



## **United Twirl England Athlete Transfer Policy**

### **Introduction**

Transfers of athletes between clubs can only be undertaken when both Club Directors sign the transfer form and / or with Executive Committee's approval.

### **Process**

The completed transfer form should be signed by both Club Directors and sent to [membership@unitedtwirlengland.org](mailto:membership@unitedtwirlengland.org).

By signing, the original Club Director is confirming that no money is owed, and all costumes and/or equipment has been returned to the Club.

There will be no set time frames within which the transfer can take place however the timing of the transfer must not impact negatively on the club from which they are moving e.g. on team programs choreographed for team competitions or for individuals prior to international competitions using programs choreographed by their previous club coaches etc. The transfer policy would include those athletes that wish to transfer at the time of their membership renewal.

### **Reasoning**

The decision to transfer to another club must be that of the athlete and their parent(s) / guardian(s) without any encouragement, promise of certain benefits, persuasion or unethical coercion from **any** members of the Club to which they are moving to and without any derogatory comments made about their current club, coaches and or trainers.

### **Poaching**

Should it become apparent that there has been encouragement, promise of certain benefits, persuasion, or unethical coercion from **any** members of the Club to which they are moving to and / or any derogatory comments made about their current club, coaches and or trainers then this will be reported to the Ethics and Disciplinary Committee to investigate.

Any of the behaviour described will be considered as 'Poaching", which will not be tolerated, and the transfer will not be supported. Should any of the behaviour described be reported then there may be an investigation into the allegations made.



## **Investigations**

Alongside poaching allegations, investigations may also be conducted if a Club Director refuses to sign the transfer form. Until the investigation is complete then the transfer will not be agreed. An athlete may be allowed to move to independent status pending the decision if it is not possible to remain at their current club. This will be at the discretion of the Committee.

The Committee will make the final decision in relation to allowing transfers to take place.

## **Appeals**

There will be an appeal process which will enable the athlete / parent(s) / guardian(s) to appeal the decision made but this must be in writing within 7 days of the decision. This will be sent to the UTE Secretary. This will be considered by the Executive Committee who will review and provide an update in writing within 21 days.