



BRITISH ROWING

3.14 Junior Athlete Recruitment between Clubs or Schools

Policy and Procedures for Safeguarding, Welfare & Protection

TEAMWORK | OPEN TO ALL | COMMITMENT



Junior athletes moving between schools or clubs

From time to time, junior athletes or their parents may seek an opportunity at a new club. There are a variety of reasons for this; in order to develop their potential; as part of an academic opportunity or scholarship; parental choice or relocation.

To support the continued success of club and school rowing we encourage clubs and schools to consider the following before any such transfers take place:

- The welfare and well-being, which includes education, of the junior athlete **MUST** take precedence over all other considerations.
- Clubs or programmes that would like to offer an opportunity for development to a junior athlete who is currently a member of another club, should arrange for a discussion to take place with the junior's parent(s)/guardian(s) as well as the junior's current coach to explore this.
- It is important that the new club or programme is open and transparent about what they can offer to a junior, so the parent(s)/guardian(s) is/are able to make an informed decision.
- If having met the club, the parents prefer the junior to remain at the original club, this decision **MUST** be respected by all. No attempt should be made to involve the junior, especially to try and exert pressure on the parents.
- If a junior athlete directly approaches a new club or coach, that club or coach should agree only to continue the discussion with the athlete's parent(s)/guardian(s) and current coach or Captain or Club Welfare Officer.
- Occasionally, after a transfer, it may be that the move to the new club or programme is not suiting the junior. Maintaining a positive and open relationship between clubs will ensure the junior has the best support to enable them to back to their original club.
- Passive recruitment processes e.g. adverts, open days, recruitment stalls where the rower/parent makes the initial approach is within the spirit of this guidance.

There may be times when it is more appropriate for a junior to remain at their current club, where they could be supported and provided with additional guidance from a new club or programme, to facilitate a possible transfer later on. Clubs and coaches are encouraged to work together where it is in the junior's best interests to do so and to keep parent(s)/guardians(s) informed at all times of guidance offered.

In the event of a dispute relating to a junior moving between clubs and/or schools, please refer to your club's or school's dispute policy, and [British Rowing's dispute guidance](#).

In addition to this best practice guidance, clubs and schools are reminded to follow the requirements in both British Rowing's Code of Conduct and Safeguarding and Protecting Children Policy.

July 2020