

England Handball | Appeals Procedure

Selection criteria & principles for the England Handball Futures programme can be found in the Talent Pathway Handbook.

If a player has concerns about a selection decision they should contact the England Handball National Performance Manager to seek clarification regarding the rationale for the decision.

If a player would like to formally appeal the selection decision, they can do so on the following grounds.

The decision was not in accordance with the procedures outlined in the Talent Pathway Handbook.

- The procedure has been misapplied and or applied in circumstances where the application of the procedure was unfair.
- The selection panel* has shown bias or the appearance of bias or the decision has otherwise been demonstrably unfair.

*The Selection Panel is comprised of all Regional Academy Coaches and the National Performance Manager.

An initial Notice of Appeal should be submitted to the National Performance Manager within two days of the outcome of the selection being announced or communicated. The Notice of Appeal should set out the grounds of the appeal and should include full details of which ground(s) detailed above the appeal is based upon and the manner in which the ground(s) have been met.

Outcome of First Appeal: The National Performance Manager will consider whether one or more of the grounds of appeal have been met. There are two possible outcomes of the First Appeal:

1) Appeal dismissed

In the event that the First Appeal is dismissed, the player will be (i) informed that his or her appeal has been dismissed in writing within 5 working days, (ii) provided with reasons for the dismissal, and (iii) provided with a secondary opportunity to appeal to an independent* panel (the "Second Appeal"). If a player would like to commence the Second Appeal they must notify in writing ("Notice of Second Appeal") the National Performance Manager within 3 working days of the First Appeal decision (England Handball in its sole discretion may decide to extend this deadline). The Notice of Second Appeal must contain the grounds of appeal outlined above.

*The independent panel will comprise of individuals not connected to the original decision but may still be connected to the England Handball or British Handball Performance Programmes.

2) Appeal upheld

In the event that the First Appeal is upheld, the selection panel will be asked to reconsider their original selection by applying the selection criteria correctly. Selectors are required to ensure that they follow the correct process and consider the correct information. It is possible that selectors will reach the same decision.

Second Appeal

In receipt of the Notice of Second Appeal the Chief Executive will convene a three-person independent appeal panel as soon as is practicable. The panel will be made up of suitably independent and experienced members who have not been involved in the selection process so far.

The England Handball Association

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The Appeal Panel will ordinarily determine the appeal based on the written submissions of the Player and the England Handball National Performance Manager without a hearing or the calling of witnesses or the giving of oral evidence. However the Appeal Panel will have the power to set its own processes and give directions including but not limited to, requesting further information, setting up a teleconference, determining if a hearing is required and if it is, establishing the date, time and place, and format to be followed in such a hearing.

The Appeal Panel will seek to reach its conclusion within 5 working days of its appointment and will inform all interested parties in writing.

The Appeal Panel shall be entitled to;

- a) Rescind the decision and confirm the inclusion of the Player in circumstances where it is clear that the grounds of the Appeal have been upheld.
- b) Confirm the decision and reject the Appeal.

General Conditions

England Handball reserves the right to amend the appeals procedure at its sole discretion and will make any amended version available to all players who are at that time a member of the Programme. A player's continuing inclusion in the Programme shall be deemed as continued acceptance of this appeals policy as amended from time to time.