

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

THE FOOTBALL ASSOCIATION OF WALES
WOMEN'S PLAYERS AND MANAGERS – POINTS BASED SYSTEM
2025/2026 SEASON

The Regulations and criteria set out in this document will apply for the 2025/26 season and will be effective from 1 June 2025. The criteria will be reviewed across the 2025/26 season in order for revised criteria to be issued in advance of the summer transfer window in 2026.

For any queries regarding these criteria or the application process, please contact Player Registrations Department registrations@faw.co.uk.

The FAW is the approved governing body for Football in Wales. The FAW has the ability (subject to other requirements being met) to issue a Governing Body Endorsement for a player, coach or manager who is intended to participate in any of the following:

- any match that has been organised and/or sanctioned by the FAW, FIFA or UEFA;
- any match that has been organized by either the Adran Premier and that has also been sanctioned by The FAW; or
- any match or category of match whereby consent of the FAW has been given for that player, coach, or manager's club to play.

Please note that this guidance should be reviewed in conjunction with the relevant advice issued by the Home Office. The FAW is not registered to give advice on immigration routes or processes or to advise on an individual's immigration status and clubs should fully apprise themselves of their duties and responsibilities as sponsors. Information on aspects of immigration policy and law can be found on the Home Office website at www.gov.uk/browse/visas-immigration. You may also wish to seek advice from an Office of the Immigration Services Commissioner (OISC) registered advisor or someone who is appropriately qualified but otherwise exempt from such a registration requirement, for example, a qualified solicitor. The UK Visas and Immigration Centre can be contacted on 0300 123 2241.

If a club is seeking a GBE during a transfer window, any application should be submitted to the FAW by midday on the relevant transfer deadline day (at the latest) in order for the FAW to process the application that day. If a club signs and registers a Player who does not have a GBE, it should do so in the knowledge that the Player may not be granted a GBE if his application does not comply with the terms of these criteria and the Player may not be able to undertake any employment duties for the applicant club. Clubs are advised to allow sufficient time for entry clearance or permission to stay to be granted. The time taken may vary depending upon where the player is making her application from. A guide to visa processing times is available on the Home Office website at: www.gov.uk/visa-processingtimes.

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

Consideration will be given to the following when applying the criteria: injury; a period of maternity or paternity leave; serious illness or any legitimate medical reasons; suspension; international duty; bereavement; or family crisis.

In order to obtain the GBE, the individual must not be subject to a provisional suspension or any unexpired period of ineligibility from playing 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.

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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>

In reviewing this criteria, the FA of Wales confirm we have reread the 'Code of practice for sports governing bodies' and agree to our roles and responsibilities as set out within. We confirm we have acted in full compliance with the principles of the Code during this annual review.

- <https://www.gov.uk/government/publications/sponsorship-sporting-code-of-practice>

Prior to contacting the Home Office during the annual review of this criteria, the FA of Wales confirm that full consultation has been carried out, this includes any organisation that could be interpreted as an interested party, such as clubs, bodies, or player associations related to football in the UK. The Football Association of Wales confirms the Football Association, the Scottish Football Association, and the Irish Football Association have been fully consulted regarding the contents of this document.

GLOSSARY

Aggregated FIFA Women's World Rankings means the FIFA Women's World Rankings for senior women's international teams [aggregated](#) across the preceding two year period and published by the FAW.

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 the group stages onwards) in a Continental Competition during the Reference Period, minus the number of minutes that the Player was Unavailable for Selection.

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.

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 (including any play-off games), minus the number of minutes that the Player was Unavailable for Selection.

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.

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

Band 1 means the English Women's Super League, French Feminine Division 1, German Frauen Bundesliga, the USA National Women's Soccer League, Spanish Women's Primera Division, Swedish Damallsvenskan, the Vrouwen Eredivisie and the Italian Femminile Serie A

Band 2 means Australian A-League, Brazilian Feminio Serie A, Danish Elitedivisionen, , Japanese WE League, Mexican Liga MX Femenil and Norwegian Toppserien.

Band 3 means all senior domestic leagues not in Band 1 or Band 2.

Band 1 Continental Competition means the UEFA Women's Champions League and the Copa Libertadores Femenina.

Band 2 Continental Competition means all continental competitions which are not Band 1 Continental Competitions.

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

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

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

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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).

If the Player is a Free Agent, the Player's Current Club is the club the Player played in the half of the season immediately before the date the application is made. If the Player is a Free Agent and was not registered for any club in the half of the season immediately before the date the application is made, she shall not be granted any points for the criteria which adopt this definition.

Domestic Cup means any domestic cup competition which is open to clubs in the country's top domestic division and provides a route to 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 48-53

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 conclusion of the last full season prior to the date of the application for a GBE. If the 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.

Free Agent means a Player who is not registered for any club as at the date that the application for a GBE is made.

GBE means Governing Body Endorsement.

Home Association means the Football Association, The Scottish Football Association, and The Irish Football Association.

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 22 or over on the date the GBE is applied for; or
- 2) the twelve months prior to the date of the application for a GBE, if the Player is 21 or under on the date the GBE is applied for.

ISP means the International Sportsperson route.

ISP (long term) means an application for a period of stay exceeding 12 months.

ISP (short term) means an application for a period of stay of 12 months or less.

Last Club means the club the Player played for in the last full season prior to the date of the application for a GBE. If the Player played for two (or more) clubs during that season, the Player's

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Last Club is the club the Player played for at the end of the season. If the Player is a Free Agent and was not registered for any club at the end of the Last Season, she shall not be granted any points for the criteria which adopt this definition.

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.

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.

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

Overall Responsibility means ultimate responsibility and decision making authority for the first team and first team selection. For the avoidance of doubt, Overall Responsibility does not mean sole responsibility for the first team and first team selection. A Manager can have Overall Responsibility even where they are advised or assisted by others (for example, assistant managers or assistant first team coaches).

Partial Responsibility means responsibility for giving advice or assistance in respect of the first team to someone with overall responsibility.

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.

Player's Domestic Cup Minutes means the percentage of Available Domestic Cup Minutes the Player played in.

Player's Domestic Minutes means the percentage of Available Domestic Minutes the Player played in.

Player's Continental Minutes means the percentage of Available Continental Minutes the Player played in.

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

Prescribed Time means (a) a cumulative total of at least 36 months or (b) a consecutive total of at least 24 months within the five-year period immediately prior to 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 Interested Parties means a representative of (i) the league in which the Player plays, or will play if the application for a GBE is successful, and (ii) the Professional Footballers' Association.

Season means the period commencing on the date of the first match of the Adran Leagues and ending on the date of the last match of the Adran Leagues.

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

- 1) FIFA Women's World Cup Finals and Qualifying Groups;
- 2) UEFA Women's Championships and Qualifiers;
- 3) UEFA Nations League;
- 4) African Championship for Women and Qualifiers;
- 5) Asian Women's Championships and Qualifiers;
- 6) CONCACAF Women's Gold Cup;
- 7) CONMEBOL Women's Championships and Qualifiers;
- 8) CONMEBOL & UEFA Finalissima
- 9) Olympic Football Tournament Women's Finals;
- 10) OFC; and
- 11) Olympic Qualifying (Asia, Africa and CONCACAF).

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

Top League means any league in Band 1 or Band 2.

Unavailable for Selection means the Player was not available to play due to injury, a period of automatic suspension arising from a sending-off or accumulation of cautions, or any other circumstances, including pregnancy or maternity leave (provided the combined period does not exceed 18 months), which would legitimately prevent the player from physically entering the field of play but which shall not include any other period of suspension imposed by the player's national association, UEFA, FIFA or the World Anti-Doping Agency or the Player's club not being obliged to release the Player for a Senior Competitive International Match or an International Friendly (as the match falls outside the FIFA international match calendar). For the avoidance of doubt, a player may not be classed as injured or otherwise unavailable (and therefore Unavailable for Selection) if she was listed as a substitute in a match and was not used. 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 or otherwise unavailable (and therefore Unavailable for Selection) if sufficient evidence is provided to support this.

Welsh Club means a club affiliated to the FAW.

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

GOVERNING BODY ENDORSEMENT REQUIREMENTS

GBE STATUS

1. A club must obtain a GBE from The FAW before a Player is permitted to undertake any employment duties for the club (including participation at training and in friendly matches). A Player can register for a club without a GBE but, in order to play any football, she must have obtained a GBE, been assigned a Certificate of Sponsorship by that club and secured permission to stay under the International Sportsperson route (ISP) of the PBS (subject to satisfying any other eligibility requirements of The FAW and any competitions the club participates in).
2. A club can apply for a GBE for a Player at any time during the Season. In order to apply for a GBE, a club must hold a valid Sponsor's Licence under ISP 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 Player who has obtained a GBE in order to play for the Club may have her permission curtailed and may have to make a change in employment application which must be granted before the Player can undertake any employment duties for the new club.
3. Clubs in the Adran Premier League are eligible for a Sponsor's Licence. Clubs in the Adran Premier League are not permitted to field Players unless:
 - a) The Player has been granted a GBE by the FAW and has been granted a visa under the ISP route.
 - b) The Player has obtained a visa outside the GBE system which permits them to play football (on such terms as they in fact play); and
 - c) The Player's employment by the club complies with the terms and conditions of their visa and any relevant immigration law, including the Immigration Rules (or any successor legislation), and including but not limited to in relation to the requirements regarding professional sportspersons.

All other Women's Leagues under the jurisdiction of the FAW including Reserves and Youth Leagues are Amateur Competitions and no GBE is required to participate. This includes participation for Amateur teams operated by Professional Clubs in Area Association competitions. This is subject to the individual remaining compliant with their visa conditions and participating as an "Amateur" rather than a "Professional Sportsperson" as defined in the Introduction of the Immigration Rules.

4. If The FAW grants an application for a GBE for a Player or Manager in accordance with these criteria, the club is permitted to assign a Certificate of Sponsorship to the Player or Manager, 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 Player or Manager, which must be done within 3 months of a Certificate of Sponsorship being assigned. Any Certificate of Sponsorship and a copy of the player'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 Player or Manager passport evidencing their entitlement to work and contact details for the Player or Manager, 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 permission to stay under ISP of the PBS.

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5. A GBE under ISP of the PBS will be granted for three years or the length of the player's contract (whichever is shorter). A Player or Manager, will not be eligible to play/work for 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

6. An Extended GBE under ISP of the PBS can be obtained for three years or the length of the Player or Managers contract (whichever is shorter).
7. A Player or Manager who has been granted a GBE under ISP (short term) of the PBS can apply (in country) to transfer to a GBE under ISP (long term) of the PBS. The club must submit a new application for a GBE and provide a pass certificate, or other written confirmation containing an appropriate reference number, from an accredited English language test centre that the Player or Manager has passed the English language test required to secure permission to stay under ISP (long term) of the PBS (in addition to the documents listed in paragraph 18).
8. A Player or Manager who has been granted a GBE must submit a new application for a GBE if she wishes to permanently transfer (or has permanently transferred) to another club. If the GBE is granted, the player must submit a change of employment application to the Home Office, which must be granted before the Player can undertake any employment duties for the new club.
9. Any application for an Extended GBE (in accordance with paragraph 6), a transfer of a GBE (in accordance with paragraph 7) or a new club application for a GBE (in accordance with paragraph 8) shall be considered as follows:
 - a) If the Player's International Appearances meet the Auto Pass Percentage set out in Table 1 of the criteria, a new or Extended GBE will be granted (as appropriate).
 - b) If the Player's International Appearances do not meet the Auto Pass Percentage set out in Table 1 of the criteria, but the value of the Player's Domestic Minutes for the applicant Club is at least [30%], a new or Extended GBE will be granted (as appropriate).
 - c) If the Player achieves 24 points or more in accordance with paragraphs 31 to 42 below, a new or Extended GBE will be granted (as appropriate).
 - d) If the Player does not satisfy the requirements in either paragraph (a) or (b) above, the club must submit details of the Player's Domestic Minutes for the last 12 months and any other information which it considers to be relevant to its application to the FAW. The FAW will then provide this information to the Relevant Interested Parties by email. The FAW and the Relevant Interested Parties shall consider this information, and any other information which they deem to be relevant in their absolute discretion, to determine whether the player remains of sufficient quality to be awarded a GBE. The FAW and the Relevant Interested Parties shall make a decision by simple majority and if a majority of The FAW and the Relevant Interested Parties recommend that the player should be awarded a GBE, a new or Extended GBE will be granted (as appropriate).
 - e) The player shall not have a new or Extended GBE granted (as appropriate) other than in accordance with paragraphs (a) or (b) above.

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10. If a Player:
- a) does not turn up for employment;
 - b) is absent for more than 10 working days without permission;
 - c) has her contract terminated during the period that a GBE is effective;
 - d) is no longer sponsored by the club for any other reason; or
 - e) experiences significant changes in her circumstances (such as a change in job title, salary or location of employment),
- the club must inform the Home Office within 10 days.
11. The club must also inform the Home Office if there is a change of circumstances at the club within 20 working days. A change in circumstances might include changes of name, address or contact details, changes in structure (including mergers, takeovers and de-mergers), changes in financial circumstances (such as administration, receivership, company voluntary arrangement, debt arrangement scheme, liquidation or sequestration).

Temporary Transfers/Loans

12. If a Player who has been granted a GBE in accordance with these criteria is loaned to another club during the period of validity of the GBE, the Player's club must notify the Home Office of the loan and change of location via the Sponsor Management System within 10 working days (regardless of the jurisdiction in which the loanee club is based). The loaning club will retain responsibility as the Player's sponsor.
13. If a Player is loaned from a Welsh Club to another Welsh Club (a "**Domestic Loan**"), no GBE application will be required by the loanee club. If the Player is loaned from a Welsh Club to a club affiliated to another Home Association, or another National Association, the governing body endorsement process of that association will have to be satisfied by the loanee club.
14. If a Domestic Loan is made permanent, the new club will be required to submit an application for a GBE (which must comply with the requirements set out in these criteria). If the GBE is granted, the player will need to make a change of employment application. Provided the Domestic Loan continues until the date on which the change of employment application is granted, the Player can continue to play for the new club in the interim period.
15. If a Player is loaned from a club affiliated to another National Association (including any Home Nation) to a Welsh Club, a GBE application will be required (which must comply with the requirements set out in these criteria).
16. When a Player returns to her parent club after a loan period, no GBE application will be required by the parent club (provided the GBE remains valid beyond the date of the Player's return).
17. GBEs will not be issued in respect of Players who are trialling with a Welsh Club. If a Club wishes to trial a Player, it should contact the Home Office.

APPLICATION PROCESS

18. A club must submit any application for a GBE to The FAW's Player Status Department along with any evidence in support of the application, including:
- a) A fully completed application form (see Appendix 1).
 - b) A fully completed application spreadsheet (see Appendix 2).
 - c) A transfer agreement (or loan agreement) in respect of the Player.
 - d) A playing contract in respect of the Player (in draft or final form).
 - e) 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).

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- f) Written evidence to support any claim made by the applicant club that exceptional circumstances prevented the Player from achieving 24 points (where appropriate, in accordance with paragraph 24 below).
19. The club must also pay an administration fee of £200 plus VAT for each application within 14 days of the date on which the decision is communicated to the Club. Each club shall bear its own costs in respect of any application.
20. If any information submitted as part of the GBE application process is amended (including the terms and conditions of a Player's contract):
- a) before a GBE has been granted and before the Player is registered with the FAW, the club must inform the FAW who may require a new application to be submitted (and a new fee to be paid);
 - b) after a GBE has been granted but before the Player is registered with the FAW, the club must inform the FAW who may require a new application to be submitted (and a new fee to be paid);
 - c) after a GBE has been granted and after the Player is registered, the club must inform the Home Office via the Sponsorship Management System. The Home Office will confirm whether they require a new application to be submitted (and a new fee to be paid).
21. If a new application is required in accordance with paragraphs 20.b or 20.c, it will be assessed by reference to the criteria set out in this document and the Club must comply with paragraphs 18-20 of these criteria in respect of the new application. The FAW may also inform the Home Office who may curtail the Player's right to work.

CRITERIA

22. 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.
23. If a Player is not granted a GBE in accordance with paragraph 22 above, The FAW will grant a GBE if a Player achieves 24 points in accordance with paragraphs 31 to 42 below.
24. The Club may request that an Exceptions Panel consider the application in the following circumstances only:
- a) A Player achieves between 20-23 points in accordance with paragraphs 31 to 42 below, and the Club can evidence that exceptional circumstances prevented the Player from achieving 24 points.
 - b) A Player was Unavailable for Selection for the full International Reference Period.
 - c) If the Player is a Youth Player, the Club can evidence that the Youth Player shows significant potential and is of elite quality to enhance the development of the game in Wales.
25. If the Club requests an Exceptions Panel, the procedure in paragraphs 48 to 56 shall apply.
26. If a Player is not granted a GBE in accordance with paragraphs 23, 24, or 48 to 56, she will have no further opportunity to apply for a GBE unless her circumstances change and will not be eligible to play for the applicant club.

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Calculations

27. If a Player has played for two (or more) clubs during the Reference Period, or a Player is or has been a Free Agent during the Reference Period, the Player's Continental Minutes, Player's Domestic Cup Minutes, and the Player's Domestic Minutes (each, the **"Minutes"**) will be calculated in accordance with paragraphs 28-29 below.
28. For each of the Minutes criteria, the applicant club should calculate a weighted average (using the annex to the application form at Appendix 1) as follows:
- Calculate the number of days during the Reference Period the Player has been registered for each/any club or no club (as appropriate).
 - Calculate the percentage of the overall Reference Period that each of those periods of time represents.
 - Calculate the Minutes for each period of time (which will be zero for any period in which the Player was a Free Agent).
 - Multiply each of the numbers at (b) by their corresponding number at (c).
 - Add each of the numbers at (d) to find the weighted average value for the Minutes.
29. 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.
30. If the calculation of a Player's International Appearances, Player's Domestic Minutes or Player's Continental Minutes (or any other percentage) results in:
- a decimal number of .5 or higher, the number will be rounded up to the next whole number; or
 - a decimal number of lower than .5, the number will be rounded down to the next whole number.

Player's International Appearances

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

Table 1¹					
	Aggregated FIFA Women's World Ranking of the Player's National Association				
Player's International Appearances	1-5	6-10	11-20	21-40	41+
90-100%	Auto Pass	Auto Pass	Auto Pass	Auto Pass	3
80-89%	Auto Pass	Auto Pass	Auto Pass	Auto Pass	2
70-79%	Auto Pass	Auto Pass	Auto Pass	5	0
60-69%	Auto Pass	Auto Pass	6	3	0
50-59%	Auto Pass	Auto Pass	5	2	0
40-49%	10	7	4	0	0
30-39%	10	6	3	0	0
20-29%	9	5	2	0	0
10-19%	8	4	0	0	0
1-9%	7	3	0	0	0

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Player's Domestic Minutes

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

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

33. If the Player has played in two domestic league competitions during the Reference Period, the Player shall be granted the higher of the points she is eligible for in Table 2.

Player's Continental Minutes

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

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

35. If the Player has played in two Continental competitions during the Reference Period, the Player shall be granted the higher of the points she is eligible for in Table 3.

Final League Position of Player's Last Club

36. A Player shall be granted the number of points set out in Table 4 below 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.

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Table 4	
Last Club's Final League Position	Band 1 or Band 2
Title winner	10
Qualified for group stages of a Band 1 Continental Competition / play-off stages of a Band 1 League Competition	8
Qualified for qualifiers of a Band 1 Continental Competition / group stages of a Band 2 Continental Competition / Top Half of League Table (excluding automatic relegation places)	6
Qualified for qualifiers of a Band 2 Continental Competition / Bottom Half of League Table	4
Relegation	0
Promotion	2

37. If the league in which the Player's Last Club participated contained an odd number of teams at the conclusion of the relevant season, for the purposes of Table 4 above a top half or bottom half finish will be determined using the approach adopted in the following example:

- Relevant league contained 9 teams, which is 4.5 when divided by 2.
- In this scenario, the number of teams shall be rounded to the nearest whole number (i.e. 4.5 becomes 5), such that a final league position of 1 to 5 would be considered a top-half finish, and positions 6 to 9 would be considered a bottom-half finish. If the relevant league contained 11 teams, then a final league position of 1 to 6 would be considered a top-half finish, and positions 7 to 11 would be considered a bottom-half finish, and so on.

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

Continental Progression of Player's Last Club

39. 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, 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 a Continental Competition or (ii) the value of the Player's Domestic Cup Minutes was at least 1%, during the Last Season.

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

40. If the relevant Continental Competition is knock-out only, the Player will be awarded the points listed for group stage in Table 2 for any round prior to the Round of 32.

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

League Quality of Player's Current Club

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

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

43. For the purposes of paragraph 41, Available Domestic Cup Minutes shall be calculated by reference to the Reference Period rather than Last Season.
44. If a Player has been loaned to a club in a lower band than her parent club and has made a first team appearance (on the pitch) for her parent club during the Reference Period, she shall be granted the higher of the points she would have been eligible for in accordance with Table 6 if her parent club was the Player's Current Club.

MANAGER'S CRITERIA

45. Governing body endorsements will be available for Managers/Head Coaches if they meet the following criteria:
- a) Managers/Head 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/Head Coach must:
 - hold a UEFA professional licence or equivalent; and
 - have managed or coached in a Top League for at least two of the last five years; or
 - have managed or coached an international team with a FIFA Women's World Ranking of 40th or higher within the Prescribed Time.
46. If a Manager/Head Coach is not granted a GBE in accordance with paragraph 45 above, the Club may request that an Exceptions Panel consider the application. If the Club requests an Exceptions Panel, the procedure in paragraphs 48-56 shall apply.
47. If a Manager/Head Coach is not granted a GBE in accordance with paragraph 45 or 48-56, they will have no further opportunity to apply for a GBE unless their circumstances change and will not be eligible to be the Manager for the applicant club.

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EXCEPTIONS PANELS

48. If a club requests an Exceptions Panel in accordance with paragraph 24, The FAW will appoint an independent panel of three members, which shall include one legally qualified chair and two panel members who have relevant experience of professional football (the “**Panel Members**”).
49. The FAW may also, at its absolute discretion, refer any question in relation to the interpretation or application of any aspect of these criteria to either a legally qualified chair of the Exceptions Panel or an Exceptions Panel (as appropriate) to determine. Any decision made by a chair of the Exceptions Panel or an Exceptions Panel under this paragraph shall be final and binding.
50. A fee of £1,000 plus VAT will be charged for every Exceptions Panel, which must be paid before the application will be considered by the Exceptions Panel.
51. The club will be notified of the identity of the Panel Members and have the opportunity to challenge the appointment of any Panel Member on the basis of an actual or perceived conflict of interest. Each Panel Member shall also have the opportunity to declare an actual or perceived conflict of interest (of him or herself or any other Panel Member) to the Chair or, if the conflict of interest relates to the Chair, to The FAW. The Chair, or The FAW respectively, shall then determine whether the Panel Member should be excluded from participating in the application. If the Panel Member is excluded from participating in the application, The FAW will appoint a replacement Panel Member (to whom this paragraph shall also apply).
52. The Exceptions Panel can request any further information from The FAW's Player Status Department, the applicant club or any third party (via The FAW's Player Status Department) that it deems necessary, in its absolute discretion, in order to make its decision. If an Exceptions Panel meeting has been convened or is in progress when a request for further information is made, the Chair may adjourn the meeting to allow the information to be gathered. Where it is able to do so, the applicant club or The FAW's Player Status Department will supply the further information to the Exceptions Panel within a reasonable timescale.
53. 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 24 points, and if those exceptional circumstances did not apply, the Player would have achieved 24 points; or
 - b. although the Player was Unavailable for Selection for the full International Reference Period, and if the Player had not been Unavailable for Selection for the full International Reference Period, the Player would have achieved 24 points.
 - c. The Youth Player shows significant potential and is of elite quality to enhance the development of the game in Wales and justify the Exceptions Panel recommending that a GBE be awarded
54. The Exceptions Panel will make its decision, based on the papers submitted to it, at an in-person or virtual meeting at which The FAW will provide appropriate secretarial support. Each Panel Member has one vote and the decision will be made by a simple majority, with the chair having a casting vote.
55. 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).

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56. Written reasons for the decision will be supplied by the Exceptions Panel to the applicant club. Written reasons will also be provided to the relevant league Stakeholder with a redacted copy provided (on a confidential basis) to all Stakeholders.