

This guidance is to be used for all International Sportsperson governing body endorsement requests made on or after the **27 July 2023**.

## **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 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.

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 **sportscotland**, 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.

### **Length of endorsement**

Governing body endorsements should be issued for a period appropriate to the period of approval for sponsorship, that is:

<b>Type of application</b>	<b>Length of endorsement</b>
<b>Sponsor</b>	4 years from date of issue.
<b>Migrant</b>	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.

## **Section 2: Requirements**

This section explains the Scottish Rugby Union requirements under the International Sportsperson route for the 2023 to 2024 season.

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

These requirements are applicable to Scotland.

### **Consultation**

The requirements have been agreed by the Home Office following consultation through the Scottish Rugby Union and the other home nation governing bodies.

### **Review**

The requirements will be reviewed annually in June of each year. Clubs or rugby bodies who wish to propose changes for the review process to consider must submit those proposals to the Scottish Rugby Union.

### **Length of season**

The season for rugby union ordinarily runs from September to June.

### **Requirements**

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

<b>Category</b>	<b>Requirement</b>	
<b>Sponsor</b>	The Scottish Rugby Union may act as a sponsor in its own right, or issue a Governing Body Endorsement for a club to become a Sponsor if the club is participating in one of the following leagues:  <ul style="list-style-type: none"><li>i. United Rugby Championship</li><li>ii. Scottish Super 6</li></ul>	
<b>Migrant</b>	<b>Player</b>	<b><u>Initial applications</u></b> In order for a migrant endorsement to be awarded, the player must meet one of the requirements listed below:  <ul style="list-style-type: none"><li>i. A player must have played in at least one World Rugby ranking international match (15-a-side), during the 24 months immediately prior to the date of</li></ul>

## Scottish Rugby Union - Rugby Union Governing Body Endorsement requirements

		<p>application from one of the following World Rugby Tier 1 countries:</p> <ul style="list-style-type: none"><li>• Argentina</li><li>• Australia</li><li>• England</li><li>• France</li><li>• Ireland</li><li>• Italy</li><li>• Japan</li><li>• New Zealand</li><li>• Scotland</li><li>• South Africa</li><li>• Wales</li></ul> <p>ii. A player must have played in at least three World Rugby ranking international matches (15-a-side), during the 24 months immediately prior to the date of application from one of the following World Rugby Tier 2 countries:</p> <ul style="list-style-type: none"><li>• Canada</li><li>• Fiji</li><li>• Georgia</li><li>• Namibia</li><li>• Romania</li><li>• Russia</li><li>• Samoa</li><li>• Tonga</li><li>• United States of America</li><li>• Uruguay</li></ul> <p>iii. A player must have played in at least one World Rugby ranking international match (15-a-side), during the 24 months immediately prior to the date of application from one of the World Rugby Tier 2 countries listed in ii. above and have played at least 50% of games, during the 24 months immediately prior to the application in one of the leagues listed in v. below.</p>
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## Scottish Rugby Union - Rugby Union Governing Body Endorsement requirements

		<p>iv. A player must have played in at least three World Rugby ranking international matches (15-a-side), during the 24 months immediately prior to the date of application from a World Rugby Tier 3 country and have played in a minimum of 10 full international matches (15-a-side), during their playing career.</p> <p>v. A player must have played in at least 75% of matches, during the 24 months immediately prior to the date of application in the following leagues:</p> <ul style="list-style-type: none"><li>• Currie Cup</li><li>• English Championship</li><li>• English Premiership and European Competitions</li><li>• French Pro D2</li><li>• French Top 14 and European Competitions</li><li>• Japan Top League</li><li>• Scottish Super 6</li><li>• Super Rugby</li><li>• United Rugby Championship and European Competitions</li><li>• Welsh Premiership</li></ul> <p>vi. A player aged 23 or under (on the date of application), must have played in at least 40% of matches, during the 24 months immediately prior to the date of application in the leagues listed in v. above.</p> <p>vii. Should a player aged 23 or under (on the date of application) not have met the criteria as set out in vi. above, they must have played in at least 80% of World Rugby sanctioned U20 international match (15-a-side), during the period in which the player was eligible to participate in such fixtures.</p>
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		<p>'European Competitions' shall mean the European Challenge Cup and the European Champions Cup (including the play-off matches for a position in the Champions Cup).</p> <p><b><u>Extension or change of employment application</u></b></p> <p>In order for a migrant endorsement to be awarded for an extension or change of employment application, the player must:</p> <ol style="list-style-type: none"> <li>i. continue to meet the initial application requirements, or</li> <li>ii. have played in at least 75% of matches for their sponsor for the period of their previous permission in one of the following leagues: <ul style="list-style-type: none"> <li>• English Championship and Championship Cup</li> <li>• English Premiership and European Competitions</li> <li>• Scottish Super 6</li> <li>• United Rugby Championship and European Competitions</li> <li>• Welsh Premiership.</li> </ul> </li> </ol> <p><b>Loans (temporary change of employment)</b></p> <p>A player may move temporarily to another club in the UK on a loan basis. The loaning club shall retain overall responsibility for the player (as the player's employer and sponsor) and the player will be granted permission to move temporarily under the provisions of their current leave, provided that the Certificate of Sponsorship issued by the loaning club is valid for the duration of the loan period. The player must be registered with the relevant governing body and club for whom they are competing, for the duration of the loan period.</p> <p>If the loan is subsequently made permanent, the new club will, at this time, be required to</p>
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Scottish Rugby Union - Rugby Union Governing Body Endorsement requirements

		<p>submit a new governing body endorsement application on behalf of the player to the relevant governing body and the player must be approved for a new work permit by the Home Office, before the player will be eligible to play as a permanent employee of that new club.</p>
	<p><b>Director of Rugby/Head Coach</b></p>	<p><b>Initial, extension or change of employment applications</b></p> <p>In order for a migrant endorsement to be awarded to a Director of Rugby/Head Coach, a migrant must meet one of the requirements listed below:</p> <ul style="list-style-type: none"> <li>• A migrant must have been contracted in a Director of Rugby or Head Coach role to a senior 15-a-side full international team that is currently ranked in the top 12 of the World Rugby rankings for a minimum of 12 months, during the 48 months immediately prior to the date of application.</li> </ul> <p><b>OR</b></p> <ul style="list-style-type: none"> <li>• A migrant must have been contracted in a Director of Rugby or Head Coach role for a minimum of 12 months, during the 48 months immediately prior to the date of application for a team that is currently competing in one of the following leagues:</li> </ul> <ul style="list-style-type: none"> <li>• Currie Cup</li> <li>• English Championship</li> <li>• English Premiership</li> <li>• French Pro D2</li> <li>• French Top 14</li> <li>• Japan Top League</li> <li>• Scottish Super 6</li> <li>• Super Rugby</li> <li>• United Rugby Championship</li> <li>• Welsh Premiership</li> </ul>

Scottish Rugby Union - Rugby Union Governing Body Endorsement requirements

		<p>It should be noted that a club/union may have only one migrant endorsement for a Director of Rugby and one for a Head Coach. In addition, no endorsements are available for player/coaches. Applications will only be considered as a player or as a Director of Rugby or Head Coach.</p>
	<p><b>Assistant Coach / Skills Coach</b></p>	<p><b>Initial, extension or change of employment applications</b></p> <p>In order for a migrant endorsement to be awarded to an Assistant Coach / Skills Coach, a migrant must meet one of the requirements listed below:</p> <ul style="list-style-type: none"> <li>• A migrant must have been contracted in an Assistant Coach / Skills Coach role to a senior 15-a-side full international team that is currently ranked in the top 12 of the World Rugby rankings for a minimum of 12 months, during the 48 months immediately prior to the date of application.</li> </ul> <p><b>OR</b></p> <ul style="list-style-type: none"> <li>• A migrant must have been contracted in an Assistant Coach / Skills Coach role for a minimum of 12 months, during the 48 months immediately prior to the date of application for a team that is currently competing in one of the following leagues: <ul style="list-style-type: none"> <li>• Currie Cup</li> <li>• English Championship</li> <li>• English Premiership</li> <li>• French Pro D2</li> <li>• French Top 14</li> <li>• Japan Top League</li> <li>• Scottish Super 6</li> <li>• Super Rugby</li> <li>• United Rugby Championship</li> </ul> </li> </ul>



Scottish Rugby Union - Rugby Union Governing Body Endorsement requirements

		<ul style="list-style-type: none"> <li>• Welsh Premiership</li> </ul> <p>It should be noted that no endorsements are available for player/coaches. Applications will only be considered as a player or as an Assistant Coach / Skills Coach.</p>
	<p><b>Head of Performance</b></p>	<p><b>Initial, extension or change of employment applications</b></p> <p>In order for a migrant endorsement to be awarded to a Head of Performance, a migrant must meet one of the requirements listed below:</p> <ul style="list-style-type: none"> <li>• A migrant must have been contracted in a Head of Performance role to a senior 15-a-side full international team that is currently ranked in the top 12 of the World Rugby rankings for a minimum of 24 months, during the 48 months immediately prior to the date of application.</li> </ul> <p><b>OR</b></p> <ul style="list-style-type: none"> <li>• A migrant must have been contracted in a Head of Performance role for a minimum of 24 months, during the 48 months immediately prior to the date of application for a team that is currently competing in one of the following leagues:</li> </ul> <ul style="list-style-type: none"> <li>• Currie Cup</li> <li>• English Championship</li> <li>• English Premiership</li> <li>• French Pro D2</li> <li>• French Top 14</li> <li>• Scottish Super 6</li> <li>• Super Rugby</li> <li>• Japan Top League</li> <li>• United Rugby Championship</li> <li>• Welsh Premier Division</li> </ul>

		<p>In addition, the migrant must hold a degree in Sports and Exercise Science, Performance Analysis or a related discipline.</p> <p>It should be noted that a club/union may have only one migrant endorsement for a Head of Performance role.</p>
<p><b>Injuries, Absences and Suspension</b></p> <p>Matches/games for which the player was unavailable for selection are to be excluded when calculating the player's appearance percentage. 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 the Scottish Rugby Union.</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. Each case will be judged on the individual circumstances and a decision made on this basis.</p>		

### Further information

This information is available on the Scottish Rugby Union website [here](#).

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

**Richard McGhee**

Regulatory and Technical Executive  
Scottish Rugby Union  
British Gas Murrayfield  
Edinburgh EH12 5PJ

E: [richard.mcghee@sru.org.uk](mailto:richard.mcghee@sru.org.uk)

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

## **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 (or for the Scottish Rugby Union itself) 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 the Scottish Rugby Union 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 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 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 the Scottish Rugby Union.

A review shall be commenced by the appellant lodging with Scottish Rugby Union Disciplinary Manager, 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

## Scottish Rugby Union - Rugby Union Governing Body Endorsement requirements

- iii. be accompanied by a deposit of £1000. The panel shall have discretion as to whether the deposit is returned.

The procedure for appeal will be in accordance with the Scottish Rugby Union Disciplinary Regulations and the Panel shall be comprised as detailed below.

### **b. The Panel**

The panel will be appointed by the Chair of the SRU Discipline Panel. The appointed panel shall consist of:

- (i) a Chairman who shall be legally qualified and independent of the SRU Board, SR Ltd Board, and SRU Executive staff;
- (ii) an SRU Board or SR Ltd Board member; and
- (iii) a suitably experienced rugby person at the discretion of the Chair of the SRU Discipline Panel.

### **c. Power of the Panel**

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

An individual shall have 28 days from the date of the written refusal to submit an appeal in writing to the SRU. An individual may only appeal on the basis that the SRU have not applied the endorsement criteria correctly.

The Panel shall consider the appeal and any evidence submitted in support and shall, as far as practicably possible, within 7 working days of the receipt of the appeal, notify the Player of its decision.

### **d. The Decision**

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

## **Section 3: Process for applying for an endorsement**

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

Sponsors wishing to apply for governing body endorsements should apply in writing to Mr Richard McGhee, Regulatory and Technical Executive, Scottish Rugby Union, Scottish Gas Murrayfield, Edinburgh, EH12 5PJ with full details.