HONG KONG, CHINA ROWING ASSOCIATION
PARA AND INCLUSIVE ROWING COMMITTEE
Terms of Reference

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1. Establishment

The Para and Inclusive Rowing Committee ("the Committee") is established by resolution of the Board of Directors ("the Board") of the Hong Kong, China Rowing Association ("HKCRA" or "the Association").

The Committee operates under authority delegated by the Board. The Board retains ultimate responsibility for the governance, management and affairs of the Association.

In accordance with the Articles of Association of HKCRA, the President, Chairman, Director of Finance and Company Secretary shall be ex-officio members of the Committee but shall not be entitled to vote at meetings of the Committee unless specifically appointed as members by the Board. Ex-officio members are not required to attend meetings of the Committee but may choose to attend any meeting in that capacity.

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2. Purpose

The purpose of the Committee is to:

- advise and make recommendations to the Board on matters relating to the development, promotion and coordination of para rowing and inclusive rowing within HKCRA;
- support opportunities for participation in rowing by persons with disabilities or impairments, and by other groups who may face significant barriers to participation;
- support the development of rowing pathways that are inclusive, accessible, safe and sustainable, from participation level through to competitive and elite para rowing where relevant;
- advise the Board on matters relating to para rowing at representative and elite level, including where relevant participation in major para-sport events;
- support the Board in fulfilling its governance and oversight responsibilities in relation to para and inclusive rowing matters; and
- promote transparency, accountability and good governance consistent with applicable laws, policies and guidelines.

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3. Authority

Unless expressly authorised by Board resolution, the Committee:

- acts in an advisory capacity to the Board;
- has no authority to bind the Association contractually; and
- may make recommendations to the Board for approval.

Where specific delegated authority is granted, this shall be clearly documented in writing by resolution of the Board.

The Committee shall not, unless specifically authorised by the Board:

- approve expenditure or commit Association funds outside approved budgets and any specific delegated authority;
- make appointments or removals on behalf of the Board;
- impose disciplinary sanctions; or
- exercise powers reserved to the Board under the Articles of Association or HKCRA policies.

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4. Composition

4.1 Membership

The Committee shall comprise:

- a minimum of three and a maximum of eight members, including the Chairperson; and
- such specialist advisers as the Board may approve, if applicable.

Specialist advisers shall not count towards the minimum or maximum membership.

4.2 Eligibility

In accordance with the Articles of Association, all voting members of the Committee must be Stewards or Ordinary Members of HKCRA and members of a Club Member of the Association.

Members shall possess relevant experience, expertise or qualifications appropriate to the Committee's remit.

4.3 Specialist Advisers

The Board may approve the appointment of specialist advisers to attend meetings where particular expertise is required. Such persons shall not be voting members of the Committee and may participate only in a non-voting advisory capacity, in accordance with the Articles of Association.

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5. Appointment and Term

Committee members shall be appointed by the Board.

The Chairperson shall be appointed by the Board.

Members shall serve for a term of two years, renewable upon reappointment by the Board.

Specialist advisers shall serve for a term of two years, renewable upon reappointment by the Board.

The Board may remove or replace members at its discretion.

The office of a member shall be automatically vacated if the member:

- resigns in writing addressed to the Association;
- ceases to be a Steward or Ordinary Member and member of a Club Member of HKCRA;
- becomes of unsound mind;
- has a receiving order made against him or her; or
- is removed from office in accordance with the Articles of Association or by Special Resolution at a General Meeting of the Association.

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6. Duties and Responsibilities

The Committee shall:

6.1 Strategic Oversight and Development

- advise the Board on the development, promotion and coordination of para rowing and inclusive rowing within Hong Kong;
- contribute to strategic planning in support of HKCRA's objectives for accessibility, inclusion, participation growth and athlete pathway development;
- recommend to the Board a sustainable development strategy for para and inclusive rowing;
- review existing pathways, programmes and participation opportunities and make recommendations for their improvement or expansion;
- advise on priorities for the long-term development of inclusive and para rowing activities within HKCRA.

6.2 Promotion, Participation and Inclusion

- promote the sport of rowing to persons with disabilities or impairments in Hong Kong;
- support initiatives that widen access to rowing for underrepresented groups and others who may face significant barriers to participation;
- encourage awareness of inclusive rowing opportunities and recommend measures to strengthen participation and outreach.

6.3 Competitive and Elite Para Rowing

- advise the Board on the development of para rowing at competitive and elite levels, including where relevant participation in the Paralympic Games, Asian Para Games and other recognised para-sport competitions;
- consider how participation-level and inclusive rowing initiatives may connect, where appropriate, to athlete identification and development pathways;
- liaise with other relevant committees and technical personnel on matters affecting representative and performance pathways for para rowers.

6.4 Safety, Accessibility, Equipment and Welfare

- liaise and coordinate with other relevant committees and bodies on whether special safety guidelines, accessibility measures or operating practices are required for para rowers and other inclusive-rowing participants;
- advise on matters affecting participant welfare, safe participation and accessibility within programmes and events under the Committee's remit;
- support the development and review of appropriate safety and inclusion guidance relevant to para and inclusive rowing;
- advise the Association on specialised equipment, adaptations, facilities or support arrangements that may be required for para and inclusive rowing activities;
- make recommendations regarding procurement priorities and development needs for such equipment or resources, subject to the Association's approval and financial controls;
- review whether existing arrangements adequately support safe, accessible and meaningful participation.

6.5 Classification, Technical Standards and Competition

- coordinate or recommend the organisation of training and qualification opportunities for classifiers on behalf of the Association, where relevant;
- monitor relevant information, requirements and developments issued by the appropriate international rowing and para-sport authorities in relation to classification and para rowing;
- advise the Association on technical requirements, qualification pathways and specialist expertise relevant to para rowing;
- liaise with other relevant committees on whether any special competition rules, practices or adjustments are required for para rowing athletes or inclusive rowing activities;
- advise the Association on competition-related arrangements relevant to para and inclusive rowing and support appropriate coordination between para and inclusive rowing activities and other HKCRA programmes and events.

6.6 Risk Management

- identify material risks within the Committee's remit, including risks relating to safety, accessibility, equipment, specialist expertise, inclusion, safeguarding and governance;
- escalate significant issues or risks to the Board in a timely manner.

6.7 Financial Responsibility

- review, where relevant, the budgetary implications of para and inclusive rowing activities, equipment, training, classification and development initiatives within its remit;
- monitor the use of any budget or resources specifically allocated to para- and inclusive-rowing-related activities within its area of responsibility, subject always to the Association's financial controls and Board authority;
- make recommendations to the Board on para- and inclusive-rowing-related budgetary resource needs and priorities.

The Committee shall also ensure that activities within its remit are conducted in accordance with:

- the HKCRA Articles of Association;
- applicable laws of Hong Kong;
- guidelines issued by the Sports Federation & Olympic Committee of Hong Kong, China;
- relevant subvention requirements of the Leisure and Cultural Services Department; and
- relevant ICAC corruption prevention and integrity guidance.

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7. Meetings

The Committee shall meet not less than three times per year, or more frequently as required.

Meetings may be conducted in person or by electronic means, including video conference.

Notice of meetings shall be given at least seven days in advance unless urgent circumstances require otherwise.

The agenda and relevant papers shall be circulated in advance where practicable.

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8. Quorum and Voting

A quorum shall consist of at least 50% of duly appointed voting members.

Voting shall be by show of hands unless the Chairperson of the meeting directs otherwise.

Decisions shall be made by simple majority of those present and voting.

In the event of a tie, the Chairperson of the meeting shall have a casting vote.

No person appointed in an advisory or non-voting capacity, and no person in receipt of a salary or wages from the Association, shall be entitled to vote at meetings of the Committee.

Written resolutions signed by all voting members may be adopted if unanimously agreed, where permitted.

If a meeting is inquorate, discussion may take place but no formal recommendation shall take effect unless subsequently confirmed at a quorate meeting or by valid written resolution.

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9. Conflict of Interest

Members shall comply with HKCRA's Conflict of Interest Policy.

An annual declaration of interests shall be completed by each member.

Members must declare any actual, potential or perceived conflict of interest at the beginning of each meeting, or as soon as it arises.

Any member with a conflict of interest in relation to a matter shall abstain from discussion and decision-making on that matter, and such abstention shall be recorded in the minutes. In accordance with the Articles of Association, any vote cast in breach of this requirement shall not be counted.

Particular care shall be taken in relation to selection, classification, equipment procurement, funding allocation, outreach partnerships and any matter affecting the interests of a member, club, programme participant or stakeholder group.

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10. Reporting

The Committee shall report to the Board after each meeting.

Written minutes shall be prepared and maintained as official records of the Committee's proceedings. Copies of all minutes shall be furnished promptly to the Company Secretary and to the HKCRA Secretariat in accordance with the Articles of Association.

Significant decisions or recommendations shall be submitted to the Board for approval where required.

An annual summary report shall be provided to the Board.

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11. Secretariat Support

Administrative support shall be provided by the HKCRA Secretariat.

All records, minutes and documentation shall be securely retained in accordance with HKCRA record-keeping policies.

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12. Access to Information and Advice

The Committee may request relevant information from the Secretariat necessary to discharge its duties.

The Committee may consult, through appropriate channels, with relevant officials, classifiers, coaches, safety personnel, community partners or other appropriate persons on matters within its remit.

Where specialist external advice is required, prior Board approval shall be obtained.

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13. Review of Terms of Reference

These Terms of Reference shall be reviewed every two years by the Committee, and any proposed amendments submitted to the Board for approval.

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14. Adoption

Approved by the Board of Directors of the Hong Kong, China Rowing Association on:

Date: 23 April 2026

Chairman: