



Jonathan Rennie



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Partner

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I have significant high level dispute resolution experience and am recognised as an accredited employment law specialist by the Law Society of Scotland and am ranked in Legal 500 and Chambers. Having qualified 16 years ago, I am a partner at TLT LLP. I am legally qualified in Scotland and England and Wales and am a qualified Company Secretary and Notary Public.

I am an appointed member of Sport Resolutions' Legal Arbitration panel and am one of the only solicitors in Scotland to sit as Chairman on both the SFA Football Judicial Panel and the SRU Rugby disciplinary panel. For the SFA I have chaired "fast track" disciplinary cases and more involved "main" panel cases and have determined significant high-profile appeal cases on Covid points deductions for premier league clubs and penalties for players who breached Covid government regulations.

In 2021 I was also appointed as an Independent Legal Member of the English FA Judicial Panel. In 2023 I was appointed to the Court of Arbitration for Sport in Lausanne as both a football arbitrator and general sports arbitrator.

I sat on the Steering Group of the anti-discrimination charity Nil by Mouth for seven years and assisted their submissions to the Scottish Government on the Offensive Behaviour at Football and Threatening Communications (Scotland) Act 2012. I also presented at their schools' education events.

I am now a trustee and sit on the Board of the UK sports charity Street League which creates employment opportunities through football and sport. The charity works with young people and safeguarding is a principal focus and I sit on the HR sub-committee.

Over several years, my sports law practice has involved acting for football players and managers in exiting clubs and I have negotiated several high profile exits. I have also acted for clubs dealing with player misconduct and drafted player and manager contracts and disciplinary and regulatory rules.

Increasingly many employment cases are resolved by judicial mediation and I have successfully conducted judicial and non-judicial mediations for clients.

I am a noted commentator on employment and discrimination matters and host a podcast series "Employment Law Focus" which discusses hot topics including discrimination in sport. I have written many employment law articles and sports related ones including the undernoted:

Sports Law Articles (Non-exhaustive list)

- HR Magazine June 2019 - Social media lessons from the Israel Folau case.
- People Management July 2019 - Israel Folau and philosophical beliefs.
- Law in Sport March 2020 - Family Friendly Policies for Athletes.

- Law in Sport August 2020 - No Fault dismissals for Sports Organisations.
- People Management August 2022 - When Protected Characteristics collide in Sport.
- Herald Business HQ Magazine - September 2022 - Discrimination obstacles in Sport.

Football Work (Non-exhaustive list)

- Christian Doidge, Forest Green Rovers and Bolton Wanderers.
- Derk Boerigter, Celtic Football Club.
- Ronnie Deila, Manager and John Collins, Assistant manager, Celtic Football Club - Exit advice.
- Bard and Grete Homstol, physiotherapy and sports science team, Celtic Football Club.
- Nadir Ciftci, Celtic Football Club.
- John Kennedy, Assistant Manager, Celtic Football Club in negotiating his contract with the club.
- Motherwell Football Club in terminating their highest paid player who was found to be abusing recreational drugs and was pictured in the Sun newspaper. We managed the press and reputational issues and termination of the contract and negotiations with the player's agents.
- Exit negotiation advice for Commercial director of Falkirk FC.
- Forest Green Rovers on various contract and policy issues and player transfer disputes.

Rugby

- English Rugby RFU instruction to review and revise all framework policies on discrimination and equality in line with their strategic action plan, to include disciplinary regulations and diversity and inclusion statements and processes. Governance review of judicial processes and decisions.
- Judicial decision maker on Sport Resolution UK panel determining the sanction for the English Premiership Rugby match abandonment between Worcester Warriors and Gloucester due to Covid issues - in person Hearing at the International Dispute Resolution Centre in London.
- English Rugby RFU instruction to carry out an independent investigation into allegations of race discrimination raised by the father of a current England player.

Cricket

- Cricket Scotland on executive restructuring and performance management.

Golf

- Various Scottish golf courses on the Equality Act implications of exclusively male membership and the Royal and Ancient Golf club as the overarching governing body.

Sailing

- World Sailing Disciplinary Investigation officer - instruction to manage complaint on Board appointments to Olympic sailing classes and sex discrimination allegations.

Lawn Green Bowls

- Acting for Bowls Scotland in management of disciplinary proceedings against a bowler who had breached social media policies and was consequently banned from the Commonwealth Games.

British Triathlon

- Acting for British Triathlon in advising on the implementation of their Trans-Gender participation policy and the discrimination, equality and data protection impact as well as the verification and appeal processes required.

Federation Court of the Commonwealth Games 2022 appointed for Birmingham Games via Sport Resolutions London

Ad Hoc Disciplinary Panel for the Rugby League World Cup in 2022 via Sport Resolutions in London

SFA Judicial Panel chairman appointments from the 2017/2018 Season – Main Panel

| | | | | |
|----------------|---------------------------------|--------------------------------|--------------|--|
| May 2017 | Preston Athletic Football Club | George Thomson (manager) | Hampden Park | Referee abuse |
| June 2017 | St Johnstone | Richard Foster (player) | Hampden Park | Referee abuse |
| May 2018 | Gretna Football Club | Ellis Pearson (player) | Hampden Park | Referee abuse |
| May 2018 | Motherwell Football Club | | Hampden Park | Club infringement in lodging of team sheets during a Scottish Cup Semi Final fixture at Hampden Park |
| May 2018 | | Kieran Wallen (match official) | Hampden Park | Social media abuse and referee issued with verbal warning only |
| May 2018 | Newton Stewart Football Club | John Kiltie (manager) | Hampden Park | Referee abuse |
| July 2019 | End of Season Review | | Hampden Park | Awarded fines to clubs across all league divisions that had disciplinary levels above the average |
| September 2020 | Ross County | Stuart Kettlewell (Manager) | Online | Two charges of referee abuse on the field and then impinging character of referee in Sky Sports Interview - match ban awarded |
| December 2020 | Appellate Hearing (member only) | Kilmarnock and St Mirren | Online | Appeal Hearing on covid penalties issued by SPFL and points allocation - sanction moderated to financial penalty rather than sporting sanction |
| April 2021 | Appellate Hearing (member only) | Rangers Football Club | Online | Appeal Hearing on covid penalties for five Rangers players - appeal rejected |
| July 2021 | Rangers Football Club | Chris McKee | Online | Match ban for player found guilty of |

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| | | | | homophobic abuse on the pitch |
| December 2021 | St Mirren | John Needham, Chairman | Online | Fine imposed upon Chairman of St Mirren for bringing the game into disrepute |
| December 2021 | Kilmarnock | Aidan Macadam | Online | Match ban for player found guilty of throwing a projectile into the crowd |
| February 2022 | Cambuslang Rangers | Stevie Owen | Online | Manager found guilty of misconduct in abandoning game and subject to match suspension |
| February 2022 | Motherwell FC | Graham Alexander | Online | Manager admitted charge of misconduct for abusing officials and subject to match suspension |
| May 2022 | Bo'ness Athletic FC | Willie Irvine | Online | Manager banned for Referee abuse |
| May 2022 | Cumbernauld Colts FC | Connor Hogg | Online | Match Ban for player Misconduct |
| May 2022 | Tynecastle FC | Blake Trevor Wales | Online | Match Ban for player Misconduct |
| May 2022 | Whitburn Juniors FC | Lewis Milton | Online | Match Ban for player Misconduct |
| July 2022 | End of Season Review | | Online | Awarded fines to clubs across all league divisions that had disciplinary levels above the average |
| October 2022 | Aberdeen FC | Jim Goodwin, Manager | Online | Match ban for Manager for bringing the game into disrepute following TV interview |
| March 2023 | Livingston FC | Stevie McPhillips, Team Staff | Online | Match Ban for dugout infringements |
| July 2023 | End of Season Review | | Online | Awarded fines to clubs across all league divisions that had disciplinary levels above the average |

SFA Judicial Panel chairman appointments from the 2018/2019 Season – Fast Track Panel

| | | | | |
|----------------|----------------------|------------------|--------------|---|
| August 2018 | Kilmarnock | Gary Dicker | Online | Appeal rejected |
| October 2018 | Kilmarnock | Greg Stewart | Hampden Park | Appeal rejected |
| January 2019 | Cowdenbeath | Robbie Dees | Online | Appeal rejected |
| January 2019 | Nairn | Kenneth McKenzie | Online | Appeal rejected |
| January 2019 | Stenhousemuir | Connor McBrearty | Online | Appeal rejected |
| January 2019 | Dundee | Darren O'Dea | Online | Appeal rejected |
| February 2019 | Kilmarnock | Daniel Bachmann | Online | Appeal upheld |
| March 2019 | Rangers | Alfredo Morelos | Online | Appeal rejected |
| April 2019 | Bonnyton Thistle | Mark C Walker | Online | Appeal rejected |
| July 2019 | Dundee | | Online | Preliminary point raised on perceived prejudice |
| August 2019 | Edinburgh | Jonathan Court | Online | Appeal upheld |
| August 2019 | Montrose | Sean Dillon | Online | Appeal upheld |
| September 2019 | Keith FC | Adam Clark | Online | Appeal rejected |
| December 2019 | Airdrieonians | Callum Fordyce | Online | Appeal upheld |
| January 2020 | Peterhead | Simon Ferry | Online | Appeal rejected |
| January 2020 | Jeanfield Swifts | Connor McLaren | Online | Appeal rejected |
| February 2020 | Hamilton Academicals | Jamie Hamilton | Online | Appeal upheld |
| February 2020 | Cowdenbeath | Chris Hamilton | Online | Appeal rejected |
| February 2020 | Inverness | James Keatings | Online | Appeal upheld |
| November 2020 | Kilmarnock | Stuart Findlay | Online | Appeal rejected |
| December 2020 | Peterhead FC | Gary Fraser | Online | Appeal upheld |

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|----------------|-----------------------------|-----------------------|--------|-----------------|
| January 2021 | Hamilton Academicals | Jamie Hamilton | Online | Appeal upheld |
| March 2021 | Rangers Football Club | Alfredo Morelos | Online | Appeal upheld |
| May 2021 | Raith Rovers | Iain Davidson | Online | Appeal upheld |
| May 2021 | Dundee United FC | Jamie Robson | Online | Appeal rejected |
| June 2021 | Partick Thistle Womens Team | Freya MacDonald | Online | Appeal rejected |
| August 2021 | Spartans Football Club | Sam Jones | Online | Appeal rejected |
| September 2021 | Newtongrange Star | Christopher Robertson | Online | Appeal upheld |
| September 2021 | Whitehill Welfare | Blair Tolmie | Online | Appeal rejected |
| November 2021 | Dunbar United | Jamie Devlin | Online | Appeal rejected |
| November 2021 | Falkirk FC | Stephen Heatherington | Online | Appeal upheld |
| November 2021 | Montrose Football Club | Sean Dillon | Online | Appeal upheld |
| December 2021 | Dunfermline Athletic | Graham Dorrans | Online | Appeal upheld |
| December 2021 | Caledonian Braves | Scott Forrester | Online | Appeal upheld |
| March 2022 | Cumnock Juniors | Kyle McAusland | Online | Appeal rejected |
| March 2022 | Hibernian FC | Ryan Porteous | Online | Appeal rejected |
| March 2022 | Johnstone Burgh FC | Jordan Mutch | Online | Appeal rejected |
| March 2022 | Beith Juniors FC | Jordan Duffy | Online | Appeal upheld |
| March 2022 | Peterhead FC | Andrew McDonald | Online | Appeal upheld |

English FA Judicial Panel chairman appointments from the 2021/2022 Season

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|---------------|---------------------|---------------------------------|--|--|
| December 2021 | Bournemouth AFC | | Online | E20 fine of £15,000 imposed on Bournemouth for admitted breach |
| December 2021 | Forest Green Rovers | | Online | E20 fine of £3,000 imposed on Bournemouth for admitted breach |
| December 2021 | Hertfordshire FA | Karl Turner (Assistant Referee) | Online Regulatory Commission appeal | Appeal rejected |
| December 2021 | Kent FA | William Hamlin | Online Regulatory Commission appeal | Appeal Upheld and race aggravation removed from charge |
| January 2022 | Bournemouth AFC | | Online | E20 fine of £25,000 imposed on Bournemouth for admitted breach |
| January 2022 | Birmingham FA | Crown Elite | Online Regulatory Commission appeal | Case dismissed |
| January 2022 | Liverpool FA | Darren Wildman | Online Regulatory Commission appeal | Appeal case concerning homophobic abuse and the manager refusing to continue the game - appeal rejected but original sanctions quashed and nullified |
| January 2022 | Bristol Manor Farm | Lee Lashenko | Online Regulatory Commission appeal | Charges of referee abuse leading to 12 match ban and £250 fine |
| January 2022 | Isthmian League | Cray Wanderers | Online Regulatory Commission appeal | Appeal rejected from County league determination |
| February 2022 | Derby County FC | | Online | E20 fine of £10,000 imposed on each club |

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|---------------|---|----------------------------------|--|--|
| | Nottingham Forest | | | |
| February 2022 | Barnsley FC Cardiff City FC | | Online | E20 fine of £12,000 for Barnsley and £10,000 for Cardiff |
| March 2022 | | Oliver Scott | Online | Fine and match suspension for betting irregularities |
| March 2022 | | Saul Deeney | Online | Fine and match suspension for betting irregularities |
| March 2022 | Lincolnshire FA | Luke Hayes | Online Regulatory Commission appeal | Appeal on penalty for homophobic abuse rejected |
| March 2022 | Swansea City | Dean Thornton | Online | Fine and match ban for referee abuse |
| March 2022 | Blackburn Rovers | Ben Benson | Online | Fine and match ban for referee abuse |
| March 2022 | Hellenic League | Westbury FC | Online Regulatory Commission appeal | Appeal rejected on claims for match expenses following Covid match abandonment |
| March 2022 | FA Pokemon Cup | Club Futsal UK | Online Regulatory Commission appeal | Appeal Upheld on player eligibility and disqualification decision by league |
| April 2022 | Tranmere Rovers Carlisle United | | Online | E20 fines administered to both clubs |
| April 2022 | Queens Park Rangers | | Online | E20 fine of £5,000 |
| April 2022 | Queens Park Rangers | John Eustace - Assistant Manager | Online | Fine of £2,000 and one match ban for misconduct |
| April 2022 | Bridie Thompson, Sunderland Womens team | | Online | 12 match ban for race discrimination and education sanction imposed |
| May 2022 | Bedfordshire FA | Mohsin Mahmood | Online Regulatory Commission appeal | Limited Match Ban |

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|---------------|----------------------|--|--|---|
| May 2022 | Birmingham FA | Micah Dhanda | Online Regulatory Commission appeal | Limited Match Ban |
| May 2022 | Hampshire FA | Adam Trivett | Online Regulatory Commission appeal | Limited Match Ban |
| May 2022 | Worcestershire FA | Jordan Adams | Online Regulatory Commission appeal | Charge to be reissued and sanction to be set aside from 17 May pending the findings of the fresh Disciplinary Commission |
| May 2022 | FA | Jack Peel (Coach) | Online | Six month suspension for inappropriate behaviour towards minors |
| June 2022 | London FA | Hackney Juniors | Online Regulatory Commission appeal | Appeal rejected |
| June 2022 | Middlesex FA | Frank Dennis | Online Regulatory Commission appeal | Appeal upheld and case remitted to FA to consider Charge again |
| June 2022 | FA | Ben Strevens, Manager | Online | Aggravated Discrimination charge rejected |
| July 2022 | Essex FA | Max Mayo, player | Online Regulatory Commission Appeal | Player appeal rejected |
| August 2022 | West Riding FA | Mount Pleasant Club | Online Regulatory Commission Appeal | Appeal upheld |
| August 2022 | FA | Kenny Amor, Chairman of Eastleigh FC | Online | Fine and match suspension for betting irregularities |
| October 2022 | FA | Gary Powell, Coach at Bristol City | Online | Fine for betting irregularities |
| November 2022 | FA | Ross Doohan | Online | Anti-Doping cases |

SRU Disciplinary Panel Appointments from the 2019/20 Season –Chair from September 2022

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|----------------|----------------------------|---------------------|-------------|-------------------|
| September 2019 | Cumnock | Connor Hill | Murrayfield | Limited match ban |
| | Stirling County | Kieran Rix | Murrayfield | Limited match ban |
| | Orkney | Christopher Guthrie | Murrayfield | Limited match ban |
| | Stewart's Melville College | Dominic Gray | Murrayfield | Limited match ban |
| | Kirkcaldy | Craig Leatham | Murrayfield | Limited match ban |
| November 2019 | Royal High | Andrew Hicks | Murrayfield | No ban |
| | Forrester FP | Paul Bogie | Murrayfield | Limited match ban |
| | Paisley | Neil Ritchie | Murrayfield | Limited match ban |
| | Cartha Queens Park | John McCartney | Murrayfield | Limited match ban |
| | Aberdeenshire | Tom Watson | Murrayfield | Limited match ban |
| | Montrose and District | Jamie Scoular | Murrayfield | Limited match ban |
| | Blairgowrie | Kevin McCormack | Murrayfield | Limited match ban |
| | Earlston | Steven Cessford | Murrayfield | Limited match ban |
| February 2020 | Garioch | Calum Cuthbertson | Murrayfield | Limited match ban |
| | Grangemouth | Peter Brough | Murrayfield | Limited match ban |
| | GHK | Jared Ebowemen | Murrayfield | Limited match ban |
| | Peebles | Richard Harrison | Murrayfield | Limited match ban |
| | GHK | Toby Squires | Murrayfield | No ban |
| | Hawick Youth | David Murphy Clark | Murrayfield | Limited match ban |
| | Uddingston | Ruairidh Anderson | Murrayfield | Limited match ban |
| | Waysiders/Drumpellier | Jonathan Weir | Murrayfield | Limited match ban |

| | Ross Sutherland | Ross MacLeod | Murrayfield | Limited match ban |
|------------------|---------------------|--------------------|-------------------|-------------------|
| September 2021 | Hawick Youth | Justin Tait | Online | Limited match ban |
| | Inverleith | Ashley Thomson | Online | Limited match ban |
| | Dumfries | Craig Goldie | Online | Limited match ban |
| | Cumnock | Graeme Dick | Online | Limited match ban |
| | Corstorphine | Bastien Chavagneux | Online | Limited match ban |
| | Deeside/Gariock U18 | Archie Johnston | Online | Limited match ban |
| | Hillfoots | John McMurdo | Online | Limited match ban |
| | Highland | Joshua Ryder | Online | Limited match ban |
| | Aberdeenshire | Steven Shrewsbury | Online | Limited match ban |
| | Inverness CD | Richard Jessiman | Online | Limited match ban |
| | Kelso | Terry Logan | Online | Limited match ban |
| | Annan WRFC | Nadine Barnes | Online | Limited match ban |
| | Glenrothes | Scott Morrison | Online | Limited match ban |
| | Glasgow Academicals | John Wiggins | Online | Limited match ban |
| | GHK | Craig Gossman | Online | Limited match ban |
| | Paisley | Kyle Stevenson | Online | Limited match ban |
| | Clydesdale | John Brown | Online | Limited match ban |
| | West of Scotland | Rachel Morrison | Online | Limited match ban |
| | Currie | Jacob Ramsay | Online | Limited match ban |
| | Deeside | Jack Marshall | Online | Limited match ban |
| Grangemouth | Keni Dakuidreketi | Online | Limited match ban | |
| Aberdeen Grammar | Matthias Schosser | Online | Limited match ban | |

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|----------------|---|--------------------|--------|---|
| December 2021 | Trinity Rugby Club | Freddie Ballantyne | Online | Personal Hearing on racial abuse and game abandonment - sanction endorsed |
| | Ayr/Wellington U18 | Jamie Steele | Online | Limited match ban |
| | Dollar Academy | Luke Foreshaw | Online | Limited match ban |
| | Highland | David Marnock | Online | Limited match ban |
| | Stobswell | Derek Mawhinney | Online | Limited match ban |
| | Deeside | Ryan Strachan | Online | Red card deemed sufficient |
| January 2022 | Seven disciplinary cases held across a variety of clubs | | Online | Variety of outcomes including match bans and education sanctions |
| March 2022 | Eight disciplinary cases held across a variety of clubs | | Online | Variety of outcomes including match bans |
| April 2022 | Nine disciplinary cases held across a variety of clubs | | Online | Variety of outcomes including match bans |
| September 2022 | Seven disciplinary cases held across variety of clubs | | Online | Variety of outcomes including match bans |

This publication is intended for general guidance and represents our understanding of the relevant law and practice as at 11 January 2023. Specific advice should be sought for specific cases; we cannot be held responsible for any action (or decision not to take action) made in reliance upon the content of this publication.

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