

Esports Wales

Player Transfers & Team Changes Policy

Status: Board-approved policy

Applies to: All Players, Teams, Clubs, Officials, Competition Organisers

Owner: Board of Directors

Integrity Lead: Integrity & Ethics Lead

Safeguarding Lead: Designated Safeguarding Lead (DSL)

Review cycle: Annual

Next review due: 12 months from adoption

1. Purpose

This policy sets out how **Esports Wales CIC** (“the Company”) manages **player transfers, team changes, and roster movement** in order to ensure:

- fairness and competitive integrity
- safeguarding and welfare protections
- transparency and consistency
- protection of competitions from manipulation

This policy supports the **Player Eligibility & Registration Policy (0502)** and **Player Behaviour & Sanctions Policy (0504)**.

2. Scope

This policy applies to:

Policy Number: P0506
Version Number: 001



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- all Esports Wales-recognised competitions, leagues, and events
- all registered players and teams
- all clubs and affiliated organisations
- online and offline competition environments

It applies to transfers occurring:

- between clubs or teams
 - within the same competition season
 - across different Esports Wales competitions
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3. Definitions

Player Transfer

A player moving registration from one team or club to another.

Team Change

Any change to a team's registered roster, including additions, removals, or substitutions.

Transfer Window

A defined period during which transfers or team changes are permitted.

4. General Principles

Esports Wales is guided by the following principles when regulating transfers:

- **Fair Play** – transfers must not undermine competition integrity
- **Transparency** – all changes must be declared and approved
- **Safeguarding First** – welfare overrides competition interests
- **No Manipulation** – transfers must not be used to influence outcomes



5. Transfer Eligibility

To be eligible for a transfer or team change, a player must:

- be correctly registered under **0502 Player Eligibility & Registration Policy**
- be free of outstanding suspensions or sanctions
- comply with safeguarding and integrity requirements

Players under 18 must have **parental/carer consent** for transfers.

6. Transfer Windows & Deadlines

6.1

Esports Wales may define:

- transfer windows
- roster lock dates
- emergency substitution rules

6.2

Transfers outside permitted windows may be:

- refused
 - delayed until the next window
 - permitted only under exceptional circumstances (e.g. welfare issues)
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7. Approval Process

All player transfers or team changes must:

1. be submitted via the designated registration system



2. be approved by the competition organiser
3. be confirmed before the player competes for the new team

Unapproved transfers will render a player **ineligible**.

8. Restrictions & Prohibited Conduct

The following are prohibited:

- transfers used to manipulate competition outcomes
- late transfers intended to gain unfair advantage
- transferring while under investigation for integrity or safeguarding matters
- pressure, coercion, or inducement to force player movement
- “team hopping” to bypass sanctions or eligibility rules

Such conduct may trigger integrity investigation under **0401–0405 policies**.

9. Safeguarding & Young Players

For players under 18:

- welfare considerations take precedence
 - transfers must be in the player’s best interests
 - safeguarding concerns may override competition rules
 - DSL approval may be required in complex cases
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10. Emergency & Welfare-Based Transfers

In exceptional circumstances (e.g. safeguarding, wellbeing, or safety concerns), Esports Wales may:

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- approve immediate transfers
 - allow temporary roster changes
 - suspend normal transfer restrictions
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11. Recording & Transparency

All approved transfers and team changes will be:

- recorded in the registration system
 - auditable by competition organisers
 - retained in line with records management policy
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12. Breaches & Sanctions

Breaches of this policy may result in:

- transfer refusal or reversal
 - player or team disqualification
 - forfeiture of matches
 - sanctions under **0504 Player Behaviour & Sanctions Policy**
 - integrity investigation under **Section 04 policies**
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13. Appeals

Players or teams may appeal transfer decisions in line with:

- competition appeals procedures
- disciplinary and appeals framework (where applicable)



14. Linked Policies

This policy must be read alongside:

- **P0501 Player Code of Conduct**
 - **P0502 Player Eligibility & Registration Policy**
 - **P0503 Player Welfare & Wellbeing Policy**
 - **P0504 Player Behaviour & Sanctions Policy**
 - **P0401 Integrity & Ethics Policy**
 - **P0402 MatchFixing & Competition Manipulation Policy**
 - **P0215 Parental Consent & Communication Policy**
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15. Review

This policy shall be reviewed:

- annually
 - following integrity or safeguarding incidents
 - following changes to competition structure
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16. Adoption

This Player Transfers & Team Changes Policy was approved by the Board of Directors of **Esports Wales CIC**.

Date approved: ___02/03/2026___

Signed (Chair):___  ___

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