



WSRA (Non Race) Appeals Procedure

This appeals procedure is not intended to replace existing appeals procedures which already exist in respect of competitions, safeguarding, or water safety. Nor are they intended to replace or override the relevant procedures existing in the constitutions of members.

Any complaint from a club member, against their club, or their officials, should be handled by that club, who should have their own grievance procedures in place.

Once a club has dealt with a complaint and the complainant is still not happy, then that person(s) can appeal to the WSRA for a decision. That decision will then be final with no recourse to Welsh Rowing or British Rowing.

Should an appeal be made against the outcome of the club hearing, then the complainant should set out the grounds on which they wish to make the appeal in writing to the WSRA Chairman, within 14 days of the outcome of the club hearing being known.

An appeal should be granted where there is a “strong arguable case” that either:

- relevant information was ignored by the original hearing; or
- the disciplinary process was tainted by unreasonable bias or conflict of interests; or
- the provisions of the disciplinary procedure were not adhered to; or
- the original panel exceeded its power; or
- the findings of the original panel were irrational or otherwise exhibited an error of general law.

Appeal Procedure

1. Appeals will only be heard after a club hearing decision has been made.
2. When an appeal is received by the WSRA Chairman, a formal acknowledgement should be sent to the relevant parties stating the procedure.
3. The WSRA Chairman must appoint an independent appeal panel to consider the appeal, none of whom are to have had any prior involvement in the matter. As a minimum, it should comprise a chairman and two independent members, one of whom may have relevant “expert” knowledge. The panel will not necessarily be officers or committee members of WSRA.
The complainant should indicate agreement to the constituted panel.
4. The chairman of the appeal panel should convene a hearing in a timely manner and in consultation with other panel members to decide the conduct of the proceedings. If appropriate, written submissions may be requested and the panel may or may not require the parties to attend.

5. The complainant and parties involved in the dispute will attend the hearing at their own cost.
6. Discussions should be well documented.
7. The outcome of the appeal panel, with sufficient reason to explain the outcome, will be communicated to both parties within 14 days of the appeal hearing in writing.

Note: Should extra time be required to reach a decision, the complainant should be informed within a week of the appeal hearing.

8. The outcome of the appeal will be final.