



England Netball Governing Body Endorsement Guidance and Criteria

This guidance is to be used for all International Sportsperson England Netball Governing Body Endorsement requests, in accordance with the Home Office Points Based Immigration System, made on or after the 1 XXXX2023 to 30 June 2024

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](#).

1.1 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.

1.2 **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.

1.3 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.

1.4 **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.

1.5 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.

1.6 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.

1.7 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.

Section 2: Requirements

This page explains England Netball requirements under the International Sportsperson route for the 2023 to 2024 season. These requirements are effective from 3 July 2023 to 30 June 2024.

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

These requirements are applicable to England.

2.1 Consultation

The following requirements have been agreed by the Home Office following consultation between England Netball and the sports governing bodies (SGBs) of Northern Ireland, Scotland and Wales.

2.2 Review

The requirements will be reviewed annually in May, prior to the start of the Super League season.

2.3 Length of season

The netball season for international and domestic competitions run throughout the year . However, the season for Netball Super League runs specifically from 17 Feb 2024 29 June 2024.

2.4 Requirements

The table below shows the endorsement requirements for sponsors and migrants

Category	Requirement	
<u>Sponsor</u>	Only the National Governing Bodies of England, Scotland, Northern Ireland and Wales and Franchises with a licence to compete in the Netball Super League are eligible for a sponsor endorsement.	
<u>Migrant</u>	Player	<p>A player will be granted a governing body endorsement if they meet one of the following criteria:</p> <ol style="list-style-type: none">1. A player must have played in at least one competitive game for one of the current top 12 international teams in the world during the three years preceding the date of the application of endorsement. <p>Competitive games comprise games played in:</p> <ul style="list-style-type: none">• Commonwealth Games• World Championships

		<ul style="list-style-type: none"> • Games within any qualifying tournament for the above, and • World Ranking Points matches <p>The top 12 international teams are shown in the World Netball Rankings and can be accessed at the World Netball website. Or</p> <ol style="list-style-type: none"> 2. A player must have been a member of an SSN/ANZ franchise squad (in Australia – part of the squad & named training partners or equivalent and in New Zealand – part of the squad & named training partners or equivalent) during the 2021 2022 or 2023 season. It agrees to do this on the basis that the standard of SSN & ANZ netball is, in a number of cases, higher than that played by some countries in the world top 12; or 3. An endorsement can be awarded to a returning player who played 75% of games in the England Netball Super League during the 2022/2023 season whilst in the UK as an International Sports person as defined in the Introduction of the Immigration Rules.
	Coach	<p>A Coach is required to have proven 12 months cumulative experience of coaching as a Head or Assistant Coach for in the last 5 years.. This means having coached a team from the below within the last 5 years:</p> <ul style="list-style-type: none"> • top 12 of the World Netball Rankings during their tenure; • SSN/ANZ netball league; <p>Or proven experience of coaching as a Head Coach or Assistant Coach for cumulative period of 12 months within the last 3 years of the Netball Super League.</p> <p>A coach is also required to have gained a UKCC Level 2 qualification level or above or an equivalent qualification, which also includes awareness of Health & Safety, a First Aid qualification, an awareness of child welfare issues and a relevant police check from their country of origin.</p>

		<p>Attendance at a Safeguarding and Protecting Children and UK Anti-Doping Clean Sport course is required to practice once in the UK.</p> <p>For further details of coach awards please see the England Netball website at https://www.EnglandNetball.co.uk/coaching/ukcc-coaching-courses/</p> <p>Evidence to show an open recruitment search has been undertaken should be provided for example evidence job advert and period of time advertised. This should include a copy of an advertisement and the names of all applicants (an advert must be live for a minimum of two weeks on the Franchise's own website, England Netball and relevant home nations governing body website, UK Sport and World Netball websites) - see the full policy guidance on sponsoring a worker for more information.</p>
	Player/ Coach	<p>A player coach must meet the playing criteria (as above) and is required to have gained a UKCC Level 2 qualification or above or an equivalent qualification which also includes Health & Safety, First Aid qualifications, an awareness of child welfare issues and a relevant police check from their country of origin. Attendance at a Safeguarding and Protecting Children and UK Anti-Doping Clean Sport course is required to practice once in the UK.</p>
<p>Injuries, Absences and Suspensions</p> <p>Events for which the individual was unavailable for selection are to be excluded when calculating the individual's appearance percentage. Unavailable for selection means the individual 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 individual's National Association or club doctor to England Netball for consideration.</p> <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.</p> <p>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</p>		

with or found guilty of a corruption offence and/ or a doping offence and/ or another misconduct offence.

2.5 Further information

This information is available on the England Netball website [here](#)

For any queries relating to the requirements or the endorsement process please contact:

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Information on visas and immigration is available on the [GOV.UK](#) website

2.6 Dispute handling procedures

Where an application for either a player to play in a team or a coach to coach a team in one of the leagues covered by the requirements for a governing body endorsement as set out for International Sportsperson has been refused on the grounds that the player or 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, England Netball 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 to allow an informed decision. Sponsors should note that, in respect of any application, there will only be one panel available, and the decision of the 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 at panel a further panel cannot be requested for the same player or coach during the season unless their status changes and they meet 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 the England Netball.

A review shall be commenced by the appellant lodging with England Netball HR (Donna Nugent) and Governance Manager (Ezekiel Teya), 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 on any ground of appeal not set out in the notice of appeal; and
- iii. be accompanied by a deposit of £125. 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 Panel shall be comprised as detailed below.

b. The Panel

The appointed panel shall consist of: the Competitions and Events Director and the Performance Director.

c. Power of the Panel

An endorsement request may be refused if the Player or Coach does not meet the relevant criteria set out in this document or fails to provide the mandatory documents. The panel may also grant an endorsement should the appeal be upheld based on the information set out in the grounds of appeal.

d. The Decision

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

e: Sponsor's Responsibility

It is then the responsibility of the named sponsor to notify a Player in writing of any endorsement request which is refused setting out the reasons for refusal.

A Player shall have 7 days from the date of the written refusal to submit an appeal in writing to the named sponsor. A player may only appeal on the basis that the named sponsor have not applied the endorsement criteria correctly.

The named sponsor shall consider the appeal and any evidence submitted in support and shall, within 7 working days of the receipt of the appeal, notify the Player of its decision.

Section 3: Process for applying for an endorsement

3.1 How to apply for governing body endorsements for International Sportsperson sponsor applications

Organisations eligible for International Sportsperson sponsor licence governing body endorsement should use the online [Sponsor Licence Governing Body Endorsement Application Form](#) which can also be found on the England Netball Website here (insert hyperlink once the form is approved and linked to the website)

All potential sponsors should note that the purpose of an endorsement for a prospective sponsor is to confirm to the Home Office officials processing sponsor applications that the application is from a bona fide sports club or equivalent that has a legitimate requirement to bring migrants to the UK as sportspeople. The Home Office has additional criteria for sponsors that must be met in order for an organisation to be granted a sponsor license. It is not England Netball who will grant a sponsor license.

3.2 How to apply for governing body endorsements for International Sportsperson migrant applications

Once an organisation has obtained its sponsor licence from the Home Office, the sponsor will be able to apply for Certificates of Sponsorship, which it will allocate to migrants coming here to work for it. Each migrant that an organisation wishes to employ needs to be assigned a Certificate of Sponsorship. However, before an organisation can assign a Certificate of Sponsorship to a sportsperson, they will also have to obtain an endorsement from England Netball for all applications made for individual sportspeople and coaches.

Organisations that have obtained International Sportsperson migrant governing body endorsement should use the online [Individual Migrant Governing Body Endorsement Application](#), which can also be found on the England Netball Website [here](#)

3.3 Administration Fee

An administration fee of £65 is payable for each governing body endorsement for migrant applications. An invoice will be sent to the sponsor by England Netball and must be paid within 30 days upon receipt.