



British Handball Association | Appeals Procedure

This document sets out the BHA's Selection Appeals Procedure ("the Procedure") applying to selection decisions taken under a BHA Selection Policy in relation to specific BHA team and/or squad selections. The right to appeal a selection decision must not be seen as an opportunity to dispute the opinion of the selector(s) where the selection procedure and selection criteria have been followed. In reaching their decision the selector(s) are acting as experts.

If a player has concerns about a selection decision, they should first contact the team's Head Coach to seek clarification regarding the rationale for the decision. However, should a player still wish to appeal the decision formally then the procedure below must be followed.

Grounds of Appeal

An Appeal against a Selection Decision may only be brought on the grounds that:

- A. The procedures detailed in the relevant Selection Policy were not followed; and/or
- B. The Selection Decision was a decision which no rational body of selectors could reasonably have made given the evidence available.

Commencement of Appeal

An Appeal shall be commenced by lodging an initial Notice of Appeal with the BHA Board Director-Performance in writing (by email office@britishhandball.com) within five days of the outcome of the selection being announced or communicated.

The Notice of Appeal must:

- Set out the grounds on which the Appeal is made and the remedy sought;
- Provide details of the basis of the Appeal; and
- Be signed by the Appellant.

Outcome of First Appeal:

The BHA Board Director-Performance 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 Unsuccessful

In the event that the First Appeal is unsuccessful, the player will be (i) informed that his or her appeal has been unsuccessful in writing within five 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 BHA Board Director-Performance within two working days of the First Appeal decision.

The Notice of Second Appeal must:

- Set out the grounds on which the Appeal is made, including the basis for the second appeal and the remedy sought;
- Provide full details of the basis of the Appeal;
- Be accompanied by all relevant documentation which the Appellant wishes to rely on in support of the Appeal; and
- Be signed by the Appellant.

*The independent panel will comprise of individuals not connected with the original decision but may still be connected to British Handball Association.



1. 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 BHA Chair 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. As soon as is reasonably practicable following the appointment of the Panel the Chair will notify the parties of the members of the Panel.

Unless otherwise directed by the Panel the Selection Decision will remain in force pending the outcome of the Appeal.

If within two days of the lodging of a Second Notice of Appeal pursuant to this Procedure the Appellant and the BHA Board Director-Performance notify the Chair as the case may be that the parties have reached an agreement to settle the Appeal following a mediation process then the Appeal shall be stayed.

The Appeal Panel will ordinarily determine the appeal based on the written submissions of the Player, the selectors and the BHA Board Director-Performance 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 five working days of its appointment and will inform all interested parties in writing.

Outcome of Second Appeal

The Appeal Panel shall be entitled to;

1. Confirm the Selection Decision and reject the Appeal; or
2. Rescind the Selection Decision and either:
 - a. remit the matter back to the selectors with a direction to make a new decision within a prescribed time scale; or
 - b. in the event that the Panel concludes that the selectors did not follow the procedures set out in the Selection Policy and that it is plain that if they had done so the player would have been selected, direct that the selectors to select the player to the relevant Team.

General Conditions

British Handball Association 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 any BHA squads. A player's continuing inclusion in the squad shall be deemed as continued acceptance of this appeals policy as amended from time to time.

Interpretation

In these the following words or phrases shall bear the following meanings unless the context otherwise requires:

- "Appeal" means an appeal brought under this Procedure;



- “Appellant” means a player who Appeals in accordance with this Procedure;
- “BHA” means the British Handball Association;
- “Day” means any day and for the avoidance of doubt in this Procedure includes a Saturday, Sunday, or a bank holiday and “Days” shall be construed accordingly
- “Notice of Appeal” means a notice complying with the Grounds of the Appeal of this Procedure;
- “Notice of Second Appeal” means a written notice complying with the Grounds of the Appeal of this Procedure and include all relevant document the appellant would like to rely upon during the Procedure.
- “Notification” of a Selection Decision means whichever is the earlier of the date and time on which the Selection Decision was actually notified to the Appellant and the date and time on which the Selection Decision was announced;
- “Panel” means an appeal panel appointed to hear an Appeal pursuant of this Procedure;
- “Selection Decision” means a decision to nominate a player to the Team for selection as a member of the Team to represent Great Britain as specified in the applicable Selection Policy;
- “Procedure” refers to the process as stipulated in this document
- “Second Appeal” describes the escalation of the initial appeal to be reviewed by an independent panel as arranged by the Chair of the BHA;
- “Selection Policy” means a selection policy of a BHA team pursuant to which players are selected as a member of the Team and/or Squad to represent Great Britain as specified in the applicable Selection Policy;
- “Squad” refers to the wider group of players selected for the respective BHA team of which the team for each event is selected from.
- “Team” means the final selected players for but not limited to a specific competition, tournament or event.;

Where any written notice or document is to be given or supplied to the BHA under this Procedure it must be sent by email to office@britishshandball.com. The time of to be relied upon for any given period will begin at whichever is the earlier of the time and date of a reply or a read receipt.