



Scottish Volleyball Governing Body Visa Endorsement Guidance and Requirements

This guidance is to be used for all International Sportsperson
governing body endorsement requests made on or after May 31, 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](#).

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 **approved 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 **approved governing body** for their sport before you assign the certificate of sponsorship.

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

Approved 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 Volleyball 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 Volleyball requirements for the International Sportsperson route. The requirements are effective from May 31, 2024.

Only the roles listed are eligible for endorsement.

These requirements are applicable to Scotland.

Consultation

The following requirements have been agreed by the Home Office following consultation with Scottish Volleyball.

Prior to contacting the Home Office during the annual review of this criteria, Scottish Volleyball 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 volleyball in the UK.

Review

The requirements will be reviewed annually, prior to the start of the Scottish Volleyball Indoor Season.

Length of season

The season in Scotland for Indoor Volleyball runs from 1 September to 30 April and for Beach Volleyball from 1 February to 31 January.

Requirements

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

Category	Requirements
Sponsor	Endorsements will only be issued to the following: <ul style="list-style-type: none"> • Scottish Volleyball Association • Any Indoor or Beach Volleyball Club affiliated to Scottish Volleyball
Migrant	<p>Indoor Player</p> <p>A player must have played in at least eight competitive matches for an FIVB tier II, III, IV, V ranked National Federation’s International Senior team during the two years preceding the date of the application of endorsement.</p> <p>Competitive games comprise games played in:</p> <ul style="list-style-type: none"> • Commonwealth Games • World Championships • European Championships • Games within any qualifying tournament for the above, and • World Ranking Points matches <p>The FIVB National Federation rankings can be found here: http://www.fivb.org/en/development/Document/FIVB_NF_Categorizations.pdf</p> <p>OR:</p>

	<ul style="list-style-type: none"> - A player must have been a participating member of a squad in the 1st or 2nd domestic league in an FIVB tier III, IV, V National Federation. Specifically, they must have been part of the 12-person roster in at least 8 competitive matches during one of the preceding three seasons; or - A player must have been a participating member of a squad in the NCAA D1, D2 or D3. Specifically, they must have been a part of the 12-person roster in at least 8 competitive matches during one of the preceding three seasons; or - A player must have been a participating member of a squad in the Canadian University League. Specifically, they must have been a part of the 12-person roster in at least 8 competitive matches during one of the preceding three seasons. - A player must have been a participating member of a squad in the highest domestic University League in an FIVB tier IV or V National Federation
	<p>Beach Player</p> <p>A player must achieve at least one of the following in the two years preceding the date of the application of endorsement:</p> <ul style="list-style-type: none"> - FIVB Top 150 World Ranking (Beach Volleyball) - AVP Top 75 Ranking (Beach Volleyball) - FIVB World Tour (2*-5*)/FIVB Pro Tour (Challenge/Elite16)/ Division 1 National Collegiate Beach Volleyball Championship competition experience - Division 1 NCAA Beach Volleyball programme Athlete - Olympic or Commonwealth Beach Volleyball National Team programme/longlist Athlete
	<p>Coach – Indoor</p> <p>A Coach is required to have proven experience of coaching as a Head or Assistant Coach for one full season. This means having been head coach of a team from the below within the last 5 years:</p> <ul style="list-style-type: none"> - FIVB tier II, III, IV or V National Federation national team; or - A club team in the highest domestic league in an FIVB tier III, IV or V national federation; <p>A coach is also required to have gained a FIVB Coaches Course Level II qualification or above or an equivalent satisfactory qualification, which also</p>

	<p>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. Attendance at a Safeguarding and Protecting Children course is required to practice once in the UK.</p> <p>https://www.fivb.com/en/development/education/coachescourses</p> <p>For further details of coach awards please see the Scottish Volleyball website at www.scottishvolleyball.org</p> <p>Coach – Beach</p> <p>A Beach Coach is required to have gained a FIVB Beach Coaches Course Level I qualification or above or an equivalent satisfactory 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>In addition, in order to be issued a GBE, a Beach Coach must meet at least one of the following requirements:</p> <ul style="list-style-type: none"> • Proven track record of success at national / international with elite beach athletes and programmes. • Experience with Olympic, Paralympic, National Governing Body or International Sports Federations. • Experience of working in an elite performance development programme.
<p>Injuries, Absences and Suspensions</p> <p>Matches/games for which the applicant was unavailable for selection are to be discounted. Unavailable for selection means the applicant was not available to play due to injury or suspension and written evidence supporting this, setting out the games missed and the reason(s), must be provided by the player’s National Association or club doctor to Scottish Volleyball 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 with or found guilty of a corruption offence and/or a doping offence and/or another misconduct offence.</p>	

The sponsor will need to show that the job has been advertised in a suitable UK medium (such as the British Volleyball Federation, Volleyball Home Nations, UK Sport and Sportscotland websites) to confirm there are no suitable resident workers for the role.

Process for applying for an endorsement from Scottish Volleyball

Please contact Scottish Volleyball via email to apply for a governing body endorsement:

Email: Info@scottishvolleyball.org

To cover the cost of processing an application, including verification of qualifications and evaluation of international coaching experience, there will be a charge of £500 per endorsement application, payable by the club at the time of application.

It is the responsibility of the sponsoring club requesting endorsement on behalf of a coach to provide evidence that they meet the relevant criteria by presenting all of the following documentation:

- a copy of full CV or application form
- proof of relevant qualifications

- supporting statement from the affiliated club wishing to employ the coach
- copy of contract of employment
- employment references

Dispute Handling Procedures

Where an application for a Player/Coach post covered by the requirements for a governing body endorsement as set out for International Sports person has been refused on the grounds that the Player/Coach 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 Volleyball 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 player or coach 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 player or coach 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 Volleyball and follow the Scottish Volleyball Complaints procedures as per the policy [insert link to SV Complaints Policy 2020].

A review shall be commenced by the sponsor submitting a notice of appeal within 28 days of the initial decision to the Scottish Volleyball 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 **£500**. 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

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 player

or coach (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 player or coach does not meet the relevant criteria set out in this document or fails to provide the mandatory documents.

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

d. Final Appeal

The player or coach shall have 7 days from the date of the written refusal at review stage to submit a final appeal in writing to Scottish Volleyball.

PLEASE NOTE: The player or coach may only submit a Final Appeal on the basis that Scottish Volleyball have not applied the endorsement criteria correctly.

Scottish Volleyball 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 player or coach of its decision.

e. The Decision

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

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

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Governing Body Endorsements
48 Pleasance
Edinburgh
EH8 9TJ

Tel: 0131 556 4633

Email: Info@scottishvolleyball.org