

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 sports 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.

A sports governing body is one recognised by one of the home country sports councils (for example 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 the [GOV.UK](#) website.

British Swimming Governing Body Endorsement Requirements

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	Tier	Length of endorsement
Sponsor	Tier 2 (Sportsperson) and/or Tier 5 (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.
	Tier 5 (Creative and Sporting)	For the length of the contract or up to a maximum of twelve 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

Tier 2 & Tier 5 migrants are eligible to undertake Supplementary Employment under the Home Office Supplementary Employment Regulations (please refer to the [Tier 2 & 5 Guidance for Sponsors](#) – Supplementary Employment).

Section 2: Requirements

This page explains British Swimming requirements under the Tier 2 (Sportsperson) and Tier 5 (Temporary Worker) Creative and Sporting categories for the 2015 to 2016 season.

Consultation

The following requirements have been agreed by the Home Office following consultation with British Swimming who have consulted the Scottish Swimming Association, the Welsh Swimming Association and the Amateur Swimming Association.

Review

The requirements will be reviewed annually in December.

Length of season

Aquatics typically runs throughout the year, there is no natural start or end to the season.

Requirements

The table below shows the endorsement requirements for sponsors and migrants for Swimming, Water Polo, Synchronised Swimming, Disability Swimming and Diving.

Category	Requirement
Sponsor Tier 2 (Sportsperson) and or Tier 5 (Temporary Worker) Creative and Sporting	<p>Governing body endorsements will be considered by the 'British Swimming Panel' from club's affiliated with either the:</p> <ul style="list-style-type: none">• Amateur Swimming Association• Scottish Swimming Association• Welsh Swimming Association• High Performance Swimming• British Swimming <p>The 'British Swimming Panel' will consist of the Director of World Class Operations, HR Manager and representative from the relevant national swimming association.</p> <p>In order to obtain an endorsement, the club must prove their affiliation to the Amateur Swimming Association, the Scottish Swimming Association, the Welsh Swimming Association High Performance Swimming and/or British Swimming by providing their unique reference number and club code.</p>

British Swimming Governing Body Endorsement Requirements

	<p>Head Coach (Club Level)</p>	<p>also through their record of achievements obtained through references:</p> <ul style="list-style-type: none"> • individuals will hold national and/or international coaching qualifications or equivalent; a minimum of UKCC Level 4 Copies of their relevant certificates should be provided • leadership and management experience with extensive exposure to high performance issues and solutions such as planning and preparation for FINA (World Championship Level) and LEN (European Championship Level) events. This needs to be demonstrated in the relevant section of the application form and also through obtained references and • evidence of one to one peer level coaching. This needs to be supported in the relevant section of the application form and also through obtained references <p>Governing body endorsements for an individual will be issued if they have the minimum of an UK Coaching Certificate Level 3 Coaching or equivalent qualification and have a minimum of 2 years relevant coaching experience. This needs to be demonstrated through their history of employment record within the application and also through their record of achievements obtained through references:</p> <ul style="list-style-type: none"> • individuals will hold national and/or international coaching qualifications or equivalent; a minimum of UKCC Level 3 Copies of their relevant certificates should be provided and • evidence of their personal continuous professional development. This will be ascertained by obtaining copies of their relevant certificates and by providing documentation to prove their attendance at National seminars and placements
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British Swimming Governing Body Endorsement Requirements

British Swimming Governing Body Endorsements
British Swimming Panel
C/O The HR Department
SportPark
3 Oakwood Drive
Loughborough LE11 3QF

Telephone: 01509 640346
Email: bshrdepartment@swimming.org

Information on visas and immigration is available on the [GOV.UK](https://www.gov.uk) website.

Dispute handling procedures

Decisions regarding these applications will be made by a 'British Swimming subcommittee' who will consider written applications from the organisation concerned which must include full and complete job descriptions and person specifications. Should permission be granted, British Swimming will monitor the individual's activities against the job description which has been submitted. The sub-committee will give written reasons for their decision. The sub-committee's decision will be final.

Section 3: Process for applying for an endorsement

How to apply for governing body endorsements for Tier 2 (Sportsperson) and Tier 5 (Temporary Worker) Creative and Sporting sponsor licence applications

All potential sponsors should note that the purpose of an endorsement for a prospective sponsor is to confirm to UK Visas & Immigration (UKVI) 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. UKVI has additional criteria for sponsors that must be met in order for an aquatic club to be granted a sponsor licence. It is not the 'British Swimming Panel' that will grant a sponsor licence to a club.

There is an administration fee of £100 for each governing body endorsement in support of a sponsor licence application. Cheques must be included with applications, made payable to British Swimming Limited.

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