

## 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 (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.

**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
<b>Sponsor</b>	Tier 2 (Sportsperson) and/or Tier 5 (Creative and Sporting)	4 years from date of issue
<b>Migrant</b>	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 the British Horse Society (BHS) requirements under the Tier 2 (Sportsperson) and Tier 5 (Temporary Worker) Creative and Sporting categories for the 2020 season. These requirements are applicable to the UK and are effective from 01 December 2019.

### **Consultation**

The following requirements have been agreed by the Home Office following consultation between the British Horse Society (via consultation with the Industry) and relevant Member Bodies of the British Equestrian Federation.

### **Review**

The requirements will be reviewed annually in December of each year.

### **Length of season**

Equestrian disciplines typically run throughout the year, there is no natural start or end to the season with the exception of endurance racing which runs from 1 March to 30 October annually.

### **Requirements**

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

<b>Category</b>	<b>Requirement</b>
<b>Sponsor</b>  Tier 2 (Sportsperson) and/or Tier 5 (Temporary Worker) Creative and Sporting	Governing body endorsements will only be considered from those who hold British Horse Society Training Centre Approval or Members of British Equestrian Federation Member Bodies who must hold the highest level of Affiliation.

<p><b>Migrant</b></p> <p>Tier 2 (Sportsperson) only</p>	<p>Coach</p>	<p>A coach must hold an internationally recognised qualification equivalent to level 3 on the International Group for Equestrian Qualifications (IGEQ) Matrix in the specified discipline. They must be able to provide references from previous employers and National Governing Body and be able to provide evidence of coaching experience at international level within the last 3 years or at national level for those wishing to extend their leave in the UK beyond 3 years.</p> <p>Coaches must also provide an up to date Police Check or equivalent of a Disclosure and Barring (DBS) check from the relevant country of origin.</p> <p><b>Suspensions</b></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 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>
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<p>Tier 5 (Temporary Worker) Creative and Sporting Only</p>	<p>Rider</p>	<p>The rider must have competed Internationally for their Country on more than 10 occasions within the last 2 years.</p> <p><b>Injuries and Suspensions</b></p> <p>Events for which the rider was unavailable for selection are to be excluded when calculating the rider's appearance percentage. Unavailable for selection means the rider was not available to participate due to injury or suspension and written evidence supporting this, setting out the events missed and the reason(s), must be provided by the rider's National Association or club doctor to British Horse Society for consideration. (Consideration will be given to injury, a period of maternity or paternity leave and any other legitimate medical reasons).</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 riding 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>
	<p>Coach</p>	<p>A coach must have at least 2 years' experience coaching nationally or internationally and hold an internationally recognised qualification equivalent to level 3 on the IGEQ matrix in the specified discipline. They must provide references from previous employers and National Governing Body and be able to provide evidence of coaching experience within the last 4 years.</p> <p>Coaches must also provide an up to date Police Check or equivalent of a Disclosure and Barring (DBS) check from the relevant country of origin.</p>

	<p>Rider</p>	<p><b>Suspensions</b></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 riding 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> <p>A rider must have competed internationally for their Country on at least two occasions within the last 2 years. Proof of this must be supplied by National Governing Body.</p> <p><b>Injuries and Suspensions</b></p> <p>Events for which the rider was unavailable for selection are to be excluded when calculating the rider's appearance percentage. Unavailable for selection means the rider was not available to participate due to injury or suspension and written evidence supporting this, setting out the events missed and the reason(s), must be provided by the rider's National Association or club doctor to British Horse Society for consideration. (Consideration will be given to injury, a period of maternity or paternity leave and any other legitimate medical reasons).</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 riding 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>
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	<p>Entourage</p>	<p>Entourage encompasses the support staff that are required to support the continuity of care and/or performance of a sports person/sports animal(s) and work as part of a seasonal operational team. Individuals will be undertaking a permissible role that is recognised by the BHS.</p> <p>The only permissible roles are:</p> <ul style="list-style-type: none"> <li>• Chef d'equipe</li> <li>• Assistant Trainer</li> <li>• Head Lad/Lass</li> <li>• Groom</li> <li>• Apprentice/Conditional Jockey</li> <li>• Work Rider</li> </ul> <p>Individuals will have trained and/or worked as part of the operational team and demonstrate 6 months experience in a similar job. The latter should be demonstrated by submitting references from previous employers with the application.</p> <p>In addition, grooms must have at least 2 years' experience as a professional groom and be able to provide references from previous employers within the last two years.</p> <p>Support staff are required when the Tier 5 sponsored sports person is based in the UK for training and competitions and should be included as part of the application.</p> <p><b>Extensions</b> In the case of request for an extension the coach, rider or entourage must continue to meet the required criteria as above.</p> <p><b>Change of Employment</b> Where any coach, rider, groom or official intends to change employment, the new employer must request an endorsement to reapply for leave from UK Visa &amp; Immigration officials. Confirmation of granted leave must be given before the individual can change employer.</p>
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**Further information**

This information is available on the BHS website at [www.bhs.org.uk](http://www.bhs.org.uk)

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](http://GOV.UK) website.

**Dispute handling procedures**

All disputes will be dealt with under our Grievance and Appeals procedure. Applications for appeal must be submitted within 28 days of the date of the written decision being issued. The appeal application must clearly outline the reasons for seeking the appeal against the decision.

The Dispute / Appeals panel will be three members of The British Horse Society.

Please see the link to our Dispute, Complaint and Appeals Policy and Procedure for more information. <http://www.bhs.org.uk/professionals/work-permits-and-visas>



### **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 applications**

Endorsements will be issued by The British Horse Society.

Endorsement requests should be forwarded to The British Horse Society where the information will be verified, and the endorsement approved where appropriate.

Each approved endorsement will be provided with a unique number for use by the employer when applying to UK Visa & Immigration sponsor licensing processing officials for registration as a sponsor.

Sponsors are required to keep copies of all documents relating to endorsements received by The British Horse Society.