



Home International Regatta 2019 Selection Policy



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Scotland Rowing Team

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Introduction

The Home International Regatta (HIR) is an annual challenge match between Scotland, England, Ireland and Wales. The 2019 regatta will take place at Strathclyde Park on Saturday 27th July 2019.

The Scottish Rowing High Performance Group (HPG) believes that representing Scotland is a special honour and as such expects all athletes to regard selection as an aspirational goal and encourages athletes seeking selection to do all they can to prove themselves to obtain a place on the Scotland Rowing Team. All Team Members will be expected to agree to adhere to the Scotland Rowing Team Code of Conduct.

Key Points of the Policy and Changes for 2019

- The Scottish Rowing Championships is the main selection regatta. All athletes should compete in either 1x or 2-
- The selection process requires the submission of two monitored ergometer results. A performance standard will be applied to the 2km submission
- Coxes will be required to submit voice recordings of themselves during training and racing
- Athletes seeking selection in one of the lightweight boat classes must compete in one of the lightweight categories at the Scottish Rowing Championships
- Junior athletes seeking selection in junior sweep events must compete in the Junior 2-event at the Scottish Rowing Championships
- Following the Scottish Rowing Championships, a list of provisionally selected athletes will be produced. This list will not contain crew allocations. Athletes will subsequently be assigned to crews following a period of additional testing and / or crew formation.
- Athletes on the provisional list will be required to pay a deposit that they will forfeit should they subsequently remove themselves from selection for reasons other than injury or commitments pertaining to the GB Rowing Team
- All athletes seeking selection, as well as coaches and support staff, will be required to have attended Scottish Rowing approved anti-doping education since 1st August 2018

Selection Policy

The Scotland Rowing Team will be selected using the following principles:

1. The best Scottish athletes should be given the opportunity to represent Scotland
2. All selected crews should be competitive at the HIR
3. Taking into account 1 & 2, crews should be selected to obtain the greatest number of points at the 2019 HIR
4. Rowing for Scotland should be a positive experience

1. Eligibility

All athletes seeking selection must fulfil at least ONE of the following:

- Be born in Scotland
- Be resident in Scotland for 6 out of the 12 months prior to the 2019 HIR
- Live in the British Isles and have a Scottish parent or grandparent

Any athlete who competed at the 2018 HIR for a team other than Scotland is not eligible for selection. Junior athletes are required to have been born on or after 1st September 2000.

All athletes must comply with Scottish Rowing's anti-doping regulations and not currently be under disqualification or suspension imposed by any national governing body or international federation.

2. Registration

All athletes wishing to be considered for selection must register using the online entry system at:

<https://scottishrowing.wufoo.com/forms/scotland-rowing-team-2019/>

IMPORTANT: Online registrations MUST be completed by **Monday 25th February 2019** to be considered for selection for the Scotland Rowing Team in 2019.

To comply with Scottish Rowing Safeguarding and Data Protection procedures, junior athletes must be registered by their parent/guardian.

2.1 Anti-Doping Requirements

To be eligible for selection, all athletes, coaches and support staff must, prior to the start of the Home International Regatta have attended a Scottish Rowing recognised Anti-Doping workshop since 1st August 2018.

Scottish Rowing will arrange regional Anti-Doping workshops in June / July and further information will be provided to registered athletes and published on the Scottish Rowing website. Athletes who have received Anti-Doping education through British Rowing or other recognised bodies during the period should provide evidence of workshop attendance.

3. Regatta Format

3.1 Senior Events

The following senior events will comprise the 2019 Home International Regatta, with each event comprising one 2000m final:

Men	Women	Lightweight Men	Lightweight Women
8+*	8+*		
4x*	4x*		
4-	4-		
4+	4+		
2-	2-	2-	2-
2x	2x	2x	1x
1x	1x	1x	1x
PR1/PR2 1x	PR1/PR2 1x		

The senior teams (men and women) excluding para-rowing athletes may consist of a maximum of 18 rowers/scullers.

Athletes competing in the 4x and 8+ must have competed in an event earlier in the day at the HIR.

Teams (men and women) may also select up to 2 coxes. There is no gender restriction on coxes.

PR1 (previously AS) and PR2 (previously TA) para-rowing athletes with different classifications will compete in a single race and the winner determined by comparison to published Gold Medal Times for the different event classifications.

Further details of the regatta format can be found in Appendix A.

3.2 Junior Events

The following junior events will comprise the 2019 Home International Regatta, with each event comprising one 2000m final:

Junior Men	Junior Women
8+	8+
4+	4+
4-	4-
2-	2-
4x	4x
2x	2x
1x	1x

The junior team may comprise a maximum of 17 rowers/scullers plus a maximum two coxes. As such, should a full team be selected some athletes will be required to “double-up”.

Senior Selection Procedure

4.1 Monitored Ergometer Submissions

Athletes are required to submit details of ergometer performances for the following assessments, to be completed during the periods specified.

- **5km @ Free rate** to be completed between Monday 21st January and Monday 25th February
- **2km @ Free rate** to be completed between Monday 4th March and Monday 15th April

Athletes failing to submit details will be removed from consideration for selection unless a medical exemption has been requested in writing to the Team Manager or in other exceptional circumstances as agreed by the Head of Performance Pathway. Information on how to submit details of performances will be provided to all registered athletes prior to each submission.

IMPORTANT: The following minimum performance standard will be applied to the 2km submission:

Senior Men	6:30
Senior Men (<73.5kg)	6:40
Senior Women	7:30
Senior Women (<60kg)	7:44

Rowers who fail to achieve these standards will only be considered for selection for an exceptional reason as agreed with the Head of Performance Pathway.

No minimum performance standard will be applied to the 5km submission.

4.2 Main Selection Regatta

The Scottish Rowing Championships will serve as the main selection regatta for the senior team.

Athletes seeking selection MUST enter either Championship 1x or 2- (lightweight or openweight).

Athletes are encouraged to demonstrate, where possible, their rowing ability in both smaller boats and larger crew boats. The recently published changes to the Scottish Rowing Championships for 2019 help support athletes who wish to compete in both small boat classes and crew boats.

Important: Both athletes competing in a 2- must be seeking selection in order to have their performance considered.

When registering for the Scottish Rowing Championships athletes will be asked to confirm that they wish to continue to be considered for selection. Athletes and coaches are reminded that athletes are accepting a potential place on the team rather than as part of a specific crew. Any athlete withdrawing from selection (other than for medical reasons) after this time may be liable for any costs incurred.

4.3 Selection of the 4x and 8+

To comply with the HIR rules, these crews must be composed of athletes who have competed in other events earlier in the regatta. As such, selection of these crews will be made after all other crews have been confirmed.

4.4 Lightweight Athletes

No athlete will be considered for a lightweight crew if they have not competed in a lightweight category at the Scottish Rowing Championships.

4.5 Selection of Para-Rowing Athletes

Para-Rowing athletes should provide details of the following ergometer performance:

- **2km @ Free rate** to be completed between Monday 4th March and Monday 15th April

The following minimum performance standards will be applied:

Men PR1	9:05
Men PR2	7:50
Women PR1	10:40
Women PR2	9:05

Para-Rowing athletes **MUST** enter the 1x at the Scottish Rowing Championships.

The HPG will also consider all other appropriate results from Para-Rowing competitions in making their selections.

All Para-Rowing athletes must have received an appropriate FISA or National classification prior to the HIR. For details on how to obtain a classification please contact the Team Manager.

4.6 Provisional Team & Confirmation of Intention to Continue to Seek Selection

Following the Scottish Rowing Championships, a list of athletes who remain under consideration will be published on or before **Thursday 13th June**. Athletes will not be allocated to crews at this time. The HPG reserves the option to add or remove athletes from this list.

All athletes on the provisional list will be required to pay a deposit. This deposit will be forfeited should the athlete subsequently remove themselves from selection for reasons other than injury or commitments pertaining to the GB Rowing Team.

4.7 Additional Selection and Crew Formation Trial

Athletes on the provisional list will be invited to participate in additional selection/crew formation trials on **Thursday 11th July**. It is essential that athletes are available on this date should they wish to be considered for crew selection.

Depending on individual athlete availability and their potential involvement in the British Rowing Senior Championships, Henley Women's Regatta and Henley Royal Regatta, the HPG may decide to hold some of the additional selection trials and/crew formation trials at an earlier date.

5. Junior Selection Procedure

5.1 Monitored Ergometer Submissions

Athletes are required to submit details of ergometer performances for the following assessments, to be completed between the dates specified:

- **5km @ Rate 26** to be completed between Monday 21st January and Monday 25th February
- **2km @ Free rate** to be completed between Monday 4th March and Wednesday 20th March

Athletes failing to submit details will be removed from consideration for selection unless a medical exemption has been requested in writing to the Team Manager or in other exceptional circumstances as agreed with the Head of Performance Pathway. Information on how to submit details of performances will be provided to all registered athletes prior to each submission.

IMPORTANT: The following minimum performance standard will be applied to the 2km submission:

Junior Men	6:55
Junior Women	7:48

Rowers who fail to achieve these standards will only be considered for selection for an exceptional reason as agreed by the Head of Performance Pathway.

No minimum performance standard will be applied to the 5km submission.

5.2 Main Selection Regatta

The Scottish Rowing Championships will serve as the main selection regatta for the senior team.

Athletes seeking selection MUST enter either Junior 1x or 2- . Athletes are encouraged to demonstrate, where possible, their rowing ability in both smaller boats and larger crew boats.

Important: Both athletes competing in a 2- must be seeking selection in order to have their performance considered. A Junior athlete competing with a Senior athlete in Championship 2-, will not have their performance considered.

5.3 Selection of the 8+

The selection of all other crews will be confirmed before selection of this crew.

5.4 Provisional Team & Confirmation of Intention to Continue to Seek Selection

Following the Scottish Rowing Championships, a list of athletes who remain under consideration will be published on or before **Thursday 13th June**. Athletes will not be allocated to crews at this time.

The parents/guardians of junior athletes listed in the provisional list will be contacted directly to confirm that they wish to continue to be considered for selection.

All athletes on the provisional list will be requested to pay a deposit. It will be the responsibility of the parents/guardians of junior athletes to ensure that this deposit is paid. This deposit will be forfeited should the athlete subsequently remove themselves from selection for reasons other than injury or commitments pertaining to the GB Rowing Team.

The HPG reserves the option to add or remove athletes to this list. Should the HPG make any changes to the provisional list after this time, the parents/guardians of junior athletes involved will be informed, as will their coach.

5.5 Additional Selection and Crew Formation Trial

Athletes on the provisional list will be invited to participate in additional selection/crew formation trials on Saturday 15th / Sunday 16th June – venue TBC. Junior women will only be required to attend one day to support potential preparations for Henley Women's Regatta.

6. Additional Selection Considerations

6.1 Selection of Coxes

There is no gender restriction on coxes. The HPG will assess technical ability and select coxes following meetings/discussions with the crew coaches and from feedback from athletes in the selected crew.

Selected coxes must:

- Be confident
- Be able to quickly build a strong rapport with athletes
- Understand the FISA rules of racing
- Understand the safety considerations of training and racing
- Be able to deliver a session plan as specified by the crew coach and provide feedback to the coach

Coxes must be able to maintain an appropriate weight for an international regatta cox. Please note that the Scotland Rowing Team does not promote or encourage rapid or unhealthy weight loss. Coxes may be asked at various stages of selection to provide details of their weight.

Session Voice Recording

Prior to the Scottish Rowing Championships, all registered coxes will be required to provide:

- An extract of a recording taken during a typical crew training session
- An extract of a recording taken during a race or a high intensity training session

Both extracts should be between 3 and 5 minutes long. Details will be provided on how to submit recordings. The recordings will be reviewed, and feedback provided.

Additionally, part of the selection process will also be based on availability of coxes to attend scheduled crew training sessions.

6.2 Performance Exemption

Exceptional athletes may be selected for the team without attendance at the Scottish Rowing Championships. Such athletes should be actively seeking selection for GB teams or be able to provide evidence of a high standard of performance. The decision to grant a performance exemption will rest with the Scottish Rowing High Performance Group through the Head of Performance Pathway.

6.3 Medical Exemption

Athletes not competing at the Scottish Rowing Championships or those unable to complete monitored ergometer tests due to medical reasons should inform the Team Manager as soon as possible and may be required to provide a medical certificate.

Scottish Rowing is not obliged to delay the selection process or give a rower special consideration as a consequence of such illness or injury.

Athletes unable to complete any of the ergometer assessments within the allocated time window due to illness or injury should complete the assessment at the earliest possible opportunity thereafter and submit their score to the Team Manager.

6.4 Team Size

It is the intention of Scottish Rowing that a full team should represent Scotland at the 2019 HIR. However, should the HPG hold the opinion that no crew of a sufficient standard exists for a specific event then the HPG may choose not to select a crew to compete in that event.

6.5 Athlete Availability

Prior to the Scottish Rowing Championships athletes will be required to submit details of their availability to attend any additional selection trials or team training days between **Monday 8th July** and the commencement of the HIR. This should include details of any race commitments with their Club/School. Details of how to submit this information will be provided to all registered athletes prior to the Scottish Rowing Championships.

Athletes may be removed from consideration for selection, if they:

- Fail to provide this information
- Are unable to make themselves available for selection trials or team training days provided appropriate notice has been given
- Fail to demonstrate that they are able to achieve a satisfactory level of preparation for the regatta

6.6 Provisional Training Schedule and Final Selection

All athletes on the provisional list will be expected to attend additional selection, crew formation and training sessions as set by the HPG and Team Coaches. Failure to do so may result in an athlete being removed from consideration.

Junior Team Training

The HPG recognises the particular challenge of athletes competing at Henley Women's Regatta, Henley Royal Regatta and the British Rowing Junior Championships. As such, athletes on the provisional list will be permitted to train and race as required by their Club.

Athletes included on the provisional list who are NOT involved in training and racing for these events may be expected to be able to attend any Scotland Rowing Team training days during this period.

Junior Team training days will be agreed in consultation with Junior Coaches following the Crew Formation weekend (15th / 16th June) taking into account any club commitments.

As a minimum guide, junior athletes seeking selection should expect to make themselves available for Scotland Rowing Team training sessions on the following dates:

- Saturday 29th – Sunday 30th June
- Tuesday 23rd – Thursday 25th July

Training venues will be confirmed following the crew formation weekend.

All junior athletes will stay at the team accommodation on the evening before HIR.

Senior Team Training

The HPG recognises the particular challenge of athletes competing at the British Rowing Senior Championships, Henley Women's Regatta and Henley Royal Regatta. As such, athletes on the provisional list will be permitted to train and race as required by their Club.

Athletes included on the provisional list who are NOT involved in training and racing for these events may be expected to be able to attend Scotland Rowing Team training days during this period.

As a minimum guide, senior athletes seeking selection should expect to make themselves available for Scotland Rowing Team training sessions on the following dates:

- Thursday 11th July (full availability)
- Saturday 13th – Sunday 14th July (full availability)
- Monday 15th – Thursday 18th July (minimum one session per day)
- Saturday 20th – Thursday 25th July (full availability)

During w/c Monday 15th July sessions will be organised to accommodate athletes with work or education commitments however athletes will be expected to make themselves available for early morning and / or evening sessions should they be unavailable during the working day.

Training venues will be confirmed following the crew formation weekend.

All senior athletes will stay at the team accommodation on the evening before HIR.

IMPORTANT: All selections remain provisional until ratified by the Scottish Rowing Board on Monday 22nd July.

6.7 Crew Changes during the HIR

During the regatta any decision on changes to crews because of injury or other unforeseen circumstances will be made by the Team Manager in consultation with the Head of Performance Pathway and the team coaches.

7. Selectors & Appeals

Both Senior and Junior Teams will be selected by the Scottish Rowing High Performance Group (HPG).

If an athlete feels that the HPG decisions have not followed the Selection Policy or the Scottish Rowing Equality Policy they may submit an appeal to the Scottish Rowing Board following the Scottish Rowing Appeals Procedure. The decision to make an appeal should not be made lightly. Those submitting an appeal are asked to pay particular notice to the Prior Consultation section of the Appeals Procedure. An athlete selected in a particular boat class cannot make an appeal to be selected in another crew.

8. Selection of Coaches

Coaches will be appointed to crews by the Scottish Rowing High Performance Group. As such it does not follow that the selection of an athlete/crew to the team means that their regular coach will also be selected. A job description detailing the roles and responsibilities for Scotland Rowing Team Coaches is available on the Scottish Rowing website.

All coaches interested in working with the Scotland Rowing Team should register before the start of Strathclyde Park Regatta at:

<https://scottishrowing.wufoo.com/forms/scotland-rowing-team-2019/>

8.1 Anti-Doping Education Requirements

All coaches on the Scotland Rowing Team must, prior to the start of the HIR, have attended a Scottish Rowing recognised Anti-Doping workshop since 1st August 2018.

8.2 Safeguarding Requirements

Everyone has a responsibility to safeguard children and young people (no matter what their role), therefore Scottish Rowing wants to ensure that all Scotland Rowing Team coaches have an up-to-date awareness of this topic. To ensure this knowledge and empower all the coaches, we also require all coaches to have completed the Sports Coach UK Safeguarding and Protecting Children Course (or equivalent) within the past three years.

Details of the course are available at:

www.sportscoachuk.org/site-tools/workshops/about-our-workshops/safeguarding-and-protecting-children

All coaches of junior athletes will be appointed in accordance with the Scottish Rowing Child Wellbeing and Protection Policy and are required to be a member of the PVG Scheme through Scottish Rowing. Coaches holding PVG membership through a club or other employer are required to apply for a scheme update through Scottish Rowing.

For further details and to apply for membership of the PVG scheme or arrange for a scheme update through Scottish Rowing contact Mark Senter the Scottish Rowing Child Protection Officer:

childprotection@scottish-rowing.org.uk

9. Additional Team Information

9.1 Costs

Athletes will be expected to pay a contribution towards costs for attending the 2019 HIR as a member of the Scotland Rowing Team. The athlete contribution is expected to be approximately £250.

Athletes who are concerned about their ability to meet the financial contribution required to compete at the Home International Regatta should contact the Scottish Rowing Head of Performance Pathway at the earliest opportunity.

9.2 Equipment

The Team Manager will liaise with selected athletes and coaches to ensure that equipment is available for all competing athletes. Equipment not covered by existing insurance policies may be insured by Scottish Rowing. Team Members will be responsible for any equipment entrusted to them during their time with the team and may be liable for damage incurred if used improperly. For further details, contact the Team Manager.

9.3 Transport and Accommodation

Transport and accommodation for all athletes, coaches and support staff will be arranged by the Team Manager.

9.4 Code of Conduct & Child Wellbeing and Protection

Athletes and coaches selected will be expected to follow a high standard of behaviour while representing Scotland and will be expected to sign a Code of Conduct. Athletes and coaches seeking selection are reminded that unduly attempting to influence the selectors will be regarded as a disciplinary matter.

Scottish Rowing has a responsibility to all children and young people taking part in the sport of rowing in Scotland and is fully committed to promoting children's wellbeing by keeping them safe, promoting their development and respecting their views.

For more information please refer to the Scottish Rowing Safeguarding page on our website.

<https://www.scottish-rowing.org.uk/index.php/about-us/safeguarding>

9.5 2019 Key Dates

25th February	Deadline for Athlete Registration
21st January - 25th February	1st Ergometer Submission Window
4th March – 20th March	2nd Ergometer Submission Window (Junior)
4th March – 15th April	2nd Ergometer Submission Window (Senior / Para)
7th June – 9th June	Scottish Rowing Championships, Strathclyde Park
13th June	Publication of Provisional Athlete List
15th June – 16th June	Crew Formation Weekend (Junior) – Strathclyde Park
11th July	Additional Selection and Crew Formation Trial (Senior)
23rd July	Announcement of Final Teams
27th July	Home International Regatta, Strathclyde Park, Scotland

9.6 Correspondence

Graeme Cunningham, the Team Manager, can be contacted by

email: graeme.cunningham@scottish-rowing.org.uk

or via phone: 07824 341287

All postal correspondence should be sent to:

HIR 2019

Scottish Rowing Centre

366 Hamilton Road

Motherwell

ML1 3ED

Online registration for all athletes and coaches is available at:

<https://scottishrowing.wufoo.eu/forms/scotland-rowing-team-2019/>

General information on the Home International Regatta, including results from previous years, is available from www.homeinternationalregatta.org

Appendix A Home International Regatta Race Programme

1) Lt. W 1x	10.00	11) W 2 -	11.20	21) W2x	12.40
2) Lt. M 1x	10.08	12) M 2 -	11.28	22) M2x	12.48
3) JW 1x	10.16	13) JW 4 -	11.36	23) JW 4+	12.56
4) JM 1x	10.24	14) JM 4 -	11.44	24) JM 4+	13.04
5) W 1x	10.32	15) W 4+	11.52	25) W 4 -	13.12
6) M 1x	10.40	16) M 4+	12.00	26) M 4 -	13.20
7) Lt. W 2 -	10.48	17) Lt. W 2x	12.08	27) JW 4x	13.28
8) Lt. M 2 -	10.56	18) Lt. M 2x	12.16	28) JM 4x	13.36
9) JW 2 -	11.04	19) JW 2x	12.24	29) Para W	13.45
10) JM 2 -	11.12	20) JM 2x	12.32	30) Para M	13.55

Lunch Break

31) JW 8o	15.00	32) JM 8o	15.10
33) W 4x	15.20	34) M 4x	15.30
35) W 8o	15.40	36) M 8o	15:15

Appendix B Weights Limits

With respect to lightweights and coxes, the regatta is run under FISA rules with the following exceptions:

“All lightweight athletes and coxes must weigh-in between one hour and two hours before the start of the regatta, in race clothing. Lightweight athletes failing to make weight at the HIR will be ineligible to compete in the 4x or 8+ events.

“Coxes must wear a lifejacket and abide with any other local rules with respect to safety”

The weight limits are:

	Individual	Crew Average
Men	72.5kg	70kg
Women	59kg	57kg

The minimum weight limit for coxes (Senior and Junior) is 55kg with a maximum of 15kg of deadweight to be carried.

Appendix C Home International Points Scoring System

4 Boat Races		3 Boat (or fewer) Races	
1 st	4pts	1 st	3pts
2 nd	3pts	2 nd	2pts
3 rd	2pts	3 rd	1pt
4 th	1pt		

Appendix D Anti-Doping Resources

UKAD Online Accredited Advisor Course

<http://ukad.coachwisehub.com/store/207350-accredited-advisor-assessment>

100% Education Programme

<https://ukad.org.uk/education/athletes>

British Rowing Anti-Doping Education Resources

<https://www.britishrowing.org/about-us/governance/anti-doping/>

WADA Prohibited List 2019

https://www.wada-ama.org/sites/default/files/prohibited_list_2019_en.pdf

Global Drug Reference Online (Global DRO)

<http://www.globaldro.com/Home>

Appendix E Extract from Scottish Rowing Discipline & Appeals Procedures

FOR SCOTLAND TEAM SELECTION

Right of Appeal

Any athlete registered with Scottish Rowing is entitled to appeal against a decision of Scotland Team Selectors in respect of the implementation of the Scottish Rowing Selection Policy insofar as it relates to that athlete. In such circumstances, the athlete shall appeal to the Board of Scottish Rowing for determination in accordance with this Appeal Procedure.

The appeal process can only be used to determine:

- Whether the correct procedures have been followed in the implementation of the Selection Policy
- Whether the Selectors have acted reasonably, fairly and without bias in making a decision
- Whether the athlete has been treated fairly in the context of paragraphs 2a and 2b

The Appeal Procedure in itself has no power of selection, which will remain with the Selectors.

Prior Consultation

Athletes entitled to appeal should, prior to commencing an appeal, consult with the Team Manager to establish the reasons for the decision and the scope for review of the decision.

Such consultations are not obligatory but may help to resolve the situation, clarify any misunderstandings or help identify the issues in dispute before an appeal is formally notified. The consultations are not binding but they may be referred to in any appeal, as may any failure or refusal to participate in such consultations.

Starting an Appeal

Athletes shall commence the appeal procedure by notifying the Scottish Rowing Office in writing (by email is acceptable) setting out full details of the basis upon which the athlete wishes to appeal against the decision of the Team Selector(s) (Notice of Appeal). The Notice of Appeal should be accompanied by any relevant documentation that the athlete wishes to rely on and a bond of £50 which will be repaid in the event that the Appeal is successful.

On receipt of an appeal the Scottish Rowing Administrator shall inform the President of Scottish Rowing or delegated Board Member. That person shall convene an Appeal Panel. The Team Manager shall supply copies of the Notice of Appeal to the members of the Appeal Panel.

It is vital for athletes requesting an appeal and the Appeal Panel in responding to the Notice of Appeal, to appreciate that the outcome of the Appeal may have consequences affecting other athletes and the subsequent selection process. Any delay, therefore, in commencing and processing the Appeal may ultimately prejudice the outcome of the Appeal.

Appeal Panel

The President or delegated Scottish Rowing Board member shall, following receipt of the Notice of Appeal, convene as expeditiously as possible an Appeal Panel to hear the appeal.

Members of the Appeal Panel shall be selected from a list of people, who have been approved annually (normally in March) by the Scottish Rowing Board. If necessary, an informed independent

person not on the approved list can be appointed to the Appeal Panel if accepted by the Chairman as having sufficient knowledge of the sport of rowing and as being appropriately independent.

The Appeal Panel will comprise three members and be chaired by the convener. When constituting the Appeal Panel, the Chairman shall have regard to the principle that the Appeal Panel should be and be seen to be impartial and open-minded.

Whatever the outcome, the Appeal Panel will report its findings in writing to the athlete, the Team Manager and the Selectors.

Time and Place of the Appeal

The Chairman shall notify all the parties concerned as soon as possible of the place and time of the appeal together with the names of the members of the Appeal Panel. The Appeal Panel must be attended by both the athlete and the relevant selector.

Appeal Hearing Procedure and Decision

The athlete may be accompanied or represented at the hearing by a maximum of two people. In the case of an athlete who is a minor at the date of the appeal hearing one of the representatives should be a parent or guardian. The parent or guardian may, however, appoint the club coach of an athlete to act on their behalf.

If at any time during the hearing there is any unreasonable behaviour the Appeal Panel Chairman may bring the proceedings to a close and the Appeal Panel will determine the appeal on the basis of the written and verbal submissions received at that time.

The athlete or their representative will present their case, the Appeal Panel will ask questions as required. The representative of the selection panel will present their case, the Appeal Panel will ask questions as required. Either party may then ask questions through the Chairman. Both parties shall make final submissions with the athlete having the right to be heard last.

Once the Appeal Panel has considered the facts a decision shall be made and notified to the athlete, the Team Manager and Selectors within one working day. The panel may seek additional expert advice where necessary.

If the appeal is dismissed, the appeal process is closed.

Panel Recommendation

If the appeal is upheld the Appeal Panel will make recommendations to the Team Manager, the selectors and other appropriate parties. The Board of Scottish Rowing is to be informed if such recommendations cannot be implemented. The Board will then make a decision which will be final.