

World Wheelchair Rugby Independent Judicial Panel and Mediation Panel Role(s) Description

Background to World Wheelchair Rugby

World Wheelchair Rugby (WWR) is the governing body responsible for the sport of Wheelchair Rugby. WWR's mission is to grow and support the Wheelchair Rugby family and our vision is to be a world leader in Para sport. Having good governance in place is important to be able to aspire to this vision. As part of WWR's ongoing improvements to its governance, the Board revised the WWR Code of Conduct and approved the framework that will deal with its implementation and all disciplinary matters and appeals through a newly formed Independent Judicial System. The creation of this independent system in support of the WWR Regulations, rules and policies is important to ensure all matters are dealt with fairly by independent people with the appropriate expertise so that the sport's participants and stakeholders have confidence in the sport's judicial system.

The Independent Judicial Panel

This is the first occasion that WWR will comprise the Independent Judicial Panel from which Judicial and Appeal Committees will be drawn by the Independent Judicial Chair, Susan Ahern to hear all cases or appeals referred to it under the WWR Regulations, rules and policies. This includes but is not limited to discipline, misconduct, alleged breaches of the Regulations, alleged anti-doping rule violations and Classification appeals and/or appeals of WWR/Committee which has the power to make decisions restricting participation in sport, commercial activities, funding etc. A Mediation Panel is also being established.

This document sets out the criteria against which proposed Judicial Panel Members will be considered.

- No person who is an office holder or employee of WWR or of a WWR Member shall be eligible for appointment to the Judicial Panel or Mediation Panel.
- The Judicial Panel Selection Criteria (the "Criteria") provides the Judicial Panel Appointments Committee ("JPAC") with the means to assess and evaluate applications by individuals for membership of WWR Judicial Panel in a fair and consistent manner. The JPAC is comprised of a two-person sub-committee of the Board and the Independent Judicial Chair. The Selection Criteria enable the JPAC to set a benchmark against which all applications for Panel membership are assessed, consider each application objectively, establish and maintain an open and transparent procedure so Applicants are aware of the standards they are expected to achieve and maintain.

A. Panel Structure

The Panel is divided into two main classes, (i) Judicial Panel and (ii) Mediation Panel and includes stand-alone thematic panels such as the Classification Panel and the Anti-Doping Panel.

Judicial Panel

The Judicial Panel is maintained to identify and appoint individuals with the requisite experience to sit on hearings involving alleged breaches of the Regulations. The Judicial Panel members class is further divided into two categories: Legal Member and Specialist Member.

- Legal Members are appointed to chair hearings and lead reviews or investigations.
- Specialist Members are appointed as wing members, to undertake investigations and to contribute to reviews.

Judicial Panel members are also assigned to the thematic panels covering the following areas:

- Appeal Panel
- Classification Panel
- Anti-Doping Panel

Mediation Panel

The Panel of Mediators is maintained to identify and appoint individuals with the requisite experience to act as mediator in any dispute referred to WWR where mediation has been identified and agreed by the parties as the most appropriate form of alternative dispute resolution.

B. Selection Criteria

The following general criteria apply to the appointment of members to the Judicial Panel and Medication Panel:

- Interest in sport and knowledge of the structure of sport in particular disability sport;
- Members of the Panels are required to have recent experience in at least two of the following areas; anti-doping, athlete selection, eligibility, corporate governance, sport disciplinary procedures, integrity issues in sport (e.g., anti-corruption), employment and discrimination or any other area identified by WWR and notified from time to time;
- Members are expected to support WWR in its objective of providing fair, speedy and effective resolution of WWR disputes;
- Panel Membership is open to all sections of the community. Persons with experience of wheelchair rugby in any capacity are also encouraged;
- Panel Members shall be independent of Members and shall not perform a legislative role for any Member and not be involved or intending to become involved in the Match/Game/proceedings;
- Panel Members are required to adhere to a standard code of conduct and to agree that any complaints made by a party, which do not relate to the outcome of a dispute resolution process, will be dealt with under the relevant WWR policy and process;
- International hearings and communications with Athletes, their representatives, Members and fellow panel members are ordinarily conducted through the English language. In addition, any appeals should include a record of the proceedings in English for the appointed Appeal Panel's consideration. Therefore, Judicial Panel Members must be able to conduct proceedings in the English language and Chairs of Committees must be able to draft written decisions in the English language.
- Applications will also be measured against current and potential needs of WWR in order to fill gaps in experience and/or geographical representation and/or to meet diversity requirements.

C1 Criteria for Appointment to the Judicial Panel – Legal Members List

The Criteria for appointment include but are not restricted to:

- Judge (sitting or retired), barrister, solicitor or accredited arbitrator;
- A minimum of ten years' post qualifying legal or arbitration experience;
- Recent experience of chairing no fewer than ten tribunals, arbitrations, reviews, investigations or similar; (subject to the right of the Judicial Panel Appointments Committee to waive/amend these requirements in exceptional circumstances);
- Recent experience of sitting as a member of a disciplinary, arbitration or appeals panel in sport on no fewer than five occasions; (subject to the right of the Judicial Panel Appointments Committee to waive/amend these requirements in exceptional circumstances); and
- Demonstration of an active participation in sport as part of a legal practice and/or by means of involvement as an official, published author on sporting topics, participant in lectures/seminars etc. Participation in sport socially will not be sufficient to satisfy this requirement.

C2 Criteria for Appointment to the Judicial Panel – Specialist Member List

The Criteria for appointment include, but are not restricted to:

- A recognised national professional qualification requiring expertise and skills in either accountancy, anti-doping, human resources, law, medical, pharmaceutical, policing, psychology, scientist; and/or
- Involvement at a national level in a sport or sports organisation (whether a disability sport or otherwise) as an administrator, classifier, competitor, coach, official, or adviser, published author on sporting topics, participant in lectures/seminars etc. Participation in sport socially will not be sufficient to satisfy this requirement; and/or
- Substantial experience of sitting as a member of, or as an independent adviser/expert to, committees or an involvement as a wing member in commercial or sports arbitrations; and/or
- Experience of undertaking relevant investigations, reviews, or risk assessment.
- For the WWR Anti-Doping Hearing Panel, specific expertise in anti-doping is required or a medical or pharmaceutical qualification accompanied by suitable professional experience.
- For the WWR Classification Hearing Panel, specific expertise should include that you must have:
 - Awareness and experience in classification systems that fall under the IPC Athlete Classification Code;
 - and

In addition,

- Worked or certified as an international level classifier within an International Federation that operates a recognised classification system; or
- Worked or certified as a national level classifier and can demonstrate knowledge and experience of an IPC Athlete Classification Code system; or
- Been a WWR recognised or certified classifier that has not operated in the sport for at least four years and can demonstrate current knowledge and experience of an IPC Athlete Classification Code system; or
- Be a healthcare professional (or other appropriate qualification) and can demonstrate knowledge and experience of an IPC Athlete Classification Code system; or
- Experience in classification that may not necessarily be covered by the above criteria. Where this is the case, please submit your experience and appropriate information for due consideration.

C3 Criteria for Appointment to the Mediation Panel

The Criteria for appointment include but are not restricted to:

- Evidence of successful completion of formal training with a national or internationally recognised mediation training body, evidenced by the award of the training body's certificate of accreditation. Acceptance of mediator qualification from a mediation training body as satisfying this criterion will be solely at the discretion of JPAC; and
- Current registration with a nationally or internationally recognised mediation body, accepted as such solely at the discretion of JPAC; and
- Recent experience of having concluded no fewer than ten mediations as sole mediator (to be supported by a minimum of two positive references to be obtained by the applicant (on appointment), subject to the right of JPAC to waive/amend these requirements; and
- Evidence of active participation in, or experience of, sport as part of professional practice is not essential, but is desirable; and
- Evidence of compliance with the continuing professional development obligations of the applicant's professional body.

General

- Term: Appointment to the Panels is for a period to be specified by WWR (up to 4 years) and notified to the Panel Member. WWR reserves the right to review Panel Membership and/or categories of Panel Membership from time to time.
- Time Commitment: Panel Members are not required to make any fixed time commitment beyond being flexible and making reasonable efforts to make themselves available if requested to sit.
- If selected, membership of the Judicial Panel / Mediation Panel is on a voluntary basis.
- Applicant Information will solely be used for the purposes of consideration for the Role(s). Only the personal information of the successful Applicants shall be retained.
- WWR is committed to appointing Panels which are reflective of its commitment to equality, diversity and inclusion.
- The WWR Regulations are available at "[About WWR](#)".

How to Apply

If you consider you have the relevant skills and experience, please apply by submitting to judicial@worldwheelchair.rugby the following:

- i. Panel Application Form
- ii. Up to date sport specific CV
- iii. Copy of professional indemnity insurance cover certificate (Legal / medical applicants only)
- iv. A short (1 page) cover letter detailing why you are Interested In the role, your relevant knowledge, skills and experience by reference to the competencies (as outlined above).

The Judicial Panel Appointments Committee will consider your application.