Campbell *DBE* trained as a physical education teacher, taught in Manchester and lectured at Leicester and Loughborough Universities. During this time, Sue represented her country as a player, a coach, and a team manager. She then went on to spend four years as a regional officer with the Sports Council (now Sport England) before moving to the National Coaching Foundation (NCF). Following 11 years as the Chief Executive of the NCF, she became Chief Executive of the Youth Sport Trust. In February 2005, Sue became Chair of that organisation until December 2017. In April 2005 she was appointed as Chair for UK Sport, following 18 months as the Reform Chair. Sue held this position for two terms until April 2013, where she presided over Team GB and Paralympic GB's incredible performance at the London 2012 games. Sue was appointed Head of Women's Football with The Football Association in March 2016 and became Director of Women's Football in January 2018. Among many honours, Sue has received 11 honorary doctorates and in June 2003, Sue was awarded a Commander of the Order of the British Empire for her services to Sport. In December 2008 Sue was appointed to the House of Lords as an independent Crossbench Peer and in December 2019 Sue was awarded a Dame Commander of the Order of the British Empire for her services to Sport. Sue was awarded the Lifetime Achievement Award at the 2012 Sunday Times Sportswomen of the Year Awards and was made a Lifetime Ambassador of the Youth Sport Trust in December 2017. In September 2021 Sue was honoured with the Lifetime Contribution to Education Award from The Teaching Awards Trust in recognition of her work to emphasize the value of sport to children and young people.

Baroness Tanni Grey-Thompson *DBE DL BA* was appointed to the House of Lords in 2010, taking her seat on the Crossbenches. Tanni is a Member of the House of Lords Committee on a National Plan for Sport and Recreation and President of the Local Government Association. As a Paralympic Wheelchair Athlete, GB Paralympic Team, 1988-2004 Tanni competed at 5 Paralympic Games, winning 11 golds, 3 silver and 1 bronze. She has won London Wheelchair Marathon 6 times and held over 30 world records throughout her career. Tanni is a Member of the Laureus World Sports Academy, Chair of UK Active. Trustee of the Sportsaid Foundation. Member Council, Sports Council for Wales, Council Member, UK Sport, Deputy Chairman, UK Lottery Sports Fund, Sports Advisory Group, LOCOG. Member, Sports Honours Committee, Trustee and vice-chair, Laureus Sport for Good Foundation, Chair, Commission on the Future of Women's Sport, Non-Executive Director of UK Athletics, Board Member, London Marathon, President, Sports Leaders UK, Ambassador, International Inspiration, Trustee, Jane Tomlinson Trust, Trustee, Tony Blair Sports Foundation, Member, Executive Committee, British Wheelchair Sports Foundation. Trustee, Spirit of 2021 Trust, Trustee, Wembley National Stadium Trust, Trustee, Stadium of Light Foundation, Adviser, Equiida, Development Officer, UK Athletics. Academic Appointments and Activities include Chancellor of Northumbria University and Pro-Chancellor, Staffordshire University. And holds 28 honorary degrees. Her Charity appointments and activities include Chair of Trustees, Duke of Edinburgh Award, Council Member, Winston Churchill Memorial Trust, Trustee, Snowdon Award Scheme, and President, National Council for the

Voluntary Organisations. Business appointments and activities include Board Member, BBC, Board Member, Transport for London, and Board Member, London Legacy Development Corporation. For recreation Tanni enjoys Handcycling, and Wheelchair Sports. Her publications include *Seize the Day* – an autobiography – (2001) and *Aim High* (2007).

Speaker Biographies

Dr Richard Budgett *OBE MA MBBS FRCP FFSEM FISM Dip Sports Med* Medical and Scientific Director of the IOC Dr Richard Budgett has been Medical and Scientific Director of the IOC since November 2012. Before that he was Chief Medical Officer for the London 2012 Olympic and Paralympic Games from 2007 to 2012. He was Director of Medical Services for the British Olympic Association from 1994 to 2007 and has been Chief Medical Officer with Team GB at the summer and winter Olympic Games in Atlanta, Nagano, Sydney, Salt Lake City, Athens and Turin. He was team doctor to the Great Britain men's rowing team from 2005 to 2008 and was Governing Body Medical Officer and team doctor for the Great Britain Bobsleigh Association from 1990 to 2007 attending the Olympic Winter Games in Albertville in 1992 and Lillehammer in 1994. He was a member of the IOC Medical Commission at the Olympic Games in Beijing in 2008 and Winter Games in Vancouver in 2010. After completing a Diploma in Sports Medicine at the London Hospital he worked as a Medical Officer at the Olympic Medical Institute (previously British Olympic Medical Centre) from 1989 to 2012. In 2003 he was appointed lead physician for the Southeast region of the English Institute of Sport (EIS) based at Bisham Abbey. Since 1987 he has conducted research into the problem of fatigue and underperformance and has published widely on the subject of Overtraining or Unexplained Underperformance Syndrome (UUPS). In 2005 he was appointed to the World Anti-Doping Agency list committee, which he chaired from 2010 to 2012. He was Chairman of the British Rowing Medical Committee for 20 years and won an Olympic Gold Medal in rowing in Los Angeles in 1984.

Dr Roslyn Carbon – awaiting biography

Dr Eva Carneiro *BMedSci, BMBS, MSc (Sports Medicine), FFSEM* is a Consultant in Sports and Exercise Medicine working at The Sports Medical Group London. She was one of the first eight pioneering doctors recruited nationally to the UK Sports and Exercise Medicine Specialist Training Programme. She worked in the New South Wales Institute of Sport in Sydney and at the Olympic Medical Institute, London in the build-up to the Beijing Olympics. She completed her research in Football Hydration for her master's degree in Sports Medicine at West Ham United. She worked at Chelsea Football Club from 2009-2015. During her four seasons as First Team doctor the team was successful in winning Champions league, Premier league, Europa league, FA Cup and League Cup titles. During her six and half years with the team she worked with a total of seven elite international football managers. She is the first woman to sit on a team bench pitch-side in Champions League, Premier League, and Europa League competitions and the only woman to become Assistant Medical Director in a football club in the UK. She is a mentor for The True Athlete Project.

Ms Cathy Devine *MSc* is an Independent Researcher whose research focuses on the human rights of girls and women in domestic and international sports policy. She has published on the human rights deficits for female sports participants and elite athletes manifest in eligibility criteria which privilege transgender inclusion over female inclusion. Her research centres the views of elite female athletes as stakeholders in the development of eligibility criteria for the female category.

Ms Joanna Harper *MSc* is the visiting fellow for transgender athletic performance at Loughborough University in England and a PhD researcher at the University. In the latter role she is part of a team that is undertaking three studies on the performance of transgender athletes. Two of the studies are laboratory-based studies of the capabilities of trans athletes, while the third is an online examination of athletic performance of trans athletes in selected sports. Ms. Harper was also the first author of a systematic review of hormone-based changes in non-athletic transgender women that was published in the British Journal of Sports Medicine. Ms Harper had previously published the first peer-reviewed study examining the performance of transgender athletes and has authored or co-authored several additional papers concerning transgender and intersex athletes. Ms Harper is the author of the Rowman and Littlefield book *Sporting Gender: The history, science, and stories of transgender and intersex athletes*. Ms Harper has worked closely with several international and national sports-governing bodies as they grapple with the complex issues surrounding eligibility policy for transgender and intersex athletes, including the International Olympic Committee, World Athletics, and World Rowing. Ms Harper speaks frequently at international meetings and symposia on the topics of transgender and intersex athletes. Ms Harper's interest in the topic of transgender athletic performance grew out of her own gender transition and the subsequent speed loss that she encountered as a sub-elite distance runner. Prior to her late-life career change, Ms Harper worked for several years as a Medical Physicist. She has a master's degree in medical physics and an undergraduate degree in physics.

Mrs Joanna Harrison joined the EIS in July 2022 with an honours degree in Sports Studies from De Montford University. Originally employed as a Business Administer Jo quickly progressed to the role of ACE Advisor (Athlete Career Education) and later Athlete Support Manager – working across Olympic and Paralympic sports based in the Northwest. Towards the end of 2005 after gaining UK Sport's Performance Lifestyle accreditation, Jo became British Cycling's Performance Lifestyle Advisor in Manchester, working closely with all riders on the GB Olympic and Paralympic programmes. In this role over 2 Olympic cycles, Jo

supported the personal development and lifestyle management of elite riders across the performance pathway and played a key role in British Cycling's centralised Olympic Academy Programme. In 2010 Jo was promoted to a Technical Lead Position where she became part of the senior management group for the discipline and was responsible for the technical leadership and line management of Performance Lifestyle practitioners based in the North. In December 2013 Jo took up the role of Performance Lifestyle Head of Service and has recently led the discipline to gain increased funding and resource to improve the provision of holistic support and development of athletes and sport towards Paris and beyond. Jo has worked and provided service at the 2012 London Olympic and Paralympic Games and the 2016 Rio Olympic Games. Post Rio Games Jo contributed significantly to UK Sport (and wider) working groups on culture, integrity and athlete support. She is also a founding member of UK Sport's Mental Health Steering group. Jo holds an ILM Level 7 Certificate in Executive Coaching & Leadership Mentoring and has provided coaching and mentoring training to various groups across the EIS.

Dr Emma Hilton *PhD* is a developmental biologist at the University of Manchester, UK. She has published over 20 manuscripts in development and clinical genetics, and her work on sex-linked genetic disorders has been recognised internationally. In 2021, she gained international attention when she published the first review of musculoskeletal changes in transgender women, identifying retained male advantage that, in a sports context, cannot coexist with fairness for female athletes.

Dr Nigel Jones *MB ChB MSc DipSEM Dip Occ Med FFSEM* is Chief Medical Officer for British Cycling and the Head of Medical Services for the Great Britain Cycling Team. He was appointed in 2017 following the Cycling Independent Review. Nigel has previously worked as England Rugby Men's Senior Team Doctor and as a Sports Physician at Liverpool Football Club. He is a former Chair of Education for FSEM and former Chair of BASEM. He has served two terms of office as Training Programme Director in North West Deanery. Nigel has been instrumental in designing and implementing a robust Clinical Governance framework at BC, including the formation of a Clinical Governance Committee. He will do his best to bring to life how robust clinical governance benefits everyone in sport – most importantly athletes and clinicians.

Nicole Kimpton is a PhD candidate researching non-sexual violence and whistleblowing in sport. Nicole graduated with 1st Class Honours in Sport Science from St Mary's University where she was awarded the honour of best undergraduate dissertation for her sociological investigation into parental perceptions of their child's pain and injury experiences in elite gymnastics. She also has published work in the sports psychology field considering the role of parents in respect to their children's sport injuries. The mother of an elite gymnast, Nicole has lived experience of whistleblowing within the high-performance sport environment. In 2020 she co-founded the group Gymnast Parent Alliance which supports individuals who are engaged in the various reporting channels and investigations since the implementation of the joint BAC/NSPCC hotline for abuse within gymnastics in the UK. As a former athlete, Nicole represented Great Britain in trampolining securing a bronze medal for her country at the 1990 World Age Group Championships.

Dr Melanie Lang *BA (Hons), MA, PhD* is a Reader/Associate Professor in Safeguarding and Child Protection in Sport and Co-Director of the Centre for Child Protection and Safeguarding in Sport in the Department of Social Sciences at Edge Hill University. Her research and teaching focus on safeguarding, athlete welfare and well-being, gender-based violence, and children's participation rights in sport. She works with sports and coaching organisations nationally and internationally on developing evidenced-based safeguarding policy, practice and training and integrating athletes' voices into sport management. Melanie is a member of the Council of Europe *Pool of European Experts on Safe Sport* (EU) and the *Research Chair in Security and Integrity in Sport* (Quebec, Canada). Alongside her scientific publications, she has published three books: *The Routledge Handbook of Athlete Welfare* (Routledge, 2021), *Safeguarding, Child Protection and Abuse in Sport: International Perspectives in Research, Policy and Practice* (Routledge, 2015), and *Bullying and the Abuse of Power* (Inter-Disciplinary Press, 2010). As a child, Melanie was an elite youth swimmer and member of youth and intermediate squads for Team GB. She now trains in callisthenics and yoga.

Mr Mark Munro is Chief Operating Officer at UK Athletics and previous Chief Executive Officer and Board Director at Scottish Athletics Ltd (Team Scotland National Governing Body of the Year 2016, 2017 and 2019). Mark has built his reputation in sport as one of the most progressive in supporting the modernisation of clubs and club systems over the last twenty years. He has also overseen the significant changes within safeguarding at UK Athletics since February 2021. He was also a Board Member of sportscotland (National Agency for Sport in Scotland) for 3 years and recently stepped back because of work commitments south of the border, and co-creator and Board Trustee of Athletics Trust Scotland. Previously Board Director at Tennis Scotland. Also formerly Head of Development at Scottish Athletics Ltd, as well as working in a senior development role at the Scottish Football Association for seven years (2004-2011), and the head of sports development and a lecturer at the University of Abertay (1999-2004).

Mr Tim O'Connor *BL* is a practising barrister with a special interest in rugby and the law. He has published, spoken, and blogged on concussion, liability, player eligibility issues and disciplinary challenges in rugby, as well as appearing for clients in rugby-related cases.

Dr Madeleine Pape *PhD* is a Postdoctoral Researcher at the University of Lausanne, where she is affiliated with the Institute of Sports Sciences, Gender Studies Center, and STSLab. Madeleine completed her PhD in Sociology at the University of Wisconsin-Madison in 2019 and examines how the scientific pursuit of

"biological sex" takes place within particular institutional and political contexts. She is particularly interested in how notions of "biological sex" and "sex difference" become integrated into gender equity projects in sport and biomedicine, and with what consequences. By examining how policymakers, scientists, and (certain) feminists seek to enact "sex," Madeleine shows how "it" emerges as elusive and ambiguous and always entangled with gender, race, nation, and other socially meaningful forms of difference. Her research has received funding from the National Science Foundation, Center for Engaged Scholarship, and the Olympic Studies Center. ([ORCID ID](#))

Dr Jon Pike *MA (Oxon) PhD (Glas) FRSA, SFHEA* Jon Pike is a Senior Lecturer in Philosophy at the Open University and an expert in the philosophy of sport. He publishes frequently on sport ethics and has been a consultant to the World Anti-Doping Agency, UK Anti-Doping, World Rugby, USA Powerlifting, and the International Olympic Committee. He is former Chair of the British Philosophy of Sport Association, and a member of the Advisory board of Sex Matters.

Dr Leighton J Seal *PhD FRCP* is a Consultant Endocrinologist and Senior Gender Specialist who trained at St Bartholomew's hospital, qualifying in 1992 having gained a BSc in Chemical Pathology and Clinic Chemistry during his undergraduate studies. Leighton left medical school with Honours in all subjects and gained a University of London Prize, The Betuel Prize for Medicine. His post graduate training was at the Royal Post Graduate Medical College at Hammersmith Hospital and Imperial College London. He was awarded a Wellcome Trust Clinical Training Fellowship and studied the brain's control of reproduction but also food intake and obesity. He is a Consultant Endocrinologist at the Gender Identity Clinic in West London Mental Health Trust (situated at Charing Cross Hospital) where he is responsible for the diagnosis of endocrine disorders in those attending the clinic, as well as supervision of the cross-gender hormone replacement of both preoperative and post operative clients. This is a national referral service for patients with gender disorders, currently seeing over 3000 patients per year, both trans men and trans women. Leighton is a Consultant and Honorary Senior Lecturer in Endocrinology and Diabetes at St George's Hospital, Tooting, where he runs a dedicated Andrology clinic to treat erectile dysfunction and the associated metabolic disturbances in the diabetic population, as well general Endocrinology.

Anne Whyte *QC* is a practising barrister at QEB Hollis Whiteman chambers in London who specialises in criminal law. She was called to the bar in 1993 and became a QC in 2010. In 2020 she was commissioned by UK Sport and Sport England to conduct an independent review into the culture of gymnastics and into the way that British Gymnastics had handled complaints concerning athlete welfare over three Olympic/Paralympic cycles from 2008 to 2020. The Whyte Review met with a very large number of individuals and organisations from the gymnastics community in order to investigate whether athlete welfare had been at the centre of the culture of British Gymnastics and to explore why so many members of the community had felt unable to express concerns and make complaints. Anne's report was published in 2022. Anne has lengthy experience of prosecuting and defending allegations of serious sexual abuse and has particular experience in sexual offending of a non-recent nature.