



## ADM13-P01 Governing Body Endorsement Requirements

### VERSION CONTROL

Version No.	Date Amended	Amended By	Reason
1.0	05/07/2022	Performance (Players) Advisory Group	Implementation
2.0	01/11/2023	Performance Pathway Advisory Group	Annual review



## Governing Body Endorsement Requirements

This guidance is to be used for all International Sportsperson governing body endorsement requests made on or after the 2 November 2023.

### **Section 1: Overview of governing body endorsements for the International Sportsperson route of the points-based system**

This page provides a brief explanation of what endorsement requirements apply in respect of the International Sportsperson route of the points-based system. The Immigration Rules for the International Sportsperson route can be found at [Appendix International Sportsperson](#).

The **International Sportsperson** route is for elite sportspeople and coaches who:

- are internationally established and whose employment will make a significant contribution to the development of their sport at the highest level in the UK
- who will base themselves in the UK
- will be filling a post that cannot be filled by a suitable British citizen or person who has a right to enter or stay in the UK without restriction.

**The application process explained:** migrants applying to come to the UK under the International Sportsperson route need to be sponsored by an organisation that has an International Sportsperson sponsor licence.

If you wish to sponsor such migrants, you must have a sponsor licence. Before you apply to the Home Office for a licence you must be endorsed by the relevant **sports governing body** for your sport. This endorsement confirms to the Home Office that the application for a licence is from a genuine sports club (or equivalent) that has a legitimate requirement to bring migrants to the UK as sportspeople. Once licensed, you can assign certificates of sponsorship to a sportsperson or coach with a job offer that allows them to apply for entry clearance or permission to stay in the UK. Each individual must also have a personal endorsement from the relevant **approved sports governing body** for their sport before you assign the certificate of sponsorship.

An **approved sports governing body** is one specified in [Appendix Sports Governing Bodies](#) of the Immigration Rules. Each governing body must be recognised by one of the home country sports councils such as Sport England, and will have been approved by the Home Office before being included in [Appendix Sports Governing Bodies](#) of the Immigration Rules.

Sports governing bodies will work within the Home Office's '[Code of practice for sports governing bodies](#)' and must comply with any immigration regulations, UK legislation and the principles of the points-based system as detailed on the [GOV.UK](#) website.

#### **Length of endorsement**

Governing body endorsements should be issued for a period appropriate to the period of approval for sponsorship, that is:



Type of application	Length of endorsement
Sponsor	4 years from date of issue.
Migrant	For an initial maximum period of 3 years, with a further extension of a maximum period of 3 years. If the contract is for fewer than 3 years, it will be issued for the length of the contract.

### **Change of employment**

If a migrant is intending to change employer, their new employer must request a new governing body endorsement. The endorsement can be issued for the length of the contract or to the maximum period permitted within the route, whichever is the shorter. The new employer must assign a new certificate of sponsorship to the migrant to allow them to apply to the Home Office for new permission to stay. Permission to stay must be granted before the migrant can start work with the new employer.

### **Salary**

The salary should be agreed as part of the contract between the migrant and the sponsor. This and the other conditions of employment should be at least equal to those normally given to a resident worker for the type of work undertaken.

### **Supplementary employment**

International Sportsperson migrants are eligible to undertake supplementary employment under the Home Office supplementary employment regulations. The 'Supplementary employment' section [Workers and Temporary Workers: guidance for sponsors - Sponsor an International Sportsperson guidance](#) has more information on this.

### **Compliance with the Code of Practice for Sports Governing Bodies**

In reviewing this criteria, Scottish Squash confirm we have reread the Code and agree to our roles and responsibilities as set out within. We confirm we have acted in full compliance with the principles of the Code during this annual review.



## **Section 2: Requirements**

This page explains the Scottish Squash requirements for the International Sportsperson route. The requirements are effective from 2 November 2023.

Only the roles listed as part of this criteria are eligible for endorsement.

These requirements are applicable to Scotland.

### **Consultation**

The following requirements have been agreed by the Home Office following consultation with the Scottish Squash performance department.

Prior to contacting the Home Office during the annual review of this criteria, Scottish Squash confirm that full consultation has been carried out, this includes any organisation that could be interpreted as an interested party, such as clubs, bodies, or player associations related to squash in the UK.

### **Review**

The requirements will be reviewed annually. The next review will be in June 2024.

### **Length of season**

The season for Squash runs from August to June.

### **Requirements**

The table below shows the endorsement requirements for sponsors and migrants:

<b>Category</b>	<b>Requirements</b>
<b>Sponsor</b>	Governing body endorsements will only be considered from fully affiliated Scottish Squash club/organisations.
<b>Migrant Player</b>	Governing body endorsements will be available to a player if they meet the following requirements: <ul style="list-style-type: none"><li>• must be ranked in the top 50 of the men's or top 50 of the women's world rankings produced by the Professional Squash Association (PSA) for at least 2 months in the 2 years prior to the endorsement application date</li><li>• the player's contract must include suitable provision to make a significant contribution to the development of the sport within the local community</li><li>• the position for which the player is being signed, cannot be</li></ul>

	<p>filled by a settled worker</p> <p><b>Extensions - players returning</b> Where an overseas player is returning for another season, after playing in the UK during the previous season, the UK club have to demonstrate that they either:</p> <ul style="list-style-type: none"> <li>played at least 75% of their previous UK team's competitive games where they were available for selection</li> <li>meet the initial player endorsement criteria above</li> </ul> <p>The definition of the term 'available' is when the selection of the team was undertaken the player was not injured or suspended.</p>
Coach	<p>Governing body endorsements will be available to a coach if they meet the following requirements:</p> <ul style="list-style-type: none"> <li>the individual is either qualified to Scottish Squash Level 2 standard or holds a non-UK qualification that is at least equivalent to the Level 2 standard coaching qualification as confirmed by Scottish Squash.</li> <li>the individual must currently be, or have previously played at world class level, with a top 25 PSA world ranking or have a proven track record of working with elite players in another country; elite players are defined as those who meet the criteria for players above</li> <li>the individual must be able to demonstrate that they have worked for at least 6 months with such a player or players in the 3 years prior to the date of the endorsement application. We shall seek written confirmation from the player or players concerned and their national federation</li> <li>the contract must include suitable provision to make a significant contribution to the development of the sport within the local community</li> <li>the position for which the coach is being signed, cannot be filled by a settled worker</li> </ul>
<p><b>Injuries, Absences and Suspensions</b></p> <p>Matches/games for which the applicant was unavailable for selection are to be excluded when calculating the applicant appearance percentage. Unavailable for selection means the applicant was not available to participate due to injury or suspension and written evidence supporting this, setting out the games missed and the reason(s), must be provided by the applicant National Association or club doctor to Scottish Squash for consideration.</p>	



Consideration will be given to the following when applying the criteria: injury; a period of maternity or paternity leave; serious illness or any legitimate medical reasons; suspension; international duty; bereavement; or family crisis.

In order to obtain the governing body endorsement, the individual must not be subject to a provisional suspension or any unexpired period of ineligibility from playing and/ or coaching activities in any jurisdiction as a result of being charged with or found guilty of a corruption offence and/ or a doping offence and/ or another misconduct offence.

### **Dispute Handling Procedures**

Where an application for a migrant covered by the requirements for a governing body endorsement as set out for International Sportsperson has been refused on the grounds that the migrant fails to meet the published requirements, the sponsor may seek a review of the application. The sponsor will have 28 days to request a review. In these cases, Scottish Squash will refer the sponsor's evidence to an independent panel as set out below.

Where possible the sponsor's supporting evidence will be sent to the panel in advance for their consideration in order to allow an informed decision. Sponsors should note that, in respect of any application, there will only be one review panel available and the decision of the Review Panel is final (subject to final appeal). Sponsors should therefore ensure all evidence it wishes to present in support of its application is presented to the panel. If the sponsor has previously made an application that was unsuccessful at panel a further panel cannot be requested for the same migrant during the season unless their status changes and they meet the requirements whereby a new application can be submitted.

If the initial review is refused, the migrant may request a final appeal as set out at point d.

#### **a. The Review**

The request for a review may only be made by the sponsor for whom the governing body endorsement has been initially rejected by Scottish Squash.

A review shall be commenced by the sponsor submitting a notice of appeal within 28 days of the initial decision to the Scottish Squash and Governance Director. The notice of appeal shall:

- i. set out details of the decision appealed against and, if the whole of the decision is not appealed against, identify that part of it which is appealed against;
- ii. set out in full the grounds of appeal and an appellant shall not be entitled to rely in any ground of appeal not set out in the notice of appeal; and
- iii. be accompanied by a deposit of £100. The panel shall have discretion as to whether the deposit is returned.



The procedure for appeal will be in accordance with the Disciplinary Regulations and the Review Panel shall be comprised as detailed below.

**b. The Review Panel**

The Review Panel will be appointed by the Disciplinary Hearings Manager. The appointed Review Panel shall consist of: an independent chairman, one representative of the migrant (who has not been involved in the initial decision) and one representative of named further representatives.

**c. Refusal at Review**

An endorsement request at review may be refused if the migrant does not meet the relevant criteria set out in this document or fails to provide the mandatory documents.

Scottish Squash will notify the sponsor and the migrant in writing of any endorsement request which is refused at review stage, setting out the reasons for refusal.

**d. Final Appeal**

The migrant shall have 7 days from the date of the written refusal at review stage to submit a final appeal in writing to Scottish Squash.

PLEASE NOTE: The migrant may only submit a Final Appeal on the basis that Scottish Squash have not applied the endorsement criteria correctly.

Scottish Squash shall consider the final appeal and any evidence submitted in support and shall, within 7 working days of the receipt of the final appeal, notify the migrant of its decision.

**e. The Decision**

Scottish Squash will make a decision using the above criteria which shall be final and binding. There are no other grounds of appeal.