

LEANNE O'LEARY

PhD FCI Arb

A dual qualified lawyer in England/Wales and New Zealand, Arbitrator, Court of Arbitration for Sport, Specialist Panel Member Sports Resolutions (UK), Fellow of the Chartered Institute of Arbitrators and CEDR-Accredited Mediator, with extensive legal experience in dispute resolution, employment, sports law and regulation.

SKILLS

Arbitration and Adjudication

2020

- Co-arbitrator in an international employment-related football dispute at the Court of Arbitration for Sport.
- Co-arbitrator in a Sport Resolutions (UK) disciplinary case in the sport of athletics.
- Panel member in two safeguarding cases in the sport of boxing.
- Panel member in two disciplinary misconduct cases for the sport of canoeing.
- Adjudicator for fifty consumer contract disputes in the telecommunications industry.

2019

- Panel member for three cases involving alleged breaches of a national governing body's safeguarding procedure.
- Panel member in an appeal against a national governing body's decision not to financially support elite athletes.
- Adjudicator for fifty consumer contract disputes in the telecommunications industry.

2018

- Disciplinary Panel Chair for misconduct proceedings in an international sports federation.
- Grievance Panel Chair for a national sports governing body in a safeguarding complaint.

Mediation

- Achieved CEDR-Accreditation in June 2020
- Observed online mediation in October 2020
- Participated in Society of Mediators Mediation CPD course in December 2020

Analytical and Problem-Solving

- Reviewed a sports governing body's disciplinary and dispute resolution system, and recommended changes to the system to further ensure independence of the governing body's judicial function. Drafted new dispute resolution regulations.
- Drafted guidance for a sports governing body that was presented to 60 of the organisation's members as part of a good governance workshop at the organisation's biennial congress.
- Successfully completed doctoral research into the effect of restraints, which applied in the labour market of a professional rugby league competition. Involved: identifying legal issues from interviews with industry participants, analysing the issues and recommending changes to the sport's governance and regulatory framework.
- Advised managers at all levels of a local authority regarding employment matters within their respective departments.

Advocacy

- Successfully represented a client in an age discrimination and unfair dismissal case in the Employment Tribunal (UK).
- Successfully represented a professional player in disciplinary proceedings regarding allegations of racism before a sports tribunal (UK).
- Appeared as junior counsel in a tax case in the New Zealand Court of Appeal and represented clients on preliminary applications in the New Zealand District Court and High Court.

Presentation and Communication

- Authored a book titled *Employment and Labour Relations Law in the Premier League, NBA and International Rugby Union* (2017 TMC Asser Press, 326 pages).
- Present lectures on Employment Law, Alternative Dispute Resolution and Legal Methods and Systems.
- Published articles in the *Industrial Law Journal*, *European Competition Law Review* and *Sports Law Review*. List of publications available on request.
- Led a workshop on Good Governance at the biennial conference of the International Netball Federation in July 2019.
- Invited to speak to 80 conference attendees at the Sport Wales, Integrity in Sport Conference, in Cardiff, November 2018.
- Presented as a visiting lecturer at the Asser International Sports Law Centre, The Hague, The Netherlands in July 2013, and at the Birkbeck Management School, London May 2017 to 2020.

Investigation

- Appointed as part of the Shipman Inquiry team to consider the extent of the unlawful activities of Harold Shipman, a former doctor (Chairman Dame Janet Smith DBE).
- Investigated the deaths of Harold Shipman's patients, collated and analysed documentary evidence, drafted witness statements and prepared case reports for Counsel to the Inquiry, corresponded with senior officials within government agencies regarding aspects of the Inquiry and assisted Counsel at the Inquiry hearing.
- Responsible for deciding whether the costs of an employment proceeding were covered under the terms of a company's insurance policy. Considered the terms of the policy, determined whether the claim was covered, drafted the indemnity decision and communicated the decision to the client.

Project Management

- Appointed as an External Expert for Rugby League July 2011 to June 2012 in a European Commission-funded project led by EU Athletes and titled *Supporting Social Dialogue and Building Capacity in the European Sport Sector*. Work involved: managing a budget for hosting a round table event, preparation for and attendance at two conferences to discuss social dialogue and the project, meeting with the Rugby Football League and players, organising and presenting the round table event, and drafting a report for the European Commission within a prescribed timeframe.
- Established a network of human resources professionals for small and medium-sized businesses to facilitate access to practical human resources advice for legal clients.

Management and Supervisory

- Manage and support the team appointed to deliver the English Legal System module to approximately 250 students annually.
- Supervise 2-3 undergraduate dissertation students annually.
- Programme Leader for Law and Criminology

- Introduced and coordinated a Law School's Personal Tutor System for approximately 500 students and 25 staff members to provide pastoral care for students.
- Developed a marketing strategy for the employment department of a small law firm that raised the firm's profile in the local market.
- Supervised a trainee solicitor in private practice on tasks undertaken as part of a multi-national firm's employment law team.

WORK HISTORY

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| Edge Hill University, Ormskirk, UK <i>Senior Lecturer in Law/Solicitor (non-practising)</i> | Sept 2012 - current |
| Schofield Sweeney, Huddersfield, UK <i>Solicitor (Employment Law/Sports Law)</i> | May 2010 - June 2012 |
| Leeds Metropolitan University, Leeds, UK <i>Senior Lecturer in Law</i> | Dec 2004 - Jan 2008 |
| Eversheds LLP, Leeds, UK <i>Solicitor (Employment Law)</i> | Feb 2004 - Dec 2004 |
| City of Bradford Metropolitan District Council Bradford, UK <i>Legal Officer</i> | June 2003 - Feb 2004 |
| The Shipman Inquiry, Manchester, UK <i>Paralegal</i> | Feb 2002 - Dec 2002 |

PROFESSIONAL MEMBERSHIPS

- Society of Mediators (registered December 2020)
- Fellow of the Chartered Institute of Arbitrators (admitted June 2019)
- Member of the Law Society of England and Wales (admitted 2004)
- Barrister and Solicitor of the High Court of New Zealand (admitted 1997)
- Associate Fellow of the Higher Education Academy

PANEL APPOINTMENTS

- Premier League Judicial Panel Member (appointed April 2020)
- Arbitrator, Court of Arbitration for Sport (Football List and General List) (appointed June 2019)
- Member of the Sport Resolutions (UK) Panel of Arbitrators and Mediators (appointed 2012)
- Member of the England Boxing Safeguarding Review Panel (appointed April 2019)
- Member of the British Canoeing Disciplinary, Disputes and Appeals Panel (appointed April 2019)
- Member of International Orienteering Federation Ethics Panel (appointed June 2020)
- Adjudicator, Centre for Effective Dispute Resolution (appointed December 2018)
- Arbitrator, CIArb Business Arbitration Scheme (appointed September 2019)

EDUCATION

University of Dublin, Trinity College Law School Dublin, Ireland

- Doctor of Philosophy in Law (conferred July 2010)

University of Auckland, Auckland, New Zealand

- Master of Laws with First Class Honours (conferred August 2001)
- Bachelor of Arts/Bachelor of Laws (Conjoint) with Honours (conferred August 1997)

Chartered Institute of Arbitrators, London, United Kingdom

- Diploma in International Arbitration (June 2019)

Centre for Effective Dispute Resolution, London, United Kingdom

- CEDR-Accredited Mediator (June 2020)

VOLUNTEER WORK

International Netball Federation, Manchester

Member of INF Governance Committee

June 2017 - current

World Athletics

Member of World Athletics Screening Panel

June 2019 - current

Mersey Tri Triathlon Club, Liverpool

BT Level 1 Triathlon Coach, Secretary

Jan 2015 – Dec 2018

Athelstan Primary School, Sherburn in Elmet, Leeds

Community Governor

Sept 2009 - Aug 2012

*Referees available on request