



BRITISH ROWING

Role Description

Disciplinary & Grievance Panel Member

TEAMWORK | OPEN TO ALL | COMMITMENT



Disciplinary & Grievance Panel Member

Introduction

The Disciplinary and Grievance Panel (D&G Panel) is a Panel set up by British Rowing to deal with matters referred to it by Regions, Clubs or individuals. These matters may be referred to it by the Board of British Rowing or the Head of Legal & Governance.

The principal purpose of the Panel is to ensure that the National Governing Body handles all grievances and disciplinary matters fairly and equitably and in accordance with its Regulations.

The D&G Panel is appointed by and reports to the British Rowing Board. It comprises a minimum of eight people who are appointed by the Board, having regard to the mix of skills necessary for the effective discharge of its duties. A legal background and experience in disciplinary and grievance work is preferred. A knowledge of sports and rowing in particular, is not currently an essential requirement in order to undertake membership of the Panel, though those with such experience are welcome to apply. However, experience in child protection / safeguarding matters, whilst not essential, would enhance the skill set of current members.

Membership of the D&G Panel is a voluntary role. It does not include anyone who is an employee of British Rowing. Reasonable expenses will be reimbursed.

Purpose of the Disciplinary & Grievance Panel

The main function of the Panel is to resolve grievances, appeals (including selection appeals) and other disciplinary matters referred to it.

The Panel makes such recommendations to the Board as may be necessary to ensure the effective and equitable handling of Grievances and Disciplinary matters. It may also be asked to provide guidance to British Rowing's Registered Individuals, Clubs, Competitions and Regions from time to time regarding the Regulations, and contribute to the review of related policies and procedures as and when required.

Person Specification

Experience in disciplinary and grievance work will be an advantage. You will be available to attend meetings of the D&G Panel as required, usually twice a year. In addition you may be required to act as a Member of a Panel set up to review a particular matter, which could be held either in London or in a Region. Such Panels normally would expect to sit for one day to take evidence from those involved or to review written submissions.

Together with other Panel members you will maintain high standards of propriety and compliance with in accordance with recognised good practice guidelines, and comply with all relevant requirements of British Rowing.

Background information: Key facts about the organisation

British Rowing, as the national governing body for the sport, is responsible for the development of rowing in England, and the training and selection of rowers to represent Great Britain. Our role is to maintain the framework that delivers for current participants from the grassroots up to the highest level, as well as to act as Trustees of the sport who must safeguard its past, present and future.

Rowing has a proud history. It has been one of the country's most successful Olympic sports, producing World, Olympic and Paralympic champions from across the UK, and Great Britain's rowers have topped the medal table at the last three Olympic Games. At a grassroots level, over 825,000 row (indoor or on the water) each month, according to Sport England's year one Active Lives survey.

British Rowing's mission is to ensure that the sport thrives for past, current and future members. Our vision is to promote the positive impact of our sport across a broader range of people in the country, while upholding Britain's position as a leading rowing nation. We aim to provide an enjoyable experience for all current participants and to encourage people who have never rowed before – or come from communities which might not naturally consider trying the sport - to get involved.

The company has an annual turnover of £11 million and individual membership of 32,000. We receive restricted funding from UK Sport to run our Olympic and Paralympic programmes, and from Sport England to run specific participation and membership related projects. We also have income from affiliated clubs and events, and some commercial partners, but the bulk of our unrestricted funding comes from membership subscriptions. Our current strategic focus is to increase dramatically the number of people who join individually as supporting members in order to guarantee the stable financial platform which is essential to safeguard the future of the sport.

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