



BRITISHROWING

Endorsement Criteria for Overseas Recruitment

February 2021 - 2022

TEAMWORK | OPEN TO ALL | COMMITMENT

This guidance is to be used for all Tier 2 and Tier 5 governing body endorsement requests made on or after the 6 February 2021.

Section 1: overview of governing body endorsements for Tier 2 (Sportsperson) and Tier 5 (Temporary Worker) Creative and Sporting categories of the points-based system

This page provides a brief explanation of the endorsement requirements a sport governing body has agreed UK sponsors of Tier 2 (Sportsperson) and/or Tier 5 (Temporary Worker) Creative and Sporting categories of the points-based system, must show.

The Tier 2 (Sportsperson) category is for elite sportspeople and coaches who are internationally established at the highest level and whose employment will make a significant contribution to the development of their sport at the highest level in the UK, and who will base themselves in the UK.

The Tier 5 (Temporary Worker) - Creative and Sporting category is for sportspeople (and their entourage where appropriate) and coaches who are internationally established at the highest level in their sport, and/or will make a significant contribution to the development of their sport in the UK.

Sport governing body is one recognised by one of the home country sports councils, such as Sport England. Every governing body must be approved by the Home Office before they are included in [Appendix M](#) of the Immigration Rules.

The application process explained: migrants applying to come to the UK under either of the sporting categories above need to be sponsored by an organisation that has a sponsor licence under Tier 2 (Sportsperson) or Tier 5 (Temporary Worker) Creative and Sporting. 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 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 leave to enter or remain in the UK. Each individual must also have a personal endorsement from the governing body for their sport before you assign the certificate of sponsorship.

The list of governing bodies and the tiers for which they are currently approved by the Home Office is in [Appendix M](#) of the Immigration Rules.

Approved governing bodies will work within the Home Office [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 [GOV.UK](#).

Length of endorsement

Governing body endorsements should be issued for a period appropriate to the period of approval for sponsorship or the tier under which the migrant's application is being made, that is:

Type of application	Tier	Length of endorsement
Sponsor	Tier 2 (Sportsperson) and/or Tier 5 (Temporary Worker) Creative and Sporting	4 years from date of issue
Migrant	Tier 2 (Sportsperson)	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.
Migrant	Tier 5 (Temporary Worker) Creative and Sporting	For the length of the contract or up to a maximum of 12 months, whichever is the shorter period.

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 category, 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 leave to remain. Leave to remain 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

Tiers 2 and 5 migrants are eligible to undertake supplementary employment under the Home Office supplementary employment regulations. The 'Supplementary employment' section of the [Tiers 2 and 5: guidance for sponsors](#) has more information on this.

Section 2: requirements

This page explains British Rowing's requirements under the Tier 2 (Sportsperson) and Tier 5 (Temporary Worker) Creative and Sporting categories. The requirements are effective from 6 February 2021.

These requirements are applicable to the UK.

Consultation

British Rowing, Scottish Rowing and Welsh Rowing have been consulted in drawing up the endorsement requirements. The criteria apply to extensions and changes of employment and initial applications.

Review

The requirements will be reviewed annually. The next review will be due in February 2022.

Length of season

Rowing is a year-round activity.

Requirements

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

Category	Requirement
Sponsor Tier 2 (Sportsperson) and/or Tier 5 (Temporary Worker) Creative and Sporting	Governing body endorsements will only be considered from: <ul style="list-style-type: none">• British Rowing• Scottish Rowing• Welsh Rowing• Clubs and Organisations affiliated with these bodies. Clubs and Organisations will be required to demonstrate that they meet the core requirements of their National Governing Body including Equality and Diversity, Safeguarding and Water Safety and can provide evidence that they have in place appropriate Codes of Conduct and Disciplinary Procedures.

<p>Migrant Tier 2 (Sportsperson) and Tier 5 (Temporary Worker) Creative and Sporting</p>	<p>Coach</p>	<p>Coaches should:</p> <ul style="list-style-type: none"> • have a minimum of 3 years coaching experience at International Level (World Championship, Paralympic or Olympic Games). • Provide evidence of delivering finalists at World Level (Junior, Under 23 or Senior). <p>In addition:</p> <ul style="list-style-type: none"> • The ability to communicate effectively in English (in writing and orally) is essential. <ul style="list-style-type: none"> ○ Unless the individual is under the Tier 5 (Temporary Worker) - Creative and Sporting category, they must meet the English language requirement of the Immigration Rules. • Individuals must hold National Coaching qualifications to a minimum standard of UKCC Level 2, or equivalent competencies for those countries that do not have a coaching award scheme. <p>Suspensions</p> <ul style="list-style-type: none"> • 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.
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Further information

This information is available on: www.britishrowing.org/jobs (select Overseas Recruitment)
For any queries relating to the requirements or the endorsement process please contact:

Head of HR
British Rowing
6 Lower Mall
London W6 9DJ

Telephone: 07881 105801
Email: Kasia.szkatulska@britishrowing.org

Information on visas and immigration is available on GOV.UK.

Dispute Handling Procedures

Where an application for a coach to coach a team in one of the leagues covered by the requirements for a governing body endorsement as set out for Tier 2 (Sportsperson) & Tier 5 (Temporary Worker- Creative and Sporting) has been refused on the grounds that the coach fails to meet the published requirements, the sponsor may seek a review of the application. **The sponsor will have 28 days to request such a review.** In these cases British Rowing 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 review 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. Sponsors should therefore ensure that 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 before a review panel a further panel cannot be requested for the same player during the season unless his status changes and he meets the requirements whereby a new application can be submitted.

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 British Rowing.

A review shall be commenced by the appellant lodging with British Rowing's Deputy Director of Legal and Governance, a notice of appeal within 28 days of the decision appealed against. 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 £25. The panel shall have discretion as to whether the deposit is returned.

The procedure for review will be in accordance with these Dispute Handling procedures and the panel shall be comprised as detailed below.

b. The Panel

The panel will be appointed by the Head of HR. The appointed panel shall consist of: an independent chair, one representative of British Rowing (who was not involved in the initial decision) and one representative of the British Rowing Board.

c. Power of the Panel

An endorsement request may be refused if the Sponsor does not meet the relevant criteria set out in this document or fails to provide the mandatory documents. British Rowing will notify the Sponsor in writing of any endorsement request which is refused, setting out the reasons for refusal.

d. The Decision

The review panel will make a decision using the above criteria which shall be final and binding.

*Agreed February 2021
For review February 2022*