

The Football Association of Wales - Governing Body Endorsement Requirements for Men's Football

**THE FOOTBALL ASSOCIATION OF WALES
MEN'S FOOTBALL - POINTS BASED SYSTEM
2020/2021 SEASON (1 JANUARY 2021 ONWARDS)**

The Regulations and criteria set out in this document will apply for the remainder of the 2020/21 season and will be effective from 1 January 2021. The criteria will be reviewed in early 2021 in order that revised criteria can be issued in advance of the summer transfer window before the 2021/22 season.

Please note that an individual's personal and immigration history may be taken into account when their application is being considered.

Clubs are reminded the onus is on them to ensure they are acting legally within the Immigration Rules and they must ensure any individual they wish to employ holds the right to work in the UK. Further information regarding a sponsor's duties can be found here:

- <https://www.gov.uk/government/collections/sponsorship-information-for-employers-and-educators>
- <https://www.gov.uk/government/publications/right-to-work-checks-employers-guide>

Please see the Glossary on page 15 for definitions of the terms used in this document.

GOVERNING BODY ENDORSEMENT REQUIREMENTS

GBE STATUS

1. These Regulations will apply to players registering for Welsh Clubs save that, subject to the proviso below these Regulations will not apply to a Player registering for a Welsh Club participating in competitions under the jurisdiction of The Football Association ("The FA"). For the avoidance of doubt players registering for these clubs will be subject to the relevant Regulations of The FA which the FAW will apply.
2. A club must obtain a GBE from the FAW before a migrant is permitted to undertake any employment duties for the club (including participation at training and in friendly matches). A migrant can register for a club without a GBE but, in order to play/ manage any football, he must have obtained a GBE, been assigned a Certificate of Sponsorship by that club and secured leave to remain under Tiers 2 or 5 of the PBS (subject to satisfying any other eligibility requirements of the FAW and any competitions the club participates in).
3. If an individual undertakes any employment duties for the club without satisfying the eligibility criteria in paragraph 2 above this will be a breach of these Regulations and a breach of the FAW Rules and the individual and the club for whom that individual undertakes employment duties will have committed a disciplinary offence. In those circumstances the FAW will impose whatever sanction it deems appropriate in accordance with FAW Rule 46.
4. If an individual plays in an Official Match without satisfying the eligibility criteria as referred to in paragraph 2 above this will be a breach of these Regulations and the FAW Rules and the individual and the Club for whom that individual appears will have committed a disciplinary offence. In these circumstances the FAW will impose whatever sanction it considers appropriate in accordance with Rule 46 of the FAW Rules and which, for the avoidance of any doubt, may include whatever measures are necessary to rectify the sporting consequences of such breach.
5. If an individual provides managerial or coaching services in an Official Match without satisfying the eligibility criteria as referred to in paragraph 2 above this will be a breach of this Regulation and the FAW Rules and the individual and the Club for whom that individual provides the services will have committed a disciplinary offence. In these circumstances the FAW will impose whatever sanction it considers appropriate in accordance with Rule 46 of the FAW Rules which, for the avoidance of any doubt, may include whatever measures are necessary to rectify the sporting consequences of such breach.
6. A club can apply for a GBE for a migrant at any time during the Season. In order to apply for a GBE, a club must hold a valid Sponsor's Licence under Tier 2 and/or Tier 5 of the PBS. In order to apply for and obtain a valid Sponsor's Licence, a club must have obtained an endorsement letter for a Sponsor's Licence from the FAW. If a Club's Sponsor's Licence is revoked, any migrant who has obtained a GBE in order to play for/ manage the Club may have his leave curtailed and may have to make a

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change in employment application which must be granted before the migrant can undertake any employment duties for the new club.

7. FAW Governing Body Endorsements will only be issued to Clubs in membership of either The FA Premier League, The English Football League, The Cymru Premier League, Cymru North, Cymru South and the Ardal Leagues. Clubs in other leagues within the men's Pyramid League System are considered amateur only and are therefore not subject to the requirements of these Regulations.
8. If the FAW grants an application for a GBE for a migrant in accordance with these criteria, the club is permitted to assign a Certificate of Sponsorship to the migrant for the period covered by the GBE. The GBE must be presented to the Home Office when the club applies for entry clearance on behalf of a migrant, which must be done within 3 months of a Certificate of Sponsorship being assigned. Any Certificate of Sponsorship and a copy of the migrant's biometric residence permit must be submitted to the FAW by the club within 3 months of being assigned. Clubs must keep a copy of the relevant page of the migrant's passport evidencing their entitlement to work and contact details for the migrant, which must be provided to the FAW upon request. The club will also have to comply with any other criteria set by the Home Office in order to secure leave to remain under Tier 2 or Tier 5 of the PBS.
9. A GBE under Tier 2 of the PBS will be granted for three years or the length of the migrant's contract (whichever is shorter) and a GBE under Tier 5 of the PBS will be granted for twelve months or the length of the migrant's contract (whichever is shorter). A migrant will not be eligible to play for/ manage the club beyond the expiry date of the GBE unless the club has applied for and obtained an Extended GBE before the existing GBE has expired in accordance with these criteria and the PBS.

Extensions to or transfers of a GBE

10. Unless the individual is under the Tier 5 (Temporary Worker) - Creative and Sporting category, they must meet the English language requirement of the Immigration Rules.
11. If a Club wishes to retain the services of a migrant beyond the period of their FAW Governing Body Endorsement, the Club must send a new application before the migrant's leave to remain expires. If the criteria are satisfied, an endorsement will be issued for the period of their contract, up to a maximum of three years. Where the migrant does not satisfy the criteria, the FAW will consult with the other Relevant Football Bodies by email, providing any details put forward by the Club in favour of that individual. If it is their unanimous recommendation that the application does not need to be considered by a panel, then the case can be processed without.
12. If the Relevant Football Bodies do not unanimously agree to the renewal, then the Club may request that it be considered by a panel.

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13. A migrant can enter under Tier 5 (if they are unable to meet the English Language requirement set by the Home Office) and then apply in country (provided this is within the first twelve (12) months) to switch to Tier 2 once they have met the English language requirement of the Immigration Rules. To do this the Club will be required to send a new application for a FAW Governing Body Endorsement so that a new certificate of sponsorship under Tier 2 can be assigned by the Club. The new application will need to be supported by evidence that the English language requirement of the Immigration Rules has been met.
14. If, at the end of the 12-month period, the migrant has been unable to meet the English language requirement, he will need to return home and obtain entry clearance for a further 12-month period under Tier 5.
15. A Club wishing to sign a migrant who has been granted a FAW Governing Body Endorsement through another Club must send a new application for a governing body endorsement to the FAW. If the criteria are satisfied, a FAW Governing Body Endorsement will be issued for a maximum of three (3) years in respect of their employment with the new Club. If the criteria are not satisfied, the FAW will consult with the Relevant Football Bodies by email, providing any details put forward by the Club in favour of the migrant, such as their appearance record for that Club and details of how far they meet the criteria. If it is their unanimous recommendation that the application does not need to be considered by a panel, then the case can be processed without. If any party expresses concern about the application, an appeal panel will be required.
16. If a migrant is intending to change employer, their new employer must request a new FAW 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.

Temporary Transfers/Loans

17. Loans are only permissible within the migrant's current period of approval and should not be used to avoid making extension or change of employment applications.
18. If a migrant on a Certificate of Sponsorship is moving to another Club, (either in the UK or abroad) on a loan basis, the migrant's parent Club must notify the Home Office of the temporary transfer and the change of location via the sponsor management system.
19. For the duration of the loan period, the loaning Club retains overall responsibility for the migrant as his employer and sponsor and the migrant is granted permission to move temporarily under the provisions of his current leave, provided that the Certificate of Sponsorship assigned by the loaning Club is valid for the duration of

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the loan period. This means that where the loan is to another Club within Wales, neither the parent Club nor the loaning Club has to send a new application for a governing body endorsement to the FAW. Where the loan is to a Club within another Home Association, the migrant will have to satisfy that Home Association's governing body endorsement process.

20. When the migrant returns to their parent Club after the loan period, the migrant does not need to be assessed again against the entry criteria and may simply resume their employment with their original Club (provided that their FAW Governing Body Endorsement remains valid beyond the date of their return), on the basis that the migrant has an existing Certificate of Sponsorship and has already met the entry requirements at the beginning of their employment with that Club.
21. Any migrant joining a Welsh Club on loan from an overseas Club (outside the UK) must meet all the requirements of Tier 2 or Tier 5 and therefore an application must be submitted to the FAW. International loan migrants are also subject to appeal panels if they do not meet the criteria.
22. GBEs will not be issued in respect of migrants who are trialling with a Welsh Club. If a Club wishes to trial a migrant, it should contact the Home Office.

APPLICATION PROCESS

23. An administration fee of £100 will be charged for each application for a FAW Governing Body Endorsement issued.
24. A club must submit an application for a GBE to the FAW Player Registrations Department along with any evidence in support of the application, including but not limited to:
 - a) A duly complete application form (Separate forms for Players and Managers are available to clubs on request).
 - b) If the Player is not already registered for the Club, an application for registration of said Player in accordance with FAW Rules and/or Regulations.
 - c) Written evidence to support any claim made by the applicant club that a Player was Unavailable for Selection for a particular match, including the reason(s).
 - d) If the Player is not a Youth Player, written evidence to support any claim made by the applicant club that exceptional circumstances prevented the Player from achieving 15 points (where appropriate, in accordance with paragraph 31).
 - e) If the Player is a Youth Player, written and any other evidence to support any claim made by the club that the Youth Player shows significant potential and is of sufficient quality.

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- f) If a Manager, written and any other evidence to support any application.
25. 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.
 26. An organisation wishing to sponsor such migrants must have a sponsor licence. Before applying to the Home Office for a license an organisation must be endorsed by the FAW. This endorsement confirms to the Home Office that the application for a licence is from a genuine football club (or equivalent) that has a legitimate requirement to bring migrants to the UK as sportspeople. Once licensed, an organisation 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 FAW before an organisation assign's the certificate of sponsorship.
 27. The FAW 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.
 28. If a Club prematurely ceases to employ a migrant who has a certificate of sponsorship, the Club must inform the Home Office.
 29. Where a Club wishes to make significant changes to the terms and conditions of the migrant's contract, for instance to improve their salary or length of contract part-way through the approved period, the Club should notify the Home Office of this.
 30. If a new application is required and the endorsement requirements are not met, the club must submit a summary of the migrant's domestic club appearances over the previous 12 months as well as any other information which the club deems to be relevant to its application. The FAW will at that stage consult with Relevant Football Bodies by email and in doing so will provide any details put forward by the club in support of the application. When considering the application and deciding whether the application should be granted, the FAW and the Relevant Football Bodies shall consider the information put forward by the club as well as any other information which they deem to be relevant in their absolute discretion which indicates whether the migrants remains of sufficient quality to be awarded a governing body endorsement. If a majority of the FAW and the Relevant Football Bodies recommend that a governing body endorsement should be granted, a Governing Body Endorsement will be issued. If a majority recommendation for approval is not given, a governing body endorsement will not be granted.

PLAYER'S CRITERIA

31. All Players shall be assessed in accordance with paragraphs 31-46 and Youth Players shall be assessed in accordance with paragraphs 47-53 if they do not achieve the pass mark in paragraph 33.

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32. The FAW will grant a GBE if the Player's International Appearances meet the Auto Pass Percentage set out in Table 1 of the criteria.
33. If a Player is not granted a GBE in accordance with paragraph 32 above, the FAW will grant a GBE if a Player achieves 15 or more points in accordance with paragraphs 37-46 **Error! Reference source not found..**
34. The Club may request that an Exceptions Panel consider the application if a Player achieves between 10 and 14 points in accordance with paragraphs 37-46 and:
- If the Player is not a Youth Player, the Club can evidence that exceptional circumstances prevented the Player from achieving 15 points; and
 - If the Player is a Youth Player, the Youth Player achieves between 10 and 14 points in accordance with paragraphs 47-53.
35. If the Club requests an Exceptions Panel, the procedure in paragraphs 57-69 shall apply.
36. If a Player is not granted a GBE in accordance with paragraph 32, 33 or paragraphs 57-69, he will have no further opportunity to apply for a GBE unless his circumstances change and will not be eligible to play for the applicant club.

Player's International Appearances

37. A Player shall be granted the number of points set out in Table 1 in respect of the Player's International Appearances.

Player's International Appearances	Aggregated FIFA World Ranking of the Player's National Association				
	1-10	11-20	21-30	31-50	51-200
90-100%	Auto Pass	Auto Pass	Auto Pass	Auto Pass	2
80-89%	Auto Pass	Auto Pass	Auto Pass	Auto Pass	1
70-79%	Auto Pass	Auto Pass	Auto Pass	Auto Pass	0
60-69%	Auto Pass	Auto Pass	Auto Pass	10	0
50-59%	Auto Pass	Auto Pass	10	8	0
40-49%	Auto Pass	Auto Pass	9	7	0
30-39%	Auto Pass	10	8	6	0
20-29%	10	9	7	0	0
10-19%	9	8	0	0	0
1-9%	8	7	0	0	0

Player's Domestic Minutes

38. A Player shall be granted the number of points set out in Table 2 in respect of the Player's Domestic Minutes.

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Player's Domestic Minutes	Band 1	Band 2	Band 3	Band 4	Band 5	Band 6
90-100%	12	10	8	6	4	2
80-89%	11	9	7	5	3	1
70-79%	10	8	6	4	2	0
60-69%	9	7	5	3	1	0
50-59%	8	6	4	2	0	0
40-49%	7	5	3	1	0	0
30-39%	6	4	2	0	0	0
20-29%	0	0	0	0	0	0
10-19%	0	0	0	0	0	0
1-9%	0	0	0	0	0	0

Player's Continental Minutes

39. A Player shall be granted the number of points set out in Table 3 in respect of the Player's Continental Minutes.

Player's Continental Minutes	Band 1 Continental Competition	Band 2 Continental Competition	Band 3 Continental Competition
90-100%	10	5	2
80-89%	9	4	1
70-79%	8	3	0
60-69%	7	2	0
50-59%	6	1	0
40-49%	5	0	0
30-39%	4	0	0
20-29%	0	0	0
10-19%	0	0	0
1-9%	0	0	0

Final League Position of Player's Last Club

40. A Player shall be granted the number of points set out in Table 4 in respect of the Final League Position of the Player's Last Club, provided (i) the Player appeared on the matchday squad list for the Player's Last Club for at least one match in its domestic league competition or (ii) the value of the Player's Domestic Cup Minutes was at least 1%, during the Last Season.

Last Club's Final League Position	Band 1	Band 2	Band 3	Band 4	Band 5	Band 6
Title winner	6	5	4	3	2	1
Qualified for group stages of a Band 1 Continental Competition	5	4	3	2	1	0
Qualified for qualifiers of a Band 1 Continental Competition	4	3	2	1	0	0

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Qualified for group stages of a Band 2 Continental Competition	3	2	1	0	0	0
Qualified for qualifiers of a Band 2 Continental Competition	2	1	0	0	0	0
Mid-table	1	0	0	0	0	0
Relegation	0	0	0	0	0	0
Promotion	N/A	1	1	1	1	1

41. For the avoidance of doubt, a Player shall only be granted the higher of the points he is eligible for in Table 4.

Continental Progression of Player's Last Club

42. A Player shall be granted the number of points set out in Table 5 in respect of the Continental Progression of the Player's Last Club, (i) the Player appeared on the matchday squad list for the Player's Last Club for at least one match in its domestic league competition or (ii) the value of the Player's Domestic Cup Minutes was at least 1%, during the Last Season.

Continental Progression	Band 1 Continental Competition	Band 2 Continental Competition	Band 3 Continental Competition
Final	10	7	2
Semi-Finals	9	6	1
Quarter-Finals	8	5	0
Round of 16	7	4	0
Round of 32	6	3	0
Group stage	5	2	0
Other	0	0	0

43. For the avoidance of doubt, a Player shall only be granted the higher of the points he is eligible for in Table 5.

League Quality of Player's Current Club

44. A Player shall be granted the number of points set out in Table 6 in respect of the band of the Player's Current Club, (i) the Player appeared on the matchday squad list for the Player's Last Club for at least one match in its domestic league competition or Continental Competition or (ii) the value of the Player's Domestic Cup Minutes was at least 1%, during the Reference Period.

Band of Player's Current Club	Points
Band 1	12
Band 2	10
Band 3	8
Band 4	6
Band 5	4
Band 6	2

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45. If a Player has been loaned to a club in a lower band than his parent club and has made a first team appearance (on the pitch) for his parent club during the Reference Period, he shall be granted the higher of the points he would have been eligible for in accordance with Table 6 if his parent club was the Player's Current Club.

Points Allocated for Investment

46. A Player shall be granted the number of points set out in Table 7 in respect of the salary paid in relation to League Median Average

Salary (% above median for relevant league)	Points
50% above median	1
60% above median	2
70% or more above median	3

YOUTH CRITERIA

Youth International Appearances

47. A Youth Player shall be granted the higher of:
- seven points if the value of the Youth Player's Band 1 International Appearances is at least 30%; or
 - five points if the value of the Youth Player's Band 2 International Appearances is at least 30%.

Youth - Debut

48. A Youth Player shall be granted the number of points set out in Table 8 if he made his first appearance (on the pitch) for the senior team of a club in Band 1, Band 2, Band 3, Band 4, Band 5 or Band 6 in its domestic league competition during the Reference Period.

Band	Points
Band 1	6
Band 2	5
Band 3	4
Band 4	3
Band 5	2
Band 6	1

49. For the avoidance of doubt:
- a Youth Player shall only be granted the higher of the points he is eligible for under paragraph 38 (*Player's Domestic Minutes*) and paragraph 48; and
 - if a Youth Player made his first appearance in more than one band during the Reference Period, he shall only be granted the higher of the points he is eligible for in Table 8.

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Youth - Final League Position

50. A Youth Player shall be granted the number of points set out in Table 9 in respect of the Player's Last Club, provided that:

- a) the Youth Player is not eligible for any points in accordance with paragraph 40 (*Final League Position of Player's Last Club*); and
- b) the value of one or more of the following is at least 30%:
 - a. the Youth Player's UEFA Youth League Minutes;
 - b. the Youth Player's CONMEBOL U20 Libertadores Minutes;
 - c. the Youth Player's Youth Competition Minutes; or
 - d. the Youth Player's B Team Minutes.

Last Club's Final League Position	Band 1	Band 2	Band 3	Band 4	Band 5	Band 6
Title winner	3	3	2	2	1	1
Qualified for group stages of a Band 1 Continental Competition	3	2	2	1	1	0
Qualified for qualifiers of a Band 1 Continental Competition	2	2	1	1	0	0
Qualified for group stages of a Band 2 Continental Competition	2	1	1	0	0	0
Qualified for qualifiers of a Band 2 Continental Competition	1	1	0	0	0	0
Mid-table	1	0	0	0	0	0
Relegation	0	0	0	0	0	0
Promotion	N/A	1	1	1	1	1

Youth - Continental Progression

51. A Youth Player shall be granted the number of points set out in Table 10 in respect of the Player's Last Club, provided that:

- a) the Youth Player is not eligible for any points in accordance with paragraph 42 (*Continental Progression*); and
- b) the value of one or more of the following is at least 30%:
 - a. the Youth Player's UEFA Youth League Minutes;
 - b. the Youth Player's CONMEBOL U20 Libertadores Minutes;
 - c. the Youth Player's Youth Competition Minutes; or
 - d. the Youth Player's B Team Minutes.

Continental Progression	Band 1 Continental Competition	Band 2 Continental Competition	Band 3 Continental Competition
Final	5	4	1
Semi-Finals	5	3	1
Quarter-Finals	4	3	0
Round of 16	4	2	0
Round of 32	3	2	0
Group stage	3	1	0
Other	0	0	0

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Youth - League Quality of Player's Current Club

52. A Youth Player shall be granted the number of points set out in Table 11 in respect of the Player's Current Club, provided that:

- a) The Youth Player is not eligible for any points in accordance with paragraph 44 (*League Quality of Player's Current Club*); and
- b) the value of one or more of the following is at least 30%:
 - a. the Youth Player's UEFA Youth League Minutes;
 - b. the Youth Player's CONMEBOL U20 Libertadores Minutes; or
 - c. the Youth Player's B Team Minutes.

Band of Player's Current Club	Points
Band 1	11
Band 2	9
Band 3	7
Band 4	5
Band 5	4
Band 6	2

53. A Youth Player shall be granted the number of points set out in Table 12 in respect of the Player's Current Club, provided that:

- a) The Youth Player is not eligible for any points in accordance with paragraph 44 (*League Quality of Player's Current Club*) or 51; and
- b) the value of the Youth Player's Youth Competition Minutes is at least 30%.

Band of Player's Current Club	Points
Band 1	9
Band 2	8
Band 3	6
Band 4	5
Band 5	3
Band 6	2

MANAGER'S AND FIRST TEAM COACH'S CRITERIA

54. Governing body endorsements will be available for migrants if they meet the following criteria:

- a) Managers and first team coaches must have overall responsibility for first team selection. Joint or partial responsibility for first team selection does not meet the criteria.
- b) The Manager or first team coach must:
 - i. hold a UEFA professional licence or equivalent; or

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- ii. have managed or coached in a league at Band 1 to Band 5 for at least two of the last five years; or
 - iii. have managed or coached an international team with an Aggregated FIFA World Ranking of 70th or higher for at least two of the last five years.
55. If a Manager is not granted a GBE in accordance with paragraph 54 above, the Club may request that an Exceptions Panel consider the application. If the Club requests an Exceptions Panel, the procedure in paragraphs 57-69 shall apply.
56. If a Manager is not granted a GBE in accordance with paragraph 54 or 57-69, he or she will have no further opportunity to apply for a GBE unless his or her circumstances change and will not be eligible to be the Manager for the applicant club.

EXCEPTIONS PANELS

Please note that Exceptions Panels will not be available after the Winter (January) Transfer Window in 2021.

57. Where an application does not meet the published criteria, a club may lodge a written request with the FAW Chief Executive Officer for an Exceptions Panel to consider the migrant's skills and experience. In the case of a Player, a Club may only request an Exceptions Panel on the provision that paragraph 34 has been satisfied.
58. Where possible the club's supporting evidence will be sent to the FAW and other football bodies in advance for their consideration in order to allow an informed decision.
59. The three person Exceptions Panel will be appointed by the FAW Chief Executive Officer and shall normally consist of an independent legally qualified chairperson along with two panel members with sufficient experience at the top level of football. The FAW will endeavour to ensure there are no conflicts of interest between the panel members and the applicant club. If the applicant club wishes to object to the involvement of any of the independent experts it must do so in writing at least two Business Days before the Exceptions Panel hearing explaining their reasons for the objection. Such objection will be considered by the independent chairperson and/or the FAW as appropriate.
60. The panel's terms of reference for are:
- a) to consider whether the player, manager or first team coach is of the highest calibre; and
 - b) to consider whether the player, manager or first team coach is able to contribute significantly to the development of the game at the top level in Wales

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61. The Exceptions Panel will be conducted in accordance with these Regulations. Panel procedure is available on request.
62. Clubs should note that, in respect of any application, there will only be one panel available (i.e. a panel and recommendation, followed by a decision). A club should therefore ensure that all evidence it wishes to present in support of its application is presented to the panel.
63. In the case of a Player, the Exceptions Panel shall only recommend to the FAW that a GBE be granted if it is satisfied that either:
 - a. exceptional circumstances prevented the Player from achieving 15 points, and if those exceptional circumstances did not apply, the Player would have achieved 15 points; or
 - b. the Youth Player shows significant potential and is of sufficient quality to justify the Exceptions Panel recommending that a GBE be awarded.
64. In the case of a Manager, the Exceptions Panel shall only recommend to the FAW that a GBE be granted if it is satisfied that the Manager is of the highest calibre and is able to contribute significantly to the development of the game at the top level in Wales.
65. The Exceptions Panel will make its decision, based on the paper submitted to it, at an in-person or virtual meeting at which the FAW will provide the appropriate secretarial support. Each Panel Member has one vote, and the decision will be made by a simple majority, with the independent chairperson having a casting vote.
66. If the Exceptions Panel recommends to the FAW that a GBE be granted, the FAW will consider whether to grant a GBE (but is under no obligation to do so).
67. Written reasons for the decision will be supplied by the Exceptions Panel to the applicant club within seven (7) Business Days of the date of the hearing.
68. The decision of the Exceptions Panel is final and binding and there will be no further opportunity for appeal.
69. The cost of an application that is referred to a Exceptions Panel will be £1000.00 plus VAT which must be paid by the Club at the point of making the request for an Exceptions Panel under Paragraph 57. Each party will meet its own costs of appeal.

MISCELLANEOUS

70. Any breach of these Regulations will be a disciplinary offence under the FAW Rules and any charge or sanction against any Club or individual bound by this Regulation will be in accordance with the procedures set out in Section E of the FAW Rules.
71. Nothing in this Regulation will restrict or limit the scope of any Disciplinary Offence under FAW Rule 38.1.

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GLOSSARY

Where the context so requires, capitalised or defined words or phrases used in this Regulation have the same definition and meaning set out in the FAW Rules. Any reference to an FAW Rule or Regulation in this document will automatically include any amendments or additions to that Rule and Regulation that may be made by the FAW from time to time.

In the Regulations the following words and expressions have the following meanings:

Aggregated FIFA World Rankings means the aggregated rankings list for senior men's international teams over the International Reference Period. The FAW will produce the aggregated two-year rankings list on a monthly basis when the FIFA World Rankings are published. These will be made available on www.faw.cymru.

Available B Team Minutes means the total number of minutes (including, for the avoidance of doubt, any injury time or added time) played by the B Team of the Youth Player's Last Club in the Last Season, minus the number of minutes that the Youth Player was Unavailable for Selection. If the Youth Player has played for two (or more) clubs during the Last Season, the Available B Team Minutes for each club should be calculated by reference to the period of time the Youth Player was registered (or on loan) for each club during the Last Season. For the purposes of paragraph 52 (*Youth - League Quality of Player's Current Club*), Available B Team Minutes shall be calculated by reference to the Reference Period rather than Last Season.

Available Band 1 Youth Internationals means the total number of matches played by the Young Player's National Association during the Reference Period in the Band 1 Youth Internationals the Young Player was eligible to play in, minus the number of matches that the Player was Unavailable for Selection. For the avoidance of doubt, a player who is eligible to play in specific age group matches (for example U17) shall not also be considered to be eligible to play in any older age groups matches unless he has appeared on the matchday squad list for that age group for at least one match during the Reference Period, in which case he shall be considered eligible to play in all matches for that age group from that date onwards until the end of the Reference Period.

Available Band 2 Youth Internationals means the total number of matches played by the Young Player's National Association during the Reference Period in the Band 2 Youth Internationals the Young Player was eligible to play in, minus the number of matches that the Player was Unavailable for Selection. For the avoidance of doubt, a player who is eligible to play in specific age group matches (for example U17) shall not also be considered to be eligible to play in any older age groups matches unless he has appeared on the matchday squad list for that age group for at least one match during the Reference Period, in which case he shall be considered eligible to play in all matches for that age group from that date onwards until the end of the Reference Period.

Available Continental Minutes means the total number of minutes (including, for the avoidance of doubt, any injury time or added time) played by the Player's club in a Continental Competition during the Reference Period, minus the number of minutes that the Player was Unavailable for Selection. If the Player has played for two (or more) clubs during the Reference Period, the Available Continental Minutes for each club should be calculated by reference to the period of time the Player was registered (or on loan) for each club during the Reference Period.

Available CONMEBOL U20 Libertadores Minutes means the total number of minutes (including, for the avoidance of doubt, any injury time or added time) played by the Youth

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Player's Last Club in the CONMEBOL U20 Libertadores in the Last Season, minus the number of minutes that the Youth Player was Unavailable for Selection. If the Youth Player has played for two (or more) clubs during the Last Season, the Available CONMEBOL U20 Libertadores Minutes for each club should be calculated by reference to the period of time the Youth Player was registered (or on loan) for each club during the Last Season. For the purposes of paragraph 52 (*Youth - League Quality of Player's Current Club*), Available CONMEBOL U20 Libertadores Minutes shall be calculated by reference to the Reference Period rather than Last Season.

Available Domestic Cup Minutes means the total number of minutes (including, for the avoidance of doubt, any injury time or added time) played by the Player's club in a Domestic Cup during the Last Season, minus the number of minutes that the Player was Unavailable for Selection. If the Player has played for two (or more) clubs during the Last Season, the Available Domestic Cup Minutes for each club should be calculated by reference to the period of time the Player was registered (or on loan) for each club during the Last Season. For the purposes of paragraph 44 (*League Quality of Player's Current Club*), Available Domestic Cup Minutes shall be calculated by reference to the Reference Period rather than Last Season.

Available Domestic Minutes means the total number of minutes (including, for the avoidance of doubt, any injury time or added time) played by the Player's club in its domestic league competition during the Reference Period, minus the number of minutes that the Player was Unavailable for Selection. If the Player has played for two (or more) clubs during the Reference Period, the Available Domestic Minutes for each club should be calculated by reference to the period of time the Player was registered (or on loan) for each club during the Reference Period.

Available International Matches means the total number of matches played by the Player's National Association in Senior Competitive International Matches during the International Reference Period, minus the number of matches that the Player was Unavailable for Selection. If less than 30% of the matches played by the Player's National Association during the International Reference Period were Senior Competitive International Matches, Available International Matches shall also include International Friendlies.

Available UEFA Youth League Minutes means the total number of minutes (including, for the avoidance of doubt, any injury time or added time) played by the Youth Player's Last Club in the UEFA Youth League in the Last Season, minus the number of minutes that the Youth Player was Unavailable for Selection. If the Youth Player has played for two (or more) clubs during the Last Season, the Available UEFA Youth League Minutes for each club should be calculated by reference to the period of time the Youth Player was registered (or on loan) for each club during the Last Season. For the purposes of paragraph 52 (*Youth - League Quality of Player's Current Club*), Available UEFA Youth League Minutes shall be calculated by reference to the Reference Period rather than Last Season.

Available Youth Competition Minutes means the total number of minutes (including, for the avoidance of doubt, any injury time or added time) played by the Youth Player's Last Club in Youth Competitions in the Last Season, minus the number of minutes that the Youth Player was Unavailable for Selection. If the Youth Player has played for two (or more) clubs during the Last Season, the Available Youth Competition Minutes for each club should be calculated by reference to the period of time the Youth Player was registered (or on loan) for each club during the Last Season. For the purposes of paragraph 52 (*Youth - League Quality of Player's*

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Current Club), Available Youth Competition Minutes shall be calculated by reference to the Reference Period rather than Last Season.

Auto Pass Percentage means the percentage set out in Table 1 of this criteria.

B Team means a secondary team of a club which plays in a lower domestic professional division within the same league structure as the club's first team.

Band 1 means the English Premier League, the Bundesliga, La Liga, Serie A and Ligue 1.

Band 1 Continental Competition means the UEFA Champions League and the Copa Libertadores.

Band 1 Youth Internationals means any match played by the Youth Player's National Association in the following tournaments:

- 1) FIFA U20 World Cup Finals;
- 2) FIFA U17 World Cup Finals;
- 3) UEFA U21 European Championships;
- 4) UEFA U19 European Championships;
- 5) UEFA U17 European Championships;
- 6) CONMEBOL U20 South American Youth Football Championship;
- 7) CONMEBOL U17 South American Youth Football Championship;
- 8) CAF U20 African Cup of Nations;
- 9) CAF U17 African Cup of Nations;
- 10) CAF U23 Championship;
- 11) AFC U23 Asia Nations Cup;
- 12) AFC U20 Asia Nations Cup;
- 13) AFC U17 Asia Nations Cup;
- 14) CONCACAF U20 Championship;
- 15) CONCACAF U17 Championship;
- 16) OFC U20 Championship;
- 17) OFC U17 Championship;
- 18) Olympic Games; and
- 19) Toulon Tournament.

Band 2 means the Portuguese Primeira Liga, Eredivisie, Belgian First Division A, the Turkish Super Lig and the English Championship.

Band 2 Continental Competition means the UEFA Europa League and the Copa Sudamerica.

Band 2 Youth Internationals means any match played by the Youth Player's National Association in order to qualify for a Band 1 Youth International or any other competitive match played by the U17 – U23 teams of the Youth Player's National Association.

Band 3 means the Russian Premier League, Campeonato Brasileiro Série A, Primera División of Argentina, Liga MX and the Scottish Premiership.

Band 3 Continental Competition means any continental competition which is not a Band 1 Continental Competition or Band 2 Continental Competition.

Band 4 means the Czech First League, Croatian First Football League, the Swiss Super League, La Liga 2, Bundesliga 2, Ukrainian Premier League, the Greek Superleague, the

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Colombian Categoría Primera A, the USA's Major League Soccer, the Austrian Football Bundesliga and Ligue 2.

Band 5 means the Serbian SuperLiga, the Danish Superliga, the Polish Ekstraklasa, the Slovenian PrvaLiga, the Chilean Primera División, the Uruguayan Primera División and the Chinese Super League.

Band 6 means all leagues not in Band 1, Band 2, Band 3, Band 4 or Band 5.

Certificate of Sponsorship means a certificate assigned to a Player pursuant to a club's Sponsor's Licence.

CONMEBOL U20 Libertadores means the youth football competition organised by the South American Football Confederation.

Continental Competition means a Band 1 Continental Competition, a Band 2 Continental Competition or a Band 3 Continental Competition.

Continental Progression means the progress made by the Player's Last Club in a Continental Competition in the Last Season.

Current Club means:

- 1) the Player's Last Club, if the application for a GBE is made after the club the Player plays for as at the date of the application has completed its season; or
- 2) the club the Player is playing for as at the date the application is made, if the application for a GBE is made before the club the Player plays for as at the date of the application has completed its season (i.e. mid-season).

Domestic Cup means any domestic cup competition which is open to clubs in the country's top domestic division and provides a route for qualification to a Band 1 Continental Competition or Band 2 Continental Competition.

Exceptions Panel means a panel appointed by the FAW to consider an application for a GBE in accordance with paragraphs 57-69.

Extended GBE means a new GBE applied for by a Club in respect of a Player who has already received a GBE for that Club which is due to expire.

The FAW means The Football Association of Wales.

FIFA means the Fédération Internationale de Football Association.

Final League Position means the final league position of the Player's Last Club at the end of the Last Season. If the Last Season did not finish but a final league table was compiled, the Last Club's league position shall be taken from that final league table.

GBE means Governing Body Endorsement.

International Friendlies means any match played by the National Association's senior team which is not a Senior Competitive International Match.

International Reference Period means:

- 1) the twenty four months prior to the date of the application for a GBE, if the Player is not a Youth Player; or

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- 2) the twelve months prior to the date of the application for a GBE, if the Player is a Youth Player.

Last Club means the club the Player played for in the Last Season. If the Player played for two (or more) clubs during the Last Season, the Player's Last Club is the club the Player played for at the end of the Last Season.

Last Season means the last full season prior to the date of the application for a GBE.

League Median Average means the median average basic salary across the league in which the Player is seeking to register. This is calculated from time to time by the Association and is based on a sample from the immediately preceding Season.

Loans means temporary transfers which do not extend beyond the end of the season in which the registration is temporarily transferred.

Manager means any first team manager or first team head coach who is not a citizen of the United Kingdom or Ireland and has not acquired permanent residence in the United Kingdom, been granted pre-settled status or settled status under the EU Settlement Scheme or who is not eligible to apply to the EU Settlement Scheme (and has until 30 June 2021 to do so).

National Association means a football association that is a member of, and recognised by, FIFA.

PBS means the Home Office Points Based System.

Player means any player who is not a citizen of the United Kingdom or Ireland and has not acquired permanent residence in the United Kingdom, been granted pre-settled status or settled status under the EU Settlement Scheme and who is not (and will not become) eligible to apply to the EU Settlement Scheme (and who has until 30 June 2021 to do so).

Player's Domestic Cup Minutes means the percentage of Available Domestic Cup Minutes the Player played in. If the Player has played for two (or more) clubs during the Last Season, the Player's Domestic Cup Minutes shall be calculated for each club and an average of those percentages should then be calculated. For the purposes of paragraph 44 (*League Quality of Player's Current Club*), Available Domestic Cup Minutes shall be calculated by reference to the Reference Period rather than Last Season.

Player's Domestic Minutes means the percentage of Available Domestic Minutes the Player played in. If the Player has played for two (or more) clubs during the Reference Period, the Player's Domestic Minutes shall be calculated for each club and an average of those percentages should then be calculated.

Player's Continental Minutes means the percentage of Available Continental Minutes the Player played in. If the Player has played for two (or more) clubs during the Reference Period, the Player's Continental Minutes shall be calculated for each club and an average of those percentages should then be calculated. If only one of the clubs played in a Continental Competition, the Player's Continental Minutes shall be the percentage the Player played in for that club.

Player's International Appearances means the percentage of Available International Matches the Player played in.

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Player's National Association means the National Association the Player plays for, or has declared for, as at the date of the application for a GBE.

Reference Period means the twelve months prior to the date of the application for a GBE.

Relevant Football Bodies means a representative of the league in which the Player plays in or will play in if the applicable for a GBE is successful.

Season means the period from June to May. This may vary slightly from season to season depending on the arrangement of the first and last match.

Senior Competitive International Matches means any match played by the National Association's senior team in the following tournaments:

- 1) FIFA World Cup Finals;
- 2) FIFA World Cup Qualifying Groups;
- 3) FIFA Confederations Cup; and
- 4) Continental Cup Qualifiers and Finals, including but not limited to:
 - a. UEFA European Championships and Qualifiers;
 - b. UEFA Nations League Groups and Final Stages;
 - c. CAF African Cup of Nations and Qualifiers;
 - d. AFC Asia Nations Cup and Qualifiers;
 - e. CONCACAF Gold Cup;
 - f. CONCACAF Copa Caribe;
 - g. UNCAF Nations Cup;
 - h. CONMEBOL Copa America; and
 - i. OFC Nations Cup.

Sponsor's Licence means a licence obtained from the Home Office under the PBS.

Tier 2 means T2 Sports person.

Tier 5 means T5 (Temporary worker – Creative and Sporting).

Unavailable for Selection means the player was not available to play due to injury, on-field suspension or any other circumstances which would prevent the player from physically entering the field of play. For the avoidance of doubt, a player may not be classed as injured (and therefore Unavailable for Selection) if he was listed as a substitute in a match and was not used and such matches may not be eligible for exclusion when calculating the Available Minutes (as applicable). In international competitions where players are listed as substitutes regardless of whether or not they are injured, players may be classed as injured (and therefore Unavailable for Selection) if sufficient evidence is provided of their injury.

UEFA Youth League means the youth football competition ordered by the Union of European Football Associations.

Welsh Club means a club affiliated to the FAW.

Youth Competition means a top domestic youth league as defined by the relevant National Association or professional league as appropriate.

Youth Player means a Player who is under 21 as at the date the application for a GBE is made.

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Youth Player's Band 1 International Appearances means the percentage of Available Band 1 Youth Internationals the Youth Player played in.

Youth Player's Band 2 International Appearances means the percentage of Available Band 2 Youth Internationals the Youth Player played in.

Youth Player's B Team Minutes means the percentage of Available B Team Minutes the Youth Player played in. If the Youth Player has played for two (or more) clubs during the Reference Period, the Youth Player's B Team Minutes shall be calculated for each club and an average of those percentages should then be calculated (provided that each club had a B Team). If only one of the clubs had a B Team, the Youth Player's B Team Minutes shall be the percentage the Youth Player played in for that club. For the purposes of paragraph 46 (*Youth - League Quality of Player's Current Club*), the Youth Player's B Team Minutes shall be calculated by reference to the Reference Period rather than Last Season.

Youth Player's CONMEBOL U20 Libertadores Minutes means the percentage of Available CONMEBOL U20 Libertadores Minutes the Youth Player played in. If the Youth Player has played for two (or more) clubs during the Reference Period, the Youth Player's CONMEBOL U20 Libertadores Minutes shall be calculated for each club and an average of those percentages should then be calculated (provided that each club participated in the CONMEBOL U20 Libertadores). If only one of the clubs participated in the CONMEBOL U20 Libertadores, the Youth Player's CONMEBOL U20 Libertadores Minutes shall be the percentage the Youth Player played in for that club. For the purposes of paragraph 52 (*Youth - League Quality of Player's Current Club*), the Youth Player's CONMEBOL U20 Libertadores Minutes shall be calculated by reference to the Reference Period rather than Last Season.

Youth Player's UEFA Youth League Minutes means the percentage of Available UEFA Youth League Minutes the Youth Player played in. If the Youth Player has played for two (or more) clubs during the Reference Period, the Youth Player's UEFA Youth League Minutes shall be calculated for each club and an average of those percentages should then be calculated (provided that each club participated in the UEFA Youth League). If only one of the clubs participated in the UEFA Youth League, the Youth Player's UEFA Youth League Minutes shall be the percentage the Youth Player played in for that club. For the purposes of paragraph 52 (*Youth - League Quality of Player's Current Club*), the Youth Player's UEFA Youth League Minutes shall be calculated by reference to the Reference Period rather than Last Season.

Youth Player's Youth Competition Minutes means the percentage of Available Youth Competition Minutes the Youth Player played in. If the Youth Player has played for two (or more) clubs during the Reference Period, the Youth Player's Youth Competition Minutes shall be calculated for each club and an average of those percentages should then be calculated (provided that each club participated in a Youth Competition). If only one of the clubs participated in a Youth Competition, the Youth Player's Youth Competition Minutes shall be the percentage the Youth Player played in for that club. For the purposes of paragraph 52 (*Youth - League Quality of Player's Current Club*), the Youth Player's Youth Competition Minutes shall be calculated by reference to the Reference Period rather than Last Season.