



## **EHA JUNIOR PLAYER RECRUITMENT PROTOCOL**

### **Introduction**

It is poor practice to make direct contact with any player currently registered with another club with a view to them joining your club or to play for you in another tournament/competition, including representative teams.

England Handball is keen to safeguard the welfare of young players' and to respect their individual rights and any contact from a third party should be made in the first instance via the player's current club prior to contacting the players' parents/guardians. Any contact should be for legitimate handball reasons only.

Equally, it is essential that anyone holding personal information about young players respects the confidentiality of such information and does not disclose this without the proper authority.

This protocol is designed to provide some best practice guidelines to help clubs, coaches and representatives take appropriate steps when looking to recruit young players and ensure that such a process is carried out in an ethical and transparent manner. It takes into account the fact that, for the most part, handball is an amateur sport where players are not contracted solely to one particular club.

These are the standards that the EHA would like everyone involved in handball to observe and covers all individuals working or volunteering in the sport at all levels and grades. This includes club representatives as well as regional and national team managers and coaches in the performance of their duties.

Proven breaches of this policy may be dealt with under the EHA disciplinary procedure and as part of the EHA's commitment to the safeguarding of children and vulnerable adults.

### **Approaching players already registered with another club**

- 1) Under no circumstances should any representative of any other club, coach or player make contact with a player from another club with a view to inducing them to sign or transfer to their club.
- 2) Any club wishing to approach a player known to be registered with or having played for any other club must give the coach/secretary/administrator of the players' existing club seven days formal written notice (which includes email) of their intention and seeking permission to approach the parent/guardian of the player concerned. Proof that the notice has been delivered to the relevant person at the player's club must be obtained.
- 3) Any subsequent transfer request must be submitted to the EHA after the last day of the seven day notice period.
- 4) The player's current club cannot deny the approaching club the opportunity to approach the player unless he or she is under contract.

- 5) Parents/guardians of the player should be approached in the first instance prior to any contact being initiated with the player themselves.
- 6) No player under the age of 18 should ever be contacted or approached directly with a view to recruitment. This includes, but is not limited to, face-to-face conversations, or via email/social media. Contact routes via the parents/ guardians and the club should be followed as set out in sections 2, 4 and 6 listed above.
- 7) If the transfer request is unsuccessful, the approaching club may not approach the same player twice in one season.
- 8) The approaching club may only approach one player at a time from any other club and must wait 28 days before approaching another player of the same club.
- 9) Only two transfers can be made in this way per season.
- 10) If a player has outstanding payments, the club can refuse to release that player until debts are paid (as per existing EHA regulations).
- 11) Where a player or the parent/guardian of a player approaches a representative, coach or player from another club with a view to leaving their current club; the representative, coach or player should cease all further communications immediately and direct the player or parent/guardian to provide a formal request for a transfer in writing to their current club.
- 12) The deadline for completion of all national transfers is 31<sup>st</sup> January in each calendar year as set out the EHA's League Rules and Regulations.
- 13) This protocol applies year round to any player at U19 level and below.