

GRIEVANCE PROCEDURES

1. INTRODUCTION

It is the British Disabled Ski Team's policy to ensure that athletes or management with a grievance relating to their involvement with the team can use a procedure which can help to resolve grievances as quickly and as fairly as possible.

2. INFORMAL DISCUSSIONS

If you have a grievance about your team membership you should discuss it informally with your BDST coach (Jane Stevens) or Performance Manager (Nigel Kendrick). We hope that the majority of concerns will be resolved at this stage.

3. STATUTORY GRIEVANCE PROCEDURE

If you feel that the matter has not been resolved through informal discussions, you should raise it formally with the Team Management Committee (TMC). Squad members must follow the statutory grievance procedure if they wish subsequently to use the grievance as the basis of certain applications to an employment tribunal. Under the statutory grievance procedure employees must:

Step 1: Inform the BDST of their grievance in writing.

Step 2: Be invited by the BDST to a meeting to discuss the grievance and notified in writing of the decision. An employee has the right to be accompanied by an Team representative at all grievance meetings.

Step 3: Be given the right to appeal against the decision

4. APPEALS

Appeals should be heard by Performance Director and/or CEO DSUK wherever possible. Where a more senior manager is not available, a different manager should hear the appeal