

Football Association of Wales

Women's Tier 1 Club Licensing and Financial Sustainability Regulations
Edition 2026

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Definition of Terms

For the purpose of these Regulations, the following definitions apply:

Administration Procedures	A voluntary or mandatory process that may be used as an alternative to the liquidation of an entity, often known as going into administration. The day-to-day management of the activities of an entity in administration may be operated by the administrator on behalf of the creditors.
Adran Premier	The Adran Premier is the Tier 1 League of the FAW Women's Pyramid.
Adran Premier Club Licensing Regulations	The working document ('Regulations') which describes the Adran Premier Club Licensing system in Wales with specific national particularities and objectives.
Agent/Intermediary	A natural or legal person who, for a fee or free of charge, represents players and/or clubs in negotiation with a view to concluding an employment contract or represents club in negotiations with a view to concluding a transfer agreement.
Agreed-Upon Procedures	Procedures that have been agreed to by the Auditor and the engaging party and, if relevant, other parties.
Annual General Meeting	The League Annual General Meeting, which takes place at the end of every season.
Annual Accounting Reference Date	the date on which the reporting period for the annual financial statement ends.
Annual Financial Statements	A complete set of financial statements prepared as at the statutory closing date. Should include a balance sheet, profit and loss account and those note and other statements and explanatory material that are an integral part of the financial statements.
Appeals Body (AB)	The Appeals Body appointed by the Licensor decides on appeals submitted by a Licence Applicant against a decision of the First Instance Body and makes a final decision on whether or not a Licence is granted.
Associate	An entity, including an un-incorporated entity such as a partnership, which neither is a subsidiary nor has interest in a joint venture and over which the investor has significant influence.
Association	The Football Association of Wales Limited (company number 00213349) whose registered office is at 'The Pavilion', Hensol, Vale of Glamorgan, CF72 8JY.
Auditor	An independent audit firm acting in compliance with the International Code of Ethics for Professional Accountants (including International Independence Standards).
Chief Executive Officer	The senior employee of the Association.
Club	Any club defined pursuant to FAW Rule 11.1.1.
COMET	The Football Management System used by the Association. Any reference to FAW COMET or COMET shall mean the same.
Control	The power to conduct the activities of an entity and to direct its financial, operating, sporting policies which affect returns, by means

	of share ownership, voting power, constitutional documents (statutes), agreement, or otherwise. Examples of control include a party: a. holding a majority of the shareholders' or members' voting rights; b. having the right to appoint or remove a majority of the members responsible for the governance of an entity (e.g. any administrative, management or supervisory bodies of an entity); being a minority shareholder or a member of the entity and alone, pursuant to an agreement entered into with other shareholders or members of the entity or by any means, being able to exercise control (including as defined under (a) or (b)).
Core Process	Minimum requirements that the Licensor has to put in place for verification of compliance with the Criteria described in the Regulations as basis for the issuance of the Tier 1 Club Licence to a Licence Applicant.
Criteria	Requirements to be fulfilled by the Licence Applicant to be granted a Licence are divided into seven categories: Sporting, Social and Environmental Sustainability, Infrastructure, Personnel & Administrative, Legal and Financial.
Costs of a Player's Registration	Amounts paid or payable directly attributable to a player's registration, comprising: a. fixed transfer compensation; b. realised conditional transfer compensation for amounts which have become payable during the period; any other directly attributable amounts paid and/or payable to another party such as another football club, agent/intermediary, or national football association/league.
Council	The shareholders of the Association being the supreme body of the Association.
Deadline for Submission of the Application to the Licensor	The date by which each Licensor requires the Licence Applicant to have submitted all relevant information for its application for a Tier 1 Club Licence.
Decision-Making Bodies	The First Instance Body (FIB) and Appeals Body (AB).
Depreciation	The systematic allocation of the depreciable amount of a tangible asset over its useful life i.e. the period over which an asset is expected to be available for use by an entity.
Directly Attributable	Directly attributable means, in relation to a particular activity that: a. the expense, whether operating or non-operating, would have been avoided if that particular activity had not been undertaken; and b. the expense is separately identifiable without apportionment
Directors	The body comprising the board of directors of the Association (including its committees and sub-committees) as constituted under the Articles.
Dividends	Distributions paid to holders of equity instruments.

Employee benefit expenses	All forms of consideration given by an entity in exchange for services rendered by employees or for the termination of employment, including in respect of directors, management and those responsible for governance.
Event or Condition of Major Economic Importance	An event or condition that is of major economic importance if it is considered material to the financial statements of the reporting entity/entities and would require a different (adverse) presentation of the results of the operations, financial position and net assets of the reporting entity/entities if it occurred during the preceding reporting period.
FAW	Football Association of Wales Limited.
FAW Club Licensing System	Consists of the Criteria and a Core Process, as set out in these present 'Regulations'.
FAW National Leagues Board	The FAW Standing Committee is responsible for the Club Licensing Regulations on behalf of the Board up to and including 31st July 2025. From 1st August 2025, the responsibility will be referred back to the Directors of the FAW.
Financial Year	The financial reporting period ending on the Statutory Closing Date, whether this is a year or not, and which is not an interim period.
First Instance Body (FIB)	The board appointed by the Licensor to assess Licence Applicant applications and decide whether or not to grant the Licence Applicant a Tier 1 Club Licence.
Government	Any form of government, including government agencies, government departments, government entities and similar bodies, whether local or national.
Group	A parent and all its subsidiaries. A parent is an entity that has one or more subsidiaries. A subsidiary is an entity, including an unincorporated entity such as a partnership, that is controlled by another entity (known as the parent).
Independent Auditor / Accountant	An Auditor, or accountant, who is independent of the entity, in compliance with the Financial Criteria set out in these regulations.
International Financial Reporting Standards (IFRS)	Standards and interpretations issued by the International Accounting Standards Board (IASB). They comprise: a. International Financial Reporting Standards; b. International Accounting Standards; and Interpretations originated by the International Financial Reporting Committee (IFRIC) or the former Standing Interpretations Committee (SIC).
IRS 4400	International Standard on Related Services 44400 (Revised), Agreed-Upon Procedures Engagements.
Joint control	The contractually agreed sharing of control over an economic activity, which exists only when the strategic financial and operating decisions relating to the activity require the unanimous consent of the parties sharing control (the venturers).
Join venture	A contractual arrangements whereby two or more parties undertake an economic activity that is subject to joint control.

Key Management Personnel	Persons having authority over and responsibility for planning, directing and controlling the activities of an entity, directly or indirectly, including but not limited to any director (executive or otherwise) of the entity.
Licence Applicant	Legal entity fully and solely responsible for the football team participating in the national club competition, which applies for a Licence for assessment against the Tier 1 Club Licensing and Financial Sustainability Regulations.
Licence Season	FAW season for which a Licence Applicant has applied for/been granted the FAW Tier 1 Club Licence. It starts from 1st June 2027 to 31st May 2028.
Licensee	Licence Applicant, which has been granted a Licence by the Licensor.
Licensing Administration	Body or staff within the Licensor that deals with club licensing matters.
Licensor	Body that operates the Club Licensing System and grants Licences. In Wales, the FAW is the Licensor.
List of Licensing Decisions	List submitted to the FAW containing, among other things, information about the Licence Applicants that have undergone the club licensing process and been granted the FAW Women's Tier 1 Club Licence by the Decision-Making Bodies.
Material/Materiality	Omissions or misstatements of items or information are material if they could individually or collectively influence the decisions of users taken on the basis of information submitted by the club. Materiality depends on the size and nature of the omission or misstatement judged in the surrounding circumstances or context. The size and nature of the item or information, or a combination of both, could be the determining factor.
May	Indicates a party's discretion to do something (i.e. optional, rather than mandatory).
Minimum Criteria	Criteria to be fulfilled by a Licence Applicant in order to be granted the Tier 2 Club Licence. Known as 'A Criteria'.
Must or Shall	Indicates an obligation to do something (i.e. mandatory). Failure to meet the obligation will result in refusal to grant the FAW Women's Tier 1 Club Licence.
National Accounting Practice	The accounting and reporting practices and disclosures required of entities in a particular country.
Parties Involved	Any person or entity involved in the UEFA club licensing system, including the UEFA administration, the CFCB, the Licensor, the Licence Applicant/Licensee and any individual involved on their behalf.
Party	A natural or legal person, a legal entity or a government
Professional Game Committee	The Professional Game Committee is a constituted advisory committee as set out in the FAW Standing Orders and will replace the FAW National Leagues Board as of the 1st August 2025.
Professional Player	Professional player has the meaning set out in the *FIFA Regulations on the Status and Transfer of Players.* If applicable, a professional player may be male or female.

Player registration(s)	Player's registration(s) has the meaning set out in the *FIFA Regulations on the Status and Transfer of Players.*
Qualifying Club	Any club defined pursuant to FAW Rule 11.1.1
Recommended	This is a best-practice recommendation and therefore, not a Tier 1 Club Licence failure.
Reporting Entity/Entities	A registered member and/or football company or group of entities or some other combination of entities which is included in the reporting perimeter, and which must provide the Licensor with information for club licencing purpose.
Reporting Period	A financial reporting period ending on the reporting's entity annual accounting reference date.
SGSA	The Sports Grounds Safety Authority, which is the UK Government's advisor on safety at sports grounds and a world leader in safety.
Significant Change	An event that is considered material to the documentation previously submitted to the Licensor and that would require a different presentation if it occurred prior to submission of the documentation.
Significant Influence	The power to participate in the financial, operating or sporting policies of an entity, but not in control of that entity, by means of share ownership, voting power, constitutional documents (statutes), agreement, or otherwise. Examples of significant influence include a party: a. Holding, directly or indirectly, between 20% and 50% of the shareholders' or members' voting rights; b. Having the ability to influence the appointment or removal of a majority of the members responsible for the governance of an entity (e.g. any administrative, management or supervisory bodies of an entity); c. Being a minority shareholder or a member of the entity and alone, pursuant to an agreement entered into with other shareholders or members of the entity or by any means, being able to exercise any significant influence (including as defined under a. and b.); Providing in one reporting period either alone or in aggregate with parties under the same ultimate controlling party or government (excluding UEFA, a UEFA member association and an affiliated league) an amount equivalent to at least 30% of the entity's total revenue for the same period
Stadium	The venue used by a club for a football match including adjacent properties used for the organisation of such a football match (for example offices, hospitality areas, press centre and accreditation centre).
Statutory Closing Date	The annual accounting reference date of a reporting entity.
Subsequent Events	Events or conditions occurring after the Licensing decision.
Tangible assets	Assets that have physical substance and are held for use in the production or supply of goods or services, for rental to others, or for

	administrative purposes on a continuing basis in the entity's activities.
Tier 1	The first tier of the FAW Pyramid as defined in the FAW's "*Regulations for the Women's Pyramid League System*".
Tier 1 Club Licence	Certificate granted by the Licensor confirming fulfilment of all minimum mandatory Criteria by the Licence Applicant as part of the admissions procedures for entering the Adran Premier.
Tier 2	The second tier of the FAW Pyramid as defined in the FAW's "*Regulations for the Women's Pyramid League System*".
Training facility	The venue(s) at which a club's football players undertake football training or youth development activities on a regular basis, comprising football pitches, indoor training facilities, dressing rooms and a medical room.
UEFA	Union des Association Européennes de Football
Ultimate beneficiary	A natural person on whose behalf an entity or arrangement is owned or controlled or a transaction conducted.

Any masculine or feminine grammatical forms used to refer to people in the different language versions of these regulations are used for readability only and should be understood to cover people of all genders, except where clear from the context.

1. Introduction

1.1 *FAW Women's Tier 1 Club Licensing Regulations*

The FAW Women's Tier 1 Club Licensing Regulations ("Regulations") sets out quality standards and procedures by which clubs will be assessed as a basis for entry to FAW Women's Tier 1 competitions, with continuous improvement of many aspects of football.

The Football Association of Wales (FAW) approved the Tier 1 system in 2018 and the FAW Council has agreed the same Criteria subjects as UEFA Licensing, which made its decision following a consultation exercise with a variety of bodies.

Licensing requires that those clubs in membership of the Adran Premier ("the league") meet specific standards. The standards are presented in the form of Criteria under six headings;

Sporting: Youth & Coaching

Social and Environmental Sustainability

Infrastructure

Legal

Personnel and Administration

Financial

The Criteria are transparent and consistent with UEFA standards where necessary, and a great deal of care and attention has been given to drafting these Regulations The focus on the above areas is to establish a set of quality standards for Tier 1 that are attainable for all current clubs and for those aspiring to join the Adran Premier. It also provides those wishing to partake in the UEFA Women's club competitions, a platform for meeting the Criteria UEFA set for their competitions.

Licensing will have all the characteristics of a quality management system. The FAW's management of the system will be coherent with UEFA Licensing, which is annually subject to third party scrutiny by UEFA and assessed by two independent bodies (First Instance Body and Appeals Body), in order to guarantee the transparency and integrity of the system.

1.2 Benefits of Tier 1 Club Licensing Regulations

The FAW sets the standards for Women's Tier 1 Club Licensing Regulations. By meeting these standards, football as a whole is acknowledging its responsibility to the community at large. Licensing is a transparent process that enables Licence Applicants to demonstrate to all their stakeholders that they meet quality standards.

Licensing will help to establish benchmarking information. Licence Applicants will be able to use this information to establish their position and to plan future quality improvement.

FAW resources will be focused on assisting Licence Applicant demonstrating a desire to improve and work in partnership with each other for the benefit of the football community in Wales. Football will benefit from the adoption of quality management practices by the FAW.

These Regulations were adopted by the Football Association of Wales on 7th September 2026 and come into force for the 2027/2028 season.

2. Procedure

2.1 The Management of the System

The Women's Tier 1 Club Licensing Regulations will be managed by the FAW for Licence Applicants to Tier 1. The system will comprise of audits conducted by the FAW and assessment by the Decision-Making Bodies.

In order to demonstrate that it meets the Criteria, an inspection of the Stadium will take place, and the Licence Applicant Must upload all necessary supporting documents using the FAW Club Licensing systems and procedures as set by the Association from time to time.

Applications will be considered by the Decision-Making Bodies, in accordance with these Regulations and the Core Process.

If current Adran Premier clubs are upgrading their current infrastructure after 22nd March 2027, then developments can be permitted, provided that the club provides quotes, planning permission approval (if required) and evidence of the necessary finance, in order to complete the required upgrades by a date which is to be agreed at the sole discretion of the Decision-Making Bodies and confirmed by the FAW Club Licensing Staff that the developments meet the Minimum Criteria.

In considering a non-Adran Premier clubs' licence application, a non-Adran Premier club can be permitted to make developments to their infrastructure if they can evidence by the 22nd March 2027, that quotes, planning permission approval (if required) and the necessary finance is in place in order to complete the required upgrades by a date which is to be agreed at the sole discretion of the Decision-Making Bodies and confirmed by the FAW Club Licensing staff that the developments meet the Minimum Criteria.

When applying for a Tier 1 Club Licence, required personnel may be permitted to attend mandatory courses after the 22nd March 2027 deadline, provided the Licence Applicant can demonstrate that all course pre-requisites have been met and their attendance has been confirmed by the awarding body. The final deadline for the course completion must be approved by the Decision-Making Bodies in order for a Tier 1 Club Licence to be granted.

Those Licence Applicants that meet the Criteria will be issued with a Tier 1 Club Licence. Those Licence Applicants that have not fulfilled the minimum 'A' Criteria will not be granted a Tier 1 Club Licence, unless an extension has been permitted by the First Instance Body (FIB) or Appeals Body (AB) to carry out any upgrades. Should any infrastructure developments or course qualification requirements not be completed by the date set by the respective Decision-Making Bodies, then the same Decision-Making Body will have the right to revoke the applicable Tier 1 Club Licence.

The deadline for the submission of the list of licensed clubs is set by the FAW Board and must be strictly adhered to annually. It must also be before the Adran Premier Annual General Meeting.

2.2 Tier 1 Club Licence Refusal

A Tier 1 Club Licence is mandatory for participation in Tier 1

If a Licence Applicant is refused a Tier 1 Club Licence by the First Instance Body, the following procedure will apply:

A Licence Applicant refused a Tier 1 Club Licence, must submit any appeal to the relevant Club Licensing Manager within 10 days of being informed of the First Instance Body's decision. All appeals must be forwarded in writing for the attention of the Club Licensing Manager together with the appropriate appeal fee of £250. The Appeals Body is notified, and a meeting date agreed

The Club Licensing Manager prepares a report and dispatches this to the Appeals Body.

The Appeals Body considers the Licence Applicant's appeal by 31st May each year. The decision is made whether to grant a Tier 1 Club Licence or not. If a Tier 1 Club Licence is granted, any area for future attention may be detailed. If a Tier 1 Club Licence is refused, areas to be addressed must be detailed and any relevant sanction applied.

The Club Licensing Manager submits the list of licensed clubs to the FAW Board, the Adran Premier, the Adran North/South Leagues at Tier 2 of the FAW Pyramid before their Annual General Meeting.

2.3 Criteria Graduation

The Criteria described in these Women's Tier 1 Club Licensing Regulations are graded into three separate categories.

The different grades have been defined as follows:

'A Criteria' – Mandatory

If the Licence Applicant does not fulfil any 'A' Criteria, then it cannot be granted a Women's Tier 1 Club Licence unless the Decision-Making Bodies grant an exemption under 2.1 of these Regulations.

'B Criteria' – Expected

If the Licence Applicant does not fulfil any 'B' Criteria then it May still receive a Women's Tier 1 Club Licence subject to the Licence Applicant fulfilling the 'A' Criteria; However, repeated failure to meet these Criteria May result in sanctions as specified by the Decision-Making Bodies in accordance with 3.4 of these Regulations.

'C Criteria' – Recommended

If the Licence Applicant does not fulfil any 'C' Criteria, then it May still receive a Women's Tier 1 Club Licence. These Criteria May become 'A' or 'B' Criteria in future licences or May be current requirements of the UEFA Women's Club Licence; However, it is recommended that Licence Applicants have these Criteria in place to support the overall development of the club.

2.4 Development

Licensing is a progressive system designed to deliver continuous improvement. Improvements will be introduced as the system develops. The FAW Directors has the ultimate authority to review Criteria. They will consider feedback from the FAW National Leagues Board up to and including 31st July 2025. From 1st August 2025 this will be replaced by the Professional Game Committee. The Directors may also seek further consultation from the League Management Committees, the Adran Premier clubs on the Criteria. The development process will incorporate reasonable timescales, and the Regulations will be reviewed on an annual basis.

3. Licensor

3.1 *Responsibilities of the Licensor*

The Licensor is the Football Association of Wales (FAW). It governs the Tier 1 Women's club licensing system.

The Licensor must:

a. establish an appropriate licensing administration as defined in Article 3.2;
b. establish at least two Decision-Making Bodies as defined in Article 3.3;
c. set up a catalogue of sanctions as defined in Article 3.4;
d. defines the Core Process in accordance with Article 3.6;
e. assesses the documentation submitted by the Licence Applicants, considers whether this is appropriate and defines the assessment procedures in accordance with Article 3.7;
f. ensure equal treatment of all Licence Applicants and guarantees them full confidentiality with regard to all information provided during the licensing process as defined in Article 3.8;
g. determine to its comfortable satisfaction whether each criterion has been met and what further information, if any, is needed for a Tier 1 Club Licence to be granted.

3.2 *Licensing Administration*

The Licensor must appoint a Club Licensing Manager who is responsible for the Licensing Administration. The Club Licensing Manager should be educated as a minimum to degree level.

The tasks of the licensing administration include:

a. preparing, implementing, and further developing the Club Licensing System,
b. providing administrative support to the Decision-Making Bodies,
c. assisting, advising and monitoring the Licensees during the Licence Season.
d. informing the FAW of any event occurring after the licensing decision that constitutes a Significant Change to the information previously submitted to the Licensor, including a change of legal form, legal group structure (including change of ownership) or identity;
e. serving as the contact point for and sharing expertise with the licensing departments of other UEFA member associations and with UEFA itself.

At least one member of the Licensing Administration or an external financial expert must have a financial background and a diploma in accountancy/auditing recognised by the ACCA (or a recognised equivalent) or must have several years' experience in the above matters (a "recognition of competence").

3.3 *Decision Making Bodies*

1. The Decision-Making Bodies are the First Instance Body (FIB) and the Appeals Body (AB), and they must be independent of each other.
2. The First Instance Body decides on whether the Tier 1 Club Licence should be granted to a Licence Applicant on the basis of the documents provided by the submission deadline set by the Licensor and on whether the Tier 1 Club Licence should be withdrawn.
3. The Appeals Body decides on appeals submitted in writing and makes a final decision on whether the Tier 1 Club Licence should be granted or withdrawn. Should the Tier 1 Club Licence be granted, the Licence Applicants appeal fee must be returned.
4. Appeals May only be lodged by:
   a. a Licence Applicant who received a refusal from the First Instance Body;
   b. a Licensee whose Tier 1 Club Licence has been withdrawn by the First Instance Body; or;
   c. the Club Licensing Manager on behalf of the Licensor.
5. The Appeals Body makes its decision based on the decision of the First Instance Body and all the evidence provided by the appellant with its written request for appeal and by the set deadline.
6. As per FAW Rule 149(B), the licensing of Qualifying Clubs and all other clubs under the jurisdiction of the Association to play in Adran Premier and UEFA Leagues or competitions shall be governed, sanctioned, and controlled as set out in these Regulations and the UEFA Club Licensing Regulations for UEFA Women's Club Competitions respectively.
7. Members of the Decision-Making Bodies are selected by the Directors of the Football Association of Wales for a term of three years and must:

a. act impartially in the discharge of their duties;
b. abstain if there is any doubt as to their independence from the Licence Applicant or if there is a conflict of interest. In this connection, the independence of a member may not be guaranteed if they or any member of their family (spouse, child, parent or sibling) is a member, shareholder, business partner, sponsor or consultant of the Licence Applicant;
c. not act simultaneously as Club Licensing Manager or a member of the Licensing Administration
d. not belong simultaneously to a judicial statutory body of the Licensor;
e. not belong simultaneously to the FAW Council of the FAW or its affiliated leagues, clubs or area associations;
f. not belong simultaneously to the personnel of an affiliated club;
g. include at least one qualified lawyer and one qualified financial expert holding a qualification recognised by the ACCA (or a recognised equivalent).
h. Not belong simultaneously to the administrative staff or to any statutory Decision-Making Body or committee of the Football Association of Wales or the Adran Premier.

8. The quorum of the Decision-Making Bodies is three members. In case of a tie, the Chair has the casting vote.

9. The Decision-Making Bodies must operate according to procedural rules – to be defined by the Licensor – which are as follows.

a. The submission deadline for all documents in the first instance is the 22nd March 2027, as specified in the annual Core Process and Must be respected;
b. The respective Decision-Making Body may, at its discretion, consider documents submitted after the prescribed deadline, provided they are received before the relevant Decision-Making Body meeting. In deciding whether to accept late submissions, the Decision-Making Body shall consider whether sufficient time remains between receipt of the documents and the meeting to allow for an appropriate review.
c. The Licensor, licensing experts and the Decision-Making Body members must all guarantee the principle of equal treatment by annually signing forms of independence and confidentiality;
d. Licence Applicants May have legal representation at the First Instance Body or the Appeals Body meeting, if seven days' notice is provided in writing to the Licensor.
e. The Licence Applicant has the right to be heard at a Decision-Making Body meeting, by either legal representation as described in Paragraph 3.3(9d) or by the Club Chairperson or their nominated deputy, if seven days' notice must be provided in writing. The Decision-Making Bodies also have the right to request that their meeting is attended by a club representative.
f. The official language for all correspondence and meetings is English.
g. The Licensor is permitted to set time limits within the Core Process which guarantees feedback from the licensing experts before the final submission deadline. (e.g. calculation, compliance, interruption, extension).
h. A Licence Applicant has the right to submit an appeal in writing to the Club Licensing Manager within ten days as of the date of the corresponded decision of the First Instance Body.
i. All deadlines are clearly defined within the Core Process in order to ensure that there are no delaying effects to Competitions or to process.
j. The Licence Applicant May submit supplementary evidence to the Appeals Body.
k. The standard of proof is to the comfortable satisfaction, with the burden of proof placed on the Licence Applicant.
l. All decisions made by the First Instance Body and the Appeals Body must be confirmed in writing to the relevant Licence Applicant on the same day as the decision was made with reasoning provided. The only exception to this is where a First Instance Body or Appeals Body are meeting over two days, in which case, all decisions will be communicated to the relevant Licence Applicant on the second day of the meeting.
m. Any complaint must be submitted in writing to the Chief Executive Officer.
n. Content and form of pleading
o. Deliberation / hearings – The Decision-Making Bodies must consider all written and verbal evidence provided by the Licence Applicants and the licensing experts. The Decision-Making Bodies must deliberate this evidence before providing the findings of the hearing.
p. Cost of procedure – The cost of the Appeal shall be £250.

3.4 Catalogue of Sanctions

1. To guarantee an appropriate assessment process, the FAW has set up a catalogue of sanctions for the Club Licensing System for the non-respect of 'B' Criteria referred to in these Regulations= It falls to the competent national bodies to impose these sanctions on the Licence Applicants/Licensees.
2. The catalogue of sanctions are as follows;
    a. A caution;
    b. A warning can be issued
    c. For a second offence of the same Criteria, the financial incentive for achieving the Tier 1 Club Licence can be withheld.
    d. A suspended fine can be imposed.
    e. A fine of up to £10,000 can be imposed
    f. The Tier 1 Club Licence can be withdrawn
    g. A suspension from achieving a Tier 1 Club Licence can be imposed for the following Licence season.
3. To guarantee an appropriate assessment process, the FAW must refer to the national disciplinary regulations in respect of violations of other licensing regulations (e.g. submission of falsified documents, non-respect of deadlines, sanctions against individuals, etc.).

3.5 Licensor's Certification

1. The Licensor must be certified against the UEFA Club Licensing Quality Standard on an annual basis by an independent body appointed by UEFA.

3.6 The Core Process

1. The Licensor has defined the Core Process for the verification of the Club Licensing Criteria and thus manage the issuing of Tier 1 Club Licences.
2. The Core Process starts on 7th September 2026 and ends on the submission of the list of licensing decisions to the FAW administration by the deadline communicated by the latter.
3. The Core Process consists of the following minimum key steps:
    a. Submission of the licensing documentation to the Licence Applicants;
    b. Return of the licensing documentation to the Licensor;
    c. Assessment of the documentation by the Licensing Administration;
    d. Submission of the written representation letter to the Licensor;
    e. Assessment and decision by the Decision-Making Bodies;
    f. Submission of the List of Licensing Decisions to the FAW within seven days of each decision being final.
4. The deadlines for the above key process steps must be clearly defined and communicated to the clubs concerned before the start of the Core Process by the Licensor.

3.7 Assessment Procedures

1. The Licensor defines the assessment procedures as set out in these Regulations which must be followed.

3.8 Equal Treatment and Confidentiality

1. The Licensor ensures equal treatment of all Licence Applicants during the Core Process.
2. The Licensor guarantees the Licence Applicants' full confidentiality regarding all information submitted during the licensing process. Anyone involved in the licensing process or selected/appointed by the Licensor must sign a confidentiality agreement before assuming their tasks.

4. Licence Applicant

4.1 Definition of Licence Applicant

1. A Licence Applicant May only be a football club, i.e., a legal entity responsible for a women's football first team participating in national and UEFA club competitions and that either:
   a. is a registered member of the Football Association of Wales and/or its affiliated league(s) and/or an area association affiliated league (hereinafter: registered member) or
   b. has a contractual relationship with a registered member (hereinafter: football company).

4.2 General responsibilities of the Licence Applicant

1. The Licence Applicant Must provide the Licensor with:
   a. all necessary information and/or relevant documents to fully demonstrate that the licensing obligations are fulfilled; and
   b. any other document relevant for decision-making by the Licensor.
2. This includes information on the reporting entity/entities in respect of which sporting, social and environmental sustainability, infrastructure, personnel and administrative, legal and financial information is required to be provided to satisfy the Criteria.
3. Any event occurring after the submission of the licensing documentation to the Licensor and represents a Significant Change to the information previously submitted, Must be promptly notified to the Licensor (including a change of the Licence Applicant's legal form, legal group structure including ownership, or identity).

4.3 FAW Women's Tier 1 Club Licence Certification

1. Licence Applicants which qualify for the Adran Premier on sporting merit must obtain the Women's Tier 1 Club Licence, issued by the Licensor according to the present Regulations.
2. An FAW Women's Tier 1 Club Licence expires without prior notice at the end of the Licence Season for which it was issued.
3. An FAW Women's Tier 1 Club Licence cannot be transferred.
4. An FAW Women's Tier 1 Club Licence May be withdrawn by the Licensor's Decision-Making Bodies if:
   a. any of the conditions for the issuing of the FAW Women's Tier 1 Club Licence are no longer satisfied; or
   b. the Licensee violates any of its obligations under the present Regulations.
5. As soon as a withdrawal of an FAW Women's Tier 1 Club Licence withdrawal is envisaged, the FAW Licensing Administration must notify the Chief Executive Officer accordingly. The Chief Executive Officer will have the discretion to refer the withdrawal of an FAW Women's Tier 1 Club Licence to the First Instance Body or Appeals Body, whichever Decision-Making Body granted the Tier 1 Club Licence to the Licence Applicant. The Decision-Making Body will determine whether the Tier 1 Club Licence be withdrawn or not
6. It Shall cost £200.00 per club, to apply for an FAW Women's Tier 1 Club Licence. This must be paid by the application deadline stated in the Core Process. Licence Applicants that are successfully granted a Tier 1 Club Licence by the First Instance Body shall have their application fee refunded.
7. Any Licence Applicant that is granted the Women's UEFA Club Licence and the FAW Women's Tier 1 Club Licence will be entitled to claim £4,500 from the Licensor. To claim the full amount, the Licence Applicant must comply with the requirements listed below in Paragraph 4.3 7(i) – (iv) by the dates set out in their respective paragraphs.
   i. For attaining a Women's UEFA Club Licence and the FAW Women's Tier 1 Club Licence, the Licence Applicant shall be entitled to £500.00 as a reward.
   ii. The Licence Applicant completes and submits fully independent audited accounts and a profit and loss account for the women's team which is independently audited (only if the club is part of the same legal entity or reporting perimeter as the men's football team) by 22nd March 2027, as approved by the First Instance Body, then the Licence Applicant shall be entitled to claim £2,500.00. A failure to comply with submission by 22nd March 2027 will mean that the Licence Applicant will not be entitled to claim £2,500.00 for their audited accounts and independently audited profit & loss account. Furthermore, the club must provide evidence of the costs incurred for supplying audited accounts and if applicable the independently audited profit & loss account before payment can be made. These Must be supplied by a date set by the Licensor in their correspondence to the Licensee.

iii. The Licence Applicant complete and submits player medical questionnaires and SCAT6's within two weeks of both the professional player registration window closing. This must be completed for all players that are eligible to participate in the first team using the systems and procedures set by the Licensor. The Licence Applicant Must sign and apply the principles of the FAW Concussion Charter. If the Licence Applicant complies with these requirements, they will be entitled to £1,000.00. A failure to comply with submission by the respective deadlines will mean that the Licence Applicant will not be entitled to claim £1,000.00 for their player medical submissions. Furthermore, the club must provide evidence of the costs incurred for supplying player medicals before payment can be made. These Must be supplied by a date set by the Licensor in their correspondence to the Licensee.

iv. The Licence Applicant completes and submits all mandatory Legal Criteria documentation for both the UEFA Club Licence and the Tier 1 Club Licence by 28th February 2027, then the Licence Applicant shall be entitled to claim £500.00. A failure to comply with submission by 28th February 2027 will mean that the Licence Applicant will not be entitled to claim £500.00 for their Legal submissions.

A failure to comply with the dates set out above will lead to a reduction of the amount for each non-compliance. Payments can only be made to clubs who successfully achieve the Women's Tier 1 Club Licence. A failure to be awarded the Women's Tier 1 Club Licence will result in a club receiving none of the payments mentioned above.

4.4 Clubs outside of Tier 1

1. Only Licence Applicants participating in the Adran Premier or Tier 2 are permitted to apply for a FAW Women's Tier 1 Club Licence.
2. Licence Applicants seeking promotion into the Adran Premier Must meet all of the 'A' Criteria as stated in these regulations before the 22nd March 2027, unless an exception is granted in accordance with Paragraph 2.1 of these Regulations. The appeals process is detailed in Paragraph 3.3(4)
3. Should a Licence Applicant be granted an FAW Women's Tier 1 Club Licence but not be eligible to play in the Adran Premier (i.e because of relegation from Tier 1 or not gaining promotion via sporting merit from Tier 2), the Women's Tier 1 application, Shall be conferred to an FAW Women's Tier 2 application, subject to the Licence Applicant achieving the 'A' Criteria for Tier 2.

5. Sporting

S.01 – Youth Development Programme

1. The Licence Applicant Must have a written youth development programme, approved by the Licensor. The FAW will verify the implementation of the approved youth development programme and evaluate its quality.
2. The youth development programme Must cover the following areas:
   a. Promotion of the women's game
   b. Youth development objectives and philosophy;
   c. Youth sector organisation (organisational chart, bodies involved, relation to Licence Applicant, youth teams, etc.);
   d. Personnel (technical, medical, administrative, etc.) and minimum qualifications required;
   e. Infrastructure (training and match facilities, other);
   f. Financial resources (budget, contribution from Licence Applicant, players or local community, etc.);
   g. Football education programme for the different age groups (playing skills, technical, tactical and physical);
   h. Education initiatives such as; Laws of the Game, anti-doping, integrity, anti-racism;
   i. Medical support for youth players (including maintaining medical records);
   j. Review and feedback process to evaluate the results and the achievements of the set objectives;
   k. Duration of the programme (at least three years but maximum seven).
3. The Licence Applicant Must further ensure that:
   a. every youth player involved in its youth development programme can follow mandatory school education in accordance with UK law; and
   b. no youth player involved in its youth development programme is prevented from continuing their non-football education.

S.02 – Youth Teams

1. The Licence Applicant Must have the following youth teams within its legal entity, another legal entity included in the reporting perimeter, or a club affiliated to its legal entity:
   a. At least two youth teams within the age range of 12 to 21;
      i. It is recommended that one of the mandatory youth teams is an U19's age group team. ***(C Criteria)***
   b. It is recommended that the Licence Applicant has three youth teams within the age range of 10 to 21; ***(C Criteria)***
2. Each youth team, within this age range, Must take part in official competitions or programmes played at national, regional or local level and be recognised by the FAW.
3. The Licence Applicant Must meet all the mandatory requirements set out in part A of Appendix IV – National Academi Licensing Framework.

S.03 – Medical Care of Players

1. The Licence Applicant Must establish and apply a policy to ensure that all players in the first team squad undergo a yearly medical.
2. Licence Applicants Must submit this data using the computer system and procedures as approved by the FAW from time to time.
   a. For Tier 2 clubs, a medical examination questionnaire can be requested from the FAW.
3. The Licence Applicant Must establish and apply a policy to ensure that all youth players above the age of 12 undergo a yearly medical examination, in accordance with the relevant provisions defined by its Licensor in line with its national legislation.
4. The Licence Applicant Must sign and apply the principles of the FAW Concussion Charter. A template for the FAW Concussion Charter can be requested from the FAW.

S.04 – Registration of Players

1. The Licence Applicant's players, including youth players above the age of 12 Must be registered with the FAW on COMET in accordance with the relevant provisions of the FIFA Regulations on the Status and Transfer of Players.
2. Safeguarding Procedures, as agreed by the FAW from time to time, Must be adhered to in respect of 15-year-old players before they will be eligible to play for the senior and/or U19's team.

S.05 – Written Contract with Professional Players

1. Each of the Licence Applicants' Professional Players Must have a written contract with the Licence Applicant in accordance with the relevant provisions of the FIFA Regulations on the Status and Transfer of Players.
2. The Licence Applicant must ensure that its Professional Players' contracts are in line with the relevant provisions of the Agreement regarding the minimum requirements for standard players contracts in the professional football sector in the United Kingdom, the European Union and the rest of the UEFA territory. ***(B Criteria)***

S.06 – Loan of Professional Players

1. The Licence Applicant Must respect the provisions of the FIFA Regulations on the Status and Transfer of Players with regard to loans of Professional Players.

S.07 – Refereeing Matters and Laws of the Game

1. The Licence Applicant Must ensure that all members of the women's first squad (players, coaches, and other technical staff) attend a session or an event on refereeing organised by the FAW during the 12 months prior to the Licence Season.

S.08 – Integrity Education Workshop (C Criteria)

1. It is recommended that each Licence Applicant's first team players and coaching staff participate in an FAW Integrity workshop.

S.09 – Contact Time

1. The Licence Applicant Must have at least three contact days during a week throughout the season. (For example, training twice a week and a match once a week):
   a. A training session May consist of tactical and technical sessions or Strength & Conditioning activities.
   b. If a team has a midweek fixture, this will be counted as one of the required contact days for that week.

6. Social and Environmental Sustainability

SES 01 – Equality and inclusion

1. The Licence Applicant Must establish and implement a policy to ensure equal rights and opportunities for all people following and contributing to football activities organised by the Licence Applicant.

SES 02 – Anti-discrimination

1. The Licence Applicant Must establish and implement a policy to tackle discrimination and to guarantee that all the Licence Applicant's policies, programmes, and practices are exercised without discrimination of any kind.

SES 03 – Safeguarding / Child and youth protection and welfare

1. The Licence Applicant Must establish and implement a policy to protect, safeguard and ensure the welfare of youth players and ensure they are in a safe environment when participating in activities organised by the Licence Applicant.

SES 04 – Social and Environmental Sustainability strategy

1. The Licence Applicant Must establish and implement a social and environmental sustainability strategy in line with the FAW and / or UEFA Football Sustainability Strategy 2030 and relevant FAW and / or UEFA guidelines, for at least the areas of equality and inclusion, anti-discrimination, child and youth protection and welfare, football for all abilities, and environmental protection.

SES 05 – Football for all abilities

1. The Licence Applicant Must establish and implement a policy to make following and contributing to football activities organised by the Licence Applicant accessible and enjoyable for everyone, irrespective of disability or disabling factors.

SES 06 – Environmental protection

1. The Licence Applicant Must establish and implement a policy to improve its environmental footprint and sustainability in relation to the organisation of events, infrastructure construction and management.

7. Infrastructure

I.01 – Stadium Safety Assessment

1. The Licence Applicant Must provide a Stadium Safety Assessment in accordance with one of the following:
   a. Stadium Shall have been assessed by the Sports Grounds Safety Authority (SGSA) and the Licence Applicant Must comply with all non-conformities as detailed in the SGSA report.
   b. Stadium Shall have been issued with a general safety certificate in accordance with the Safety of Sports Ground Act 1975 (as amended). The certifying authority on an annual basis Shall review the certificate.
   c. Stadium Shall have been issued with one or more general safety certificates to cover one or more regulated stands in accordance with the Fire Safety and Safety of Places of Sports Act 1987 (as amended). The certifying authority on an annual basis Shall review the certificate(s).
2. All safety assessments submitted for Paragraph I.01(1) Must not be older than 24 months at the date of the deadline for submission of documents.
3. The FAW may at any time, request a safety assessment if there are concerns raised which warrant a new safety assessment to take place. The determination on this will be at the discretion of the Licensor. If a new safety assessment is required and it confirms that the stadium is unsafe, then the Licence Applicant Must make the necessary upgrades or amendments to ensure the ground can be classed as safe again.

I.02 – Event Safety Policy

The Licence Applicant Must provide an Event Safety Policy which addresses both the wider definition of safety (to include counter-terrorism and crowd disorder/anti-social behaviour) and the responsibility for all persons present at the sports ground.

I.03 – Stadium Contingency and Evacuation Plan

1. The Licence Applicant Must provide a plan in place to evacuate the Stadium in response to any contingencies that may arise.
   a. This document should be formulated in co-operation with and approved by the County Council, Police, Fire and / or Health Services.

I.04 – Approved Capacity Level

1. The Licence Applicant Must have in place capacity calculations showing the final safe capacity of the ground as a whole which is relevant and safe for all competitions. Clubs are reminded that the final safe capacity is the lowest of the entry capacity, holding capacity, exit capacity and evacuation capacity.
   a. Clubs are reminded that their own performance in terms of the physical condition of the ground, the (P) factor, and its safety management, the (S) factor, have a direct effect on the capacity level of the ground.
2. The minimum capacity for Adran Premier and League Cup matches is 250 spectators with at least 100 covered seats, which are in compliance with Paragraph I.19.

I.05 – Public Access and Egress

1. The Licence Applicant Must ensure the following is provided in the Stadium and the relevant documents provided for the audit.

a. At least one stadium entry point which Must be designed in such a way as to avoid congestion and ensure the smooth flow of the crowd.

b. All public passageways and stairways in the spectator areas Must be painted in a bright colour, as Must all gates leading from the spectator areas into the playing area and all exit doors and gates leading out of the Stadium.

c. All exit doors and gates in the Stadium, and all gates leading from the spectator areas into the playing area, Must:
   i. be fitted with a locking device which Must be operated simply and quickly by anyone from the inside in the case of exit doors and gates or from either side in the case of gates leading into the playing area;
   ii. be designed to remain unlocked while spectators are in the Stadium;

iii. open outwards.

d. Approaches to the stadium Must be adequately signposted to guide spectators to their sectors, and all turnstiles, entry and exit gates and doors Must be operational and similarly clearly indicated by signs which are universally understood. Commercial signage within dressing rooms Must also be on display.
e. The boundary wall/fence Must be of sound solid construction, secure on all sides and designed to obscure viewing from outside the stadium (recommended height of boundary structure is 2 metres).

3. The Licence Applicant Must submit a layout plan detailing the Stadium (1:1000), to include the procedure for all players, match officials and spectators when entering the stadium and a site plan showing access routes into the Stadium (1:1500). A policy Must be in place if there is a need for segregation.

I.06 – Public Address System

1. The Stadium Must be equipped with a public address system.
2. The public address system Must cover both the inside and outside of the Stadium and be secured against failures of the main power supply.

I.08 – Field of Play

1. The field of play Must be smooth and level.
2. The Stadium Must be equipped with either a natural playing surface or football turf and Must be maintained in good condition.
   a. Football turf Must be in accordance with the "FAW Regulations for Football Turf Pitches" and Must meet the following conditions:
      i. It Must have been granted the required FIFA Licence with the relevant certificate, which can only be delivered after the turf in question has been tested by a FIFA-accredited laboratory as meeting the FIFA quality standards for football turf;
      ii. It Must meet all the requirements of the national legislation in force;
      iii. Its surface Must be green and pitch line markings Must be white in accordance with the Laws of the Game. Any pitch line markings for alternative sports are not permitted and Must be masked out prior to a game.
3. The field of play must be equipped with a drainage system so that it cannot become unplayable due to flooding. ***(B Criteria)***
4. The field of play Must be a minimum of 98 metres long and 62 metres wide.
   a. It is recommended the field of play is 105 metres long and 68 metres wide. ***(C Criteria)***
5. There Must be a grass verge or alternatively artificial turf of the minimum width of 1.5 metres between the touch line and the perimeter barrier.
   a. It is recommended that this distance is 3 metres. ***(C Criteria)***
   b. Any new pitch developments Must have a minimum of 3 metre run off between the touch line and the perimeter barrier.
6. There Must be a permanent, fixed, barrier surrounding the perimeter of the pitch to a minimum height of 1.1 metres high as measured from the spectator side.
   a. The barrier Must be of sound construction (e.g. concrete and/or steel) and free from all sharp edges, surrounding the pitch on all sides that May be occupied by spectators.
7. If the Licensor believes that the quality of the field of play falls below an acceptable standard, an industry expert must assess the quality of the field of play. The expert will make recommendations to enhance the quality of the field of play which clubs Must carry out within reasonable timescales. The groundsman responsible for the maintenance of the field of play Must subsequently attend any relevant courses as instructed by the FAW.

I.09 – Warm-Up Area for substitutes

1. A warm-up area for substitutes Must be available along the touchlines or behind the advertising boards behind the goal.

I.10 – Goals

1. Goals Must be in compliance with the Laws of the Game, as promulgated by the International Football Association Board (IFAB), which means, in particular, that:
   a. the distance between the posts Must be 7.32m;

b. the distance from the lower edge of the crossbar to the ground Must be 2.44m;
c. the goalposts and crossbars Must be white;
d. they Must not pose any danger to players.

I.11 – Substitutes' benches

1. The Stadium Must be equipped with two covered benches at pitch level, each with seating room for at least eight people, and positioned either side of the halfway line. The two benches Must be on the same side as each other.
   a. It is recommended any developments to substitutes benches, must increase seating room for thirteen people. ***(C Criteria)***
2. A technical area Must be marked for each substitutes bench to define the area designated for team officials, as per IFAB Laws of the Game.

I.12 – Dressing Rooms

1. The Stadium Must be equipped with:
   a. A player's dressing-room for each team with seating room for at least eighteen people, a minimum of four showers and exclusive use to one individual seated toilet with a wash basin, one massage table and appropriate sanitary facilities as described in ***I.22 – Sanitary Facilities.***
      i. It is recommended that any new developments to the player's dressing rooms must have seating room for at least twenty-five persons and three seated toilets. ***(C Criteria)***
      ii. Each player's dressing room Must be a minimum of $20m^2$ to accommodate the minimum capacity of twenty people
   b. A match official's dressing-room with seating room for at least three people, a minimum of one shower, exclusive use to one individual seated toilet with a wash basin and appropriate sanitary facilities as described in ***I.22 – Sanitary Facilities***
      i. It is recommended the Stadium provides an appropriate second space with a shower, toilet, wash basin and seating, should the match officials team be of mixed genders and require separate changing areas; ***(C Criteria)***
      ii. It is recommended that any new developments to the match official's dressing rooms must provide a provision for match official teams of mixed gender. ***(C Criteria)***
   c. All rooms Must be well lit, ventilated and/or heated and clearly signposted.
2. The Stadium Must guarantee a direct, private and secure access and egress for both teams and the match officials from their dressing-rooms to the playing area and ensure their safe arrival at/departure from the Stadium.
   a. If deemed necessary by the Licensor, the Licence Applicant will be required to submit a written policy in order to meet this criterion.
3. If It's brought to the attention of the FAW that the dressing rooms fall below the minimum hygiene and/or quality standards as expected by the FAW and/or the SGSA at any stage during the season, the following will take place:
   a. An inspection and/or evidence gathering must be carried out at the earliest opportunity.
   b. The Licence Applicant Must complete any facility improvement as advised by the FAW and/or the SGSA.

I.13 – Matchday Operations

1. The Stadium Must be equipped with facilities for matchday operations with easy access to the team's and match officials dressing rooms.
2. Matchday Operations Must have accessible communication facilities such as minimum 3G phone signal and/or Wi-Fi.
3. Matchday Operations must have a room that is exclusively reserved for a matchday office which is well lit, ventilated and/or heated. ***(C Criteria)***

I.14 – Emergency Medical Room for Players & Officials

1. The stadium Must be equipped with an Emergency Medical Room for first aid and medical treatment of player and officials.
   a. This room Must be sufficiently large enough for access to accommodate a stretcher (laid horizontally) and medics to be able to effectively provide treatment.

b. A treatment table, basic first aid kit and a bin Must be in the room.
c. It is recommended that a wash basin & oxygen bottle with mask is in the room. ***(C Criteria)***
d. The Emergency Medical Room must have a minimum internal area of 8m2 and must allow unobstructed access from the field of play to the Emergency Medical Room.

2. The Stadium Must have the following pitchside equipment, which Must be easily accessible according to activities and for the duration of a match:
   a. Defibrillator
   b. Spinal Board
   c. Uni Collar
   d. Vacuum or box splints
3. The Licence Applicant Must produce an Emergency Action Plan containing the following information:
   a. Map of the venue, highlighting key medical areas, such as ambulance parking area, and first aid room, with directional arrows to indicate access routes to/from these for people unfamiliar with the venue
   b. Postcode of the venue and any specific information about the venue to provide emergency services if required
   c. Name and contact number of key personnel at the ground on a matchday
   d. Basic equipment available at the ground (and where it will be during a match)
   e. Addresses of the nearest hospitals, including travel time and phone number
4. Emergency vehicles Must be able to drive into the Stadium.
   a. The access and egress point(s) Must not be blocked.
   b. A parking space Must be identified for an emergency vehicle to park, which Must not be occupied by any other vehicle or used for any other purpose.
   c. Unobstructed access leading from a spectator area in the stadium to the playing area Must be provided to allow access and egress for a stretcher. It is recommended that this access is located as close as possible to the area designated for the access/egress of the emergency vehicle(s). ***(C Criteria)***
5. On matchdays, the home club will be responsible for first aid relating to match officials and/or spectators.
   a. This role May be covered by the Physiotherapist, Sports Therapist or an appointed First Aid Officer.

I.15 – Doping Control Room

1. The Stadium Must be equipped with a dedicated doping control station.
2. The station Must meet the requirements set out in Appendix III of these regulations.

I.16 – Floodlighting

1. The Stadium Must be equipped with floodlight installations.
2. The Stadium floodlight lux levels Must be in compliance with the following:
   a. Achieve a value of 250 lux (or 250 lux adjusted which allows for a 10% deviation) for Adran Premier and League Cup matches when tested by an independent organisation.
   b. Licence Applicants Must provide a report stating the lux value, which Must be no more than three years old.
   c. The report Must be a 96-point lighting test.
3. The Licensor May at any time, request a 96-point lighting test to determine the current lux levels of the floodlights and if the lux levels are considered to be too low by the Licensor and/or the host broadcaster, the Licensor may request these be upgraded to a minimum of 250 lux (or 250 lux adjusted).
4. The horizontal illuminance must have a minimum uniformity of 0.6 ***(B Criteria)***

I.17 – Parking Areas

1. Licence Applicants must provide parking space for ten cars. These must be provided for the following:
   a. ten parking space available for the teams and match officials
   b. ten additional parking spaces available for VIP's and/or FAW staff. ***(C Criteria)***
2. This parking space must

a. be located in a safe and secure area in the immediate vicinity of the players' and match officials' area.
b. be of a secure footing, comprised of concrete, tarmac, gravel or stone.

I.18 – Refreshment Facilities (B Criteria)

1. Licence Applicants must provide players and match officials with food and drink after the game.
2. Players should be allocated an area where the two teams, match officials and family members may congregate at the end of a match, which is segregated from spectators.
4. The Stadium must be equipped with refreshment and catering facilities for all spectators during the game, in every sector of the Stadium.

I.19 – Stand and Spectator Facilities

1. Seats for spectators Must be individual, fixed (e.g. to the floor), separated from one another, shaped, made of an unbreakable and non-flammable material and have a backrest of a minimum height of 30 cm when measured from the seat.
   a. The use of temporary stands is prohibited.
   b. Bench seating of any description is prohibited.
2. If it's brought to the attention of the FAW that the spectator stands fall below the minimum quality and/or safety standards as expected by the FAW and/or SGSA at any stage during the season, the following will take place:
   a. An inspection and/or evidence gathering Must be carried out at the earliest opportunity;
   b. The Licence Applicant Must complete any facility improvement as advised by the FAW and/or the SGSA.
3. It must be possible for spectators to be accommodated either standing or seated, along the full length of all four sides of the playing area, except where permission has been granted by the FAW for one of the sides or part thereof, to be closed to spectators ***(C Criteria)***
4. There Must be hardstanding surrounding one full length and one full width of the field of play, compromising of concrete, paving stones or tarmac.
   a. It is recommended that hardstanding surrounds the whole field of play; ***(C Criteria)***
   b. Hardstanding of a temporary nature will not be permitted under any circumstances.
   c. Where the Stadium is part of a larger sports complex, the football area Must be totally enclosed from all other activities ***(C Criteria)***
5. All mandatory spectator areas Must be accessed by hardstanding.
   a. It should be possible, if whenever necessary, to prevent spectators from moving from one sector or sub-sector to another, except as part of the Stadium evacuation process. ***(C Criteria)***

I.21 – Emergency Lighting

1. For the purpose of ensuring safety and guiding spectators and staff, the Stadium Must be equipped with an emergency lighting system in any part of the Stadium to which the public or staff have access, including all egress and evacuation routes, for use in the event of a general ground lighting failure
   a. If emergency lighting is only available on one side of the ground, only this side of the ground is permitted to be open at an evening match. This Must be reflected in the document used to satisfy ***I.01 – Stadium Safety Assessment***.
2. The emergency lighting system Must be in compliance with the following:
   a. The emergency lighting system Must be certified by an approved contractor / local authority.
   b. An emergency lighting certificate Must be produced and be no older than two years old from the date of the deadline for submission of documentation.
3. The FAW may at any time, request an emergency lighting test to determine if their current emergency lighting system is considered to be unsafe by the FAW and/or an approved contractor. If deemed unsafe, by an approved contractor, then they Must be fixed

I.22 – Sanitary Facilities

1. The Stadium Must have sufficient clean and hygienic sanitary facilities designated and distributed evenly throughout all sectors of the Stadium for male and female spectators.
   a. Toilets and urinals Must be equipped with flushers
   b. Toilets designated for females, or unisex facilities Must have sanitary products of varying kinds available and Must include the provision of a sanitary bin.
   c. Sinks and amenities such as toilet paper and soap Must be available.
2. The recommended requirement for sanitary facilities are the following: ***(C Criteria)***
   a. 1 seated toilet per 250 males;
   b. 1 urinal per 125 males;
   c. 1 seated toilet per 125 females

I.24 – Facilities for spectators with disabilities

1. Licence Applicants Must have undertaken an appropriate self-assessment or a consultation with a local disability group (e.g. Level Playing Field), to review their own procedures with regard to the level of service it provides for spectators with disabilities.
2. The Stadium must have dedicated access and seats for spectators with disabilities and their helpers ***(C Criteria)***
3. The Stadium must have dedicated sanitary facilities for spectators with disabilities as well as refreshment and catering facilities nearby ***(C Criteria)***
4. One disabled toilet must be available for every 15 wheelchair users ***(C Criteria)***

I.25 – Ground Regulations

1. The Licence Applicant Must arrange to have its Ground Regulations fixed in suitable areas of the Stadium in such a way that the spectators can read them.
   a. Ground Regulations should at least provide information on; admission rights, abandonment and postponement of events, a description of prohibitions and penalties such as entering the field of play, throwing objects, use of foul and abusive language, racist behaviour, restrictions with regard to alcohol, fireworks, flares, banners, seating rules, causes for ejection from the stadium, risk analysis specific to the Stadium.

N.B. Where tickets are issued, the Ground Regulations should be clearly detailed on the ticket.

I.27 – Media Working Area

1. The Stadium Must have at least one room equipped with desks, power supply and internet connections for media representatives.

I.28 – Camera Requirements and Positions

1. The Stadium Must accommodate at least one TV camera position on the halfway line Must be provided, at height and size that meets the broadcasters needs. This structure May be temporary but Must be available as required.
2. Alternative arrangement to a traditional gantry Must be approved by the FAW and broadcaster in advance of the deadline set in the Core Process

I.29 – Press Box

1. The Stadium Must accommodate a press box which is covered, signposted and centrally located in the main grandstand.
   a. The press box Must have an unobstructed view of the entire playing area and easy access to the other media areas.
2. The press box Must have five covered seats, that Must be equipped with desks
   a. The desks Must be fixed and big enough to accommodate a laptop and a notepad
   b. The desks Must be equipped with a power supply and WI-FI/internet connection.

I.30 – TV and Radio Commentary Positions

1. One radio commentary position Must be identified,

2. Each commentary position must have at least three covered seats.

I.31 – Presentation and Post Match Interview Area (C Criteria)

1. The Stadium must provide a dedicated pitch-side presentation area for the host broadcaster if requested. This area Must also accommodate the technical infrastructure involved.
2. The Stadium Must provide a dedicated post-match interview area for the host broadcaster, with relevant backboard.
   a. The location Must be as close as possible to the dressing room area and the facility Must be approved by the host broadcaster.

I.32 – OB Van Parking Area (C Criteria)

1. The Stadium must have hardstanding parking facilities to accommodate the host broadcaster OB unit in the immediate vicinity. The surface dimension of the area Must be at least 100m^2.

I.33 – Training Facilities – Availability

1. The Licence Applicant Must have training facilities available throughout the Licence Season.
   a. If the Licence Applicant is not the owner of the training facilities, it Must provide a written contract with the owner(s) of the training facilities, confirming the club have access to the nominated training venue(s).
2. It Must be guaranteed that training facilities can be used by all teams of the Licence Applicant during the Licence Season, taking into account its youth development programme.

I.34 – Training Facilities – Minimum Infrastructure

1. As a minimum, the infrastructure of the training facilities Must include;
   a. A full-sized outdoor pitch and/or indoor facilities if the main pitch is not synthetic turf;
   b. Bathroom facilities, with appropriate sanitary facilities
   c. Medical facilities
   d. Classroom facilities, which is used for player and coach development;
   e. Access to a gym through the club for the players. This May be a facility at the training ground which is used as part of the club training sessions or by alternative arrangement with players, provided individual programmes, which are monitored by the S&C coach or other appropriately qualified individual.

Please note, If it's brought to the attention of the FAW that the stadium falls below the minimum standard as expected by the FAW and/or the SGSA at any stage during the season, the following will take place:

   a. An inspection and/or evidence gathering must be carried out at the earliest opportunity.
   b. The Licence Applicant Must complete any facility improvements as advised by the FAW and/or the SGSA.

8. Personnel and Administrative

P.01 – Club Secretary or General Manager

1. The Licence Applicant Must have appointed a Club Secretary or General Manager, who is responsible for its operative matters.
2. The Club Secretary or General Manager Must be duly registered on COMET.
3. The Club Secretary or General Manager Must attend all games to be a point of liaison for the opposition, officials and FAW should the need arise. If they cannot attend a match, someone associated with the club should be named in their place, informing the Competition Secretary and opposition in advance.
   a. The Club Secretary or General Manager should be available throughout the matchday and therefore, they Must not be a player or key part of the coaching team, so that they can be available for the duration.

P.02 – Finance Officer (B Criteria)

1. The Licence Applicant must have appointed a Finance Officer, who is responsible for its financial matters.
2. The Finance Officer must hold as a minimum one of the following:
   a. Certified Accountant (ACCA (Association of Chartered Certified Accountants), AAT (Association of Accounting Technicians), ICAEW (Institute of Chartered Accountants in England & Wales) or CIMA (Chartered Institute of Management Accountants));
   b. Finance Officer qualification, issued by the Licensor or an organisation recognised by the Licensor.
   c. A "Recognition of Competence", issued by the FAW, based on relevant practical experience, reviewed by the FAW Financial Expert.
3. The Finance Officer Must be duly registered on COMET.

P.03 – Media Officer & Media Output

1. The Licence Applicant Must have appointed a Media Officer, who is responsible for its media matters.
2. The Media Officer must hold as a minimum one of the following qualifications:
   a. Nationally recognised qualification in journalism and/or media/marketing; ***(B Criteria)***
   b. Media Officer certificate issued by the FAW or an organisation recognised by the Licensor; ***(B Criteria)***
   c. A "Recognition of Competence" issued by the FAW, based on practical experience in such matters of at least three years. ***(B Criteria)***
3. The Media Officer Must be duly registered on COMET.
4. The Licence Applicant Must have the following media channels:
   a. Official club website (to include Supporter Information Charter)
   b. Official social media (for example, Facebook, X (formerly known as Twitter), Instagram, Tiktok etc.).

P.04 – Medical Doctor (C Criteria)

1. The Licence Applicant must have appointed a Medical Doctor, who is responsible for the medical support and advice for the first team squad members.
2. The Medical Doctor's qualification must be recognised by the General Medical Council.
3. The Medical Doctor must be duly registered with the General Medical Council
4. The Medical Doctor must be duly registered on COMET and hold a valid FAW enhanced DBS Certificate.

P.05 – Chartered Physiotherapist or Sports Therapist

1. The Licence Applicant Must have appointed a Chartered Physiotherapist or Sports Therapist, who is responsible for the medical treatment and rehabilitation for the first team squad during training and matches.
   a. This person should liaise with the Medical Doctor (If appointed) regarding all medical matters.
2. The Chartered Physiotherapist Must hold all of the following minimum qualifications:
   a. Must be CSP and HCPC registered with a degree in physiotherapy

b. Must possess the appropriate professional indemnity insurance

c. Must possess one of the following:

i. a valid UEFA Pitchside Trauma course certificate;

ii. a valid Level 4 Intermediate Trauma Medical Management in Football (ITMMiF) certificate; or

iii. another course which meets the minimum requirements of the ITMMiF course as decided by the FAW's Head of Medical Services.

3. The Sports Therapist Must hold all of the following minimum qualifications:

a. A graduate sports therapist or sports rehabilitator with an accredited degree

b. A member of a recognised professional body

c. Must possess one of the following:

i. a valid UEFA Pitchside Trauma course certificate;

ii. a valid Level 4 Intermediate Medical Management in Football certificate (ITMMiF); or

iii. another course which meets the minimum requirements of the Level 4 ITMMiF course as decided by the FAW's Head of Medical Services.

4. The Chartered Physiotherapist or Sports Therapist is responsible for submitting the medical data of players, using computer systems and procedures as approved by the FAW from time to time.

5. The Chartered Physiotherapist or Sports Therapist Must attend a minimum of 70% of matches.

a. A replacement can be appointed, provided they meet all the required qualifications as stated in Paragraph P.05(2) and/or Paragraph P.05(3)

b. They Must be available for at least one training session each week to provide treatment and rehabilitation of first team squad members.

5. The Physiotherapist or Sports Therapist Must be duly registered on COMET and hold a valid FAW enhanced DBS Certificate.

P.07 – First Aid Officer (C Criteria)

1. The Licence Applicant must appoint a First Aid Officer for the treatment of spectators and visitors off the pitch.

2. The First Aid Officer must hold the following minimum qualifications:

a. FAW Football Emergency Aid Award;

b. Any equivalent qualification as approved by the FAW.

3. The First Aid Officer must be duly registered on COMET and hold a valid FAW enhanced DBS Certificate.

P.08 – Social and Environmental Sustainability Officer

1. The Licence Applicant must appoint a Social and Environmental Sustainability Officer, who is responsible for the implementation of social and environmental sustainability policies and measures in accordance with the FAW Football Sustainability Strategy and relevant UEFA guidelines.

P.10 – First Team Manager

1. The Licence Applicant Must have appointed a First Team Manager, who is responsible for the following matters of the first team squad:

a. Players' selection;

b. Tactics and training;

c. Management of the players and technical staff in the dressing room and the technical area, before during and after matches; and

d. Duties regarding media matters (press conferences, interviews, etc.).

2. The First Team Manager Must hold one of the following minimum coaching qualifications, issued by a UEFA Member Association in accordance with the UEFA Coaching Convention:

a. Valid 'UEFA A' Licence;

b. Valid non-UEFA coaching diploma equivalent to the licence required under P.10(2a);

c. Be “actively engaged” on the required UEFA coaching diploma as described under P.10(2a) or P.10(2b). Simple registration is not sufficient to meet this criterion. Evidence of a place on the described course, granted by the awarding body, Must be provided.

3. Licence Applicants applying for an FAW Women’s Tier 1 Club Licence from Tier 2 will be permitted to have a fully qualified ‘UEFA B’ Licence coach for one season if promoted, at the discretion of the Decision-Making Bodies, provided that the nominated First Team Manager signs up for the first available ‘UEFA A’ Licence course, upon promotion to Tier 1.
4. The First Team Manager Must attend at least 70% of Adran Premier matches per season, since their appointment.
   a. If the First Team Manager is not in attendance (including in the 60-day replacement phase) the next highest qualified coach should undertake their duties.
5. Should a Licence Applicant appoint Joint First Team Managers, both individuals Must meet the P.10 Criteria in full.
6. The First Team Manager Must be duly registered on COMET and hold a valid FAW enhanced DBS Certificate.
7. If the Decision-Making Body is of the view that the Manager has been appointed only to meet the Criteria stated in P.10, the Decision-Making Body has the right to refuse the Tier 1 Club Licence.

P.11 – <u>First Team Assistant Manager</u>

1. The Licence Applicant Must have appointed a First Team Assistant Manager who assists the First Team Manager in all football matters of the first team squad.
2. The First Team Assistant Manager Must hold one of the following minimum coaching qualifications, issued by a UEFA Member Association, in accordance with the UEFA Coaching Convention:
   a. Valid ‘UEFA ‘B’ Licence;
   b. Valid non-UEFA coaching diploma which is equivalent to the one required under P.11(2a);
   c. Be ‘actively engaged’ on the required UEFA coaching diploma as described under P.11(2a) or P.11(2b). Simple registration for the required diploma course is not sufficient to meet this criterion. Evidence of a place on the described course, granted by the awarding body, Must be provided.
3. Licence Applicants applying for an FAW Women’s Tier 1 Club Licence from Tier 2 will be permitted to have a fully qualified ‘UEFA C’ Licence coach if promoted, at the discretion of the Decision-Making Bodies, provided that the nominated First Team Assistant Manager signs up for the first available ‘UEFA B’ Licence course upon promotion to Tier 1.
4. The First Team Assistant Manager Must attend at least 70% of the Adran Premier matches per season, since their appointment.
5. The First Team Assistant Manager Must be registered on COMET and hold a valid FAW enhanced DBS Certificate.
6. If the Decision-Making Body is of the view that the First Team Assistant Manager has been appointed only to meet the Criteria stated within P.11, the Decision-Making Body has the right to refuse the Tier 1 Club Licence.

P.12 – <u>Head of Youth Development Programme</u>

1. The Licence Applicant Must have appointed a Head of Youth Development Programme, who is responsible for running the daily business and the technical aspects of the youth sector and the implementation of the youth development programme. This May include:
   a. Overseeing youth teams at the club
   b. Supporting player pathways into senior football
   c. Actively creating relationships with local junior teams
   d. Working with local junior teams for player development and player recruitment
2. The Head of Youth Development Programme Must hold one of the following minimum coaching qualifications issued by a UEFA member association in accordance with the UEFA Coaching Convention.
   a. Valid ‘UEFA A’ Licence;
   b. Valid non-UEFA coaching diploma which is equivalent to the one required under P.12(2a);
   a. Be ‘actively engaged’ on the required UEFA coaching diploma as described under P.12(2a) or P.12(2b). Simple registration for the required diploma course is not sufficient to meet this criterion. Evidence of a place on the described course, granted by the awarding body, Must be provided.

3. The Head of Youth Development Programme Must be duly registered on COMET and hold a valid FAW enhanced DBS Certificate.
4. The Head of Youth Development Programme Must have the correct safeguarding documentation as defined by the FAW Safeguarding Department.
5. If the Decision-Making Body is of the view that the Head of Youth Development Programme has been appointed only to meet the Criteria stated in P.12, the Decision-Making Body has the right to refuse the Tier 1 Club Licence.

P.13 – Youth Coaches

1. For each mandatory youth team, the Licence Applicant Must have appointed at least one qualified coach, who is responsible for the football matters related to that team.
2. Youth team Head Coaches for age groups U12-U19 age groups Must hold one of the following minimum coaching qualifications, issued by a UEFA Member Association, in accordance with the UEFA Coaching Convention:
   a. Valid 'UEFA B' Licence;
   b. Valid non-UEFA coaching diploma equivalent to the licence required under P.13(2a);
   c. Be 'actively engaged' on the required UEFA coaching diploma as described under P.13(2a) or P.13(2b). Simple registration for the required diploma course is not sufficient to meet this criterion. Evidence of a place on the described course, granted by the awarding body, Must be provided.
3. Youth team Head Coaches for age groups U8-U11 age groups Must hold one of the following minimum coaching qualifications, issued by a UEFA Member Association, in accordance with the UEFA Coaching Convention:
   a. Valid 'UEFA C' Licence;
   b. Valid non-UEFA coaching diploma equivalent to the licence required under P.13(3a);
   c. Be 'actively engaged' on the required UEFA coaching diploma as described under P.13(3a) or P.13(3b). Simple registration for the required diploma course is not sufficient to meet this criterion. Evidence of a place on the described course, granted by the awarding body, Must be provided.
4. Youth Coaches Must be duly registered on COMET and hold a valid FAW enhanced DBS Certificate.
5. If the Decision-Making Body is of the view that the Youth Coaches have been appointed only to meet the Criteria stated in P.13, the Decision-Making Body has the right to refuse the Tier 1 Club Licence.

P.14 – First Team Goalkeeper Coach

1. The Licence Applicant Must have appointed a First Team Goalkeeper Coach who assists the First Team Manager in goalkeeping matters of the first team.
2. The First Team Goalkeeper Coach Must hold one of the following minimum coaching qualifications, issued by a UEFA Member Association, in accordance with the UEFA Coaching Convention:
   a. Valid 'UEFA C' Licence;
   b. Valid non-UEFA coaching diploma equivalent to the licence required under P.14(2a);.
   c. Be 'actively engaged' on the required UEFA coaching diploma as described under P.14(2a) or P.14(2b). Simple registration for the required diploma course is not sufficient to meet this criterion. Evidence of a place on the described course, granted by the awarding body, Must be provided.
3. The Goalkeeper Coach Must attend at least 70% of the Adran Premier matches per season, since their appointment.
4. The First Team Goalkeeper Coach Must be duly registered on COMET and hold a valid FAW enhanced DBS Certificate.
5. If the Decision-Making Body is of the view that the First Team Goalkeeper Coach has been appointed only to meet the Criteria stated in P.14, the Decision-Making Body has the right to refuse or remove the Tier 1 Club Licence.

P.15 – Safeguarding Officer

1. The Licence Applicant Must have appointed a Safeguarding Officer who is responsible for the safeguarding matters.
2. The Safeguarding Officer Must be duly registered on COMET.
3. The Safeguarding Officer Must hold a valid 'FAW Safeguarding Awareness Award'.

4. The Safeguarding Officer Must have undertaken the necessary vetting checks and Must hold a valid FAW enhanced DBS Certificate
5. The Safeguarding Officer Must ensure that the club adopts, implements, and applies the FAW Safeguarding Policy, Procedures and Practices.
6. The Safeguarding Officer Must develop and promote best practice; ensuring club personnel understand and fulfil their responsibilities.
7. The Safeguarding Officer is responsible for recording and reporting any concerns that may arise.
8. If the Decision-Making Body is of the view that the Safeguarding Officer has been appointed only to meet the Criteria stated in P.15, the Decision-Making Body has the right to refuse or remove the Licence.

P.16 – Performance Analyst

1. The Licence Applicant Must have appointed a Performance Analyst, who is responsible for the implementing a formal performance analysis programme.
2. The Performance Analyst should hold a relevant qualification recognised by the FAW.
3. The Performance Analyst Must be registered on COMET and hold a valid FAW enhanced DBS Certificate.
4. If the Decision-Making Body is of the view that the Performance Analyst has been appointed only to meet the Criteria stated in P.16, the Decision-Making Body has the right to refuse or remove the Tier 1 Club Licence.

P.17 – Rights and Duties / Written Contracts

1. The rights and duties of the personnel defined in Criteria P.01 to P.17 Must be defined in writing.
2. All administrative, technical, medical and security staff, volunteers or service providers performing any of the functions referred to in the Criteria P.01-P.17, if appointed, as a minimum Must sign the relevant job description as supplied.
3. Licence Applicants May add further Criteria as to meet their needs, but the core duties Must not be amended.
4. All administrative, technical, medical and security staff, volunteers or service providers performing any of the functions referred to in the Criteria P.01-P.17 must have written contracts with the Licence applicant (or another entity within the legal group structure of the Licence Applicant) in accordance with the national legal framework ***(C Criteria)***

P.18 – Duty to Notify Significant Changes

1. Any event occurring after the submission of the licensing documentation to the Licensor representing a Significant Change compared to the information previously submitted and related to all Personnel 'A' Criteria, Must be notified to the Licensor within the fixed deadline of ten working days.
   a. The compliance with this criterion Shall be assessed by the Licensor in respect of the next licensing cycle.

P.19 – Duty of Replacement during the Season

1. If a function defined in Criteria P.01 to P.17 becomes vacant during the Licence Season, the Licensee Must ensure that, within a period of a maximum of 60 days, the function is taken over by someone who holds the required qualifications.
   a. For the avoidance of doubt, consideration will be given solely to the club's first appointment, when determining whether or not the club satisfies this criterion.
2. In the event that a function becomes vacant due to illness or accident, the Licensor May grant an extension to the 60-day period, only if reasonably satisfied that the person concerned is still medically unfit to resume their duties.
3. The Licence Applicant Must promptly notify the Club Licensing Manger and the League Development Manager, in writing, of any such replacement.

P.20 – Youth Teams Medic

1. The Licence Applicant must have appointed at least one Doctor, Physiotherapist or Sports Therapist (qualifications as stated in P.04 & P.05) and recognised as such by the appropriate national health authorities who is responsible for overseeing the medical care of the youth teams.

2. They must be duly registered with the FAW and hold an FAW enhanced DBS certificate.

P.23 – Goalkeeper Coach of the youth teams

1. The Licence Applicant must have appointed at least one Goalkeeper Coach who assists the youth coaches in goalkeeping matters of the youth sector.
2. The Goalkeeper Coach must hold one of the following minimum coaching qualifications, issued by a UEFA Member Association in accordance with the UEFA Coaching Convention:
   a. Valid UEFA 'B' Goalkeeping Licence;
   b. Valid non-UEFA coaching diploma equivalent to the licence required under P.23(2a).
3. The Goalkeeper Coach of the youth teams must be duly registered on COMET and hold a valid FAW enhanced DBS certificate.

P.26 – Sports Scientist or Strength and Conditioning Coach

1. The Licence Applicant Must have appointed a Sports Scientist or Strength and Conditioning Coach, who is responsible for the physical development of players.
2. The Sports Scientist or Strength and Conditioning Coach Must hold an appropriate qualification recognised by the FAW.
3. The Sports Scientist or Strength and Conditioning Coach Must attend at least 70% of the Adran Premier per season, since their appointment and a minimum of one training session a week
4. The Sports Scientist or Strength and Conditioning Coach Must be duly registered on COMET and Must hold a valid FAW enhanced DBS Certificate.
5. If the Decision-Making Body is of the view that the Sports Scientist or Strength and Conditioning Coach has been appointed only to meet the Criteria stated in P.26, the Decision-Making Body has the right to refuse or remove the Tier 1 Club Licence.

P.28 – Occupation of Functions (C Criteria)

1. The mandatory functions defined in criteria P.01 to P.26 represent the minimum organisational structure required of the Licence Applicant.
2. One person could occupy more than one function, provided the person has sufficient time, adequate competencies and the necessary qualifications for each function, and no conflict of interest.

9. Legal Criteria

L.01 – Declaration in Respect of Participation in the Adran Premier

1. The Licence Applicant Must submit a legally valid declaration confirming the following:
   a. It recognises as legally binding the statutes, regulations, directives and decisions of FIFA, UEFA, the UEFA member association and if any, the national league as well as the jurisdiction of the Court of Arbitration for Sport (CAS) in Lausanne as provided in the relevant articles of the UEFA Statutes;
   b. At national level it will play in competitions recognised and endorsed by the FAW;
   c. At international level it will participate in competitions recognised by UEFA (to avoid any doubt, this provision does not relate to friendly matches);
   d. It will promptly inform the FAW about any Significant Change, Event Or Condition of Major Economic Importance;
   e. It will abide by and observe the FAW Women's Tier 1 Club Licensing & Financial Sustainability Regulations;
   f. All submitted documents are complete and correct;
   g. It authorises the Licensing Administration and Decision-Making Bodies to examine any relevant document and seek information from any relevant public authority or private body in accordance with UK and national law;
   h. It acknowledges that the UEFA and the Football Association of Wales (FAW) reserves the right to execute compliance audits at national level in accordance with the present regulations and with UK and National Law.
2. The declaration Must be executed by an authorised signatory of the Licence Applicant no more than three months prior to the deadline for its submission to the Licensor.

L.02 – Legal Information

1. The Licence Applicant Must submit at least the following legal information about the Licence applicant and if different, the registered member:
   a. Complete legal name;
   b. Legal form;
   c. Copy of current, valid statutes (e.g. company act);
   d. Extract from a public register (e.g. trade register);
   e. List of authorised signatories;
   f. Type of signature required (e.g. individual, collective).
2. The Licence Applicant Must also provide the following contact information:
   a. Address of its official headquarters;
   b. Official contact details (such as phone/fax number and email addresses);
   c. Address of its official public website;
   d. Name and direct contact details of its main official contact person for club licensing matters.

L.06 – Stadium for FAW Competitions

1. The Licence Applicant Must nominate a stadium available for FAW club competitions which must be within the territory of the FAW and approved by the FAW.
   a. Pre-existing agreements between clubs and the FAW regarding the territory are also acceptable.
2. If the Licence Applicant is not the owner of the stadium, it Must confirm the name of the owner and provide a written contract with the owner(s) of the stadium(s) it will use.
3. The Licence Applicant must guarantee that the stadium(s) can be used for the Licence Applicant's home matches during the Licence Season.
   a. The Licence Applicant must confirm there are no other agreements which may affect its ability to use any part of the stadium(s) for the Licence Applicant's home matches during the Licence Season. Any agreements which may affect its use Must be provided.
4. The Stadium(s) Must fulfil the minimum 'A' infrastructure requirements defined in the FAW Women's Tier 1 Club Licensing Regulations.

10. Financial Criteria

F.01 – Bank Account

1. The Licence Applicant Must have a bank account in the name of the Women's team which is solely used to manage income/expenditure relating to the running of the women's/female section.
2. As a minimum the Secretary should be a signatory for this account, plus one other Club Official.
3. A Licence Applicant can be granted a Licence without a bank account in the name of the Women's team, provided that a letter is submitted by an authorised signatory from the Licence Applicant to confirm they have a designated budget for the women's and girls' football at the club and that this will be used for women's and girls' football only throughout the Licence Season.

F.02 – Annual Financial Statements

1. In accordance with FAW Rule 125, the Licence Applicant Must supply the Licensor with a profit and loss account and a balance sheet ahead of the Licensing Deadline.
2. When the women's football teams and activities are part of the same legal entity/reporting perimeter as men's football teams and activities, the Licence Applicant Must identify the revenues and expenses linked to women's football activities and prepare financial statements accordingly.
3. All income and expenditure associated to the women's sections should be accounted for including as appropriate:
   a. Employee costs, including those related to employing/recruiting employees including payment of all forms of consideration to employees arising from contractual or legal obligations;
   b. acquiring/selling players' registrations (including loans);
   c. ticketing;
   d. sponsorship and advertising;
   e. broadcasting;
   f. merchandising and hospitality;
   g. club operations (administration, matchday activities, travel, scouting, etc.);
   h. use and management of stadium and training facilities;
   i. youth development; and
   j. financing, including equity that results in obligations on the Licence applicant, or debt directly or indirectly secured or pledged against the Licence applicant's assets or revenues.
4. Unless complied with and independently audited as per Paragraphs F.02(7) and F.02(8), the template provided by the FAW should be used to complete the balance sheet, detailing monthly expenditure.
5. The Licence Applicant should provide a detailed forecast for the following season.
6. The annual financial statements, which cover points covered by Paragraph F.02(4), May be audited by an independent Auditor in accordance with national legal framework.
7. Annual financial statements, including comparative amounts for the prior period, May be prepared in accordance with International Financial Reporting Standards or national accounting standards (as applicable) to include:
   a. a balance sheet as at the end of the reporting period; ***(B Criteria)***
   b. a profit and loss account/income statement for the reporting period; ***(B Criteria)***
   c. a cash flow statement for the reporting period; ***(B Criteria)***
   d. a statement of changes in equity over the reporting period; ***(B Criteria)***
   e. notes, comprising a summary of significant accounting policies and other explanatory notes; ***(B Criteria)***
   f. a financial review by management. ***(B Criteria)***

F.07 – Future Financial Information

1. The Licence Applicant Must prepare and submit future financial information to demonstrate to the Licensor itsability to continue as a going concern until the end of the Licence Season.
2. Future financial information Must cover the period commencing immediately after the later of the annual accounting reference date of the annual financial statements or, if applicable, the balance sheet date of the interim financial statements, and it Must cover at least the entire Licence Season.
3. Future financial information consists of:

a. budgeted balance sheet, with comparative figures for the immediately preceding reporting period and interim period (if applicable);
b. a budgeted profit and loss account/income statement, with comparative figures for the immediately preceding reporting period and interim period (if applicable);
c. a budgeted cash flow statement, with comparative figures for the immediately preceding reporting period and interim period (if applicable);

4. Future financial information Must be prepared, as a minimum, on a quarterly basis.
5. Future financial information Must be prepared in a way that is consistent with the audited annual financial statements and follows the same accounting policies as those applied for the preparation of the annual financial statements except for accounting policy changes made after the date of the most recent annual financial statements that are to be reflected in the next annual financial statements, in which case details of Must be disclosed.
6. Future financial information with the assumptions upon which they are based Must be approved by the Licence Applicant's management. This Must be evidenced by way of a declaration by the Licence Applicant's management that the future financial information submitted is complete, accurate and in compliance with the regulations.

FOOTBALL ASSOCIATION OF WALES CONTACTS:

The Association's point of contact is -

Mr Ian Fisher
Club Licensing Manager
Ian.fisher@faw.cymru

Mr Thomas Stiley
Club Licensing Executive
tstiley@faw.cymru

League Development Manager
leaguedevelopment@faw.cymru

The Football Association of Wales, Hensol, Pontyclun, CF72 8JY.

FAW representatives involved are subject to confidentiality and independence agreements.

APPENDICES

Appendix I: Core Process 2025 / 2026

Monday, 7th September 2026	2026 / 27 Core Process begins Updated Licence Regulations sent to all FAW women's Tier 1 & 2 clubs FAW women's Tier 1 & 2 clubs invited to apply for the women's Tier 1 Club Licence. Women's Tier 1 Club Licence application costs £200.00
Monday, 5th October 2026	Clubs to have completed player medicals for all players registered during the summer transfer window previously closed to qualify for £1,000 payment (current Tier 1 clubs only) as required in paragraph 4.3 7(iii).
October 2026 - January 2027	Site visits for stadium audit and / or online meetings to take place with all Licence Applicants.
31st December 2026	Deadline to apply for a women's Tier 1 Club Licence.
Monday, 22nd February 2027	Clubs to have completed player medicals for all players registered during the winter transfer window just closed to qualify for £1000 payment as required in Paragraph 4.3 7(iii). All Women's Tier 2 clubs applying for a Tier 1 Club Licence Must complete all player medicals by this date to qualify for the £1,000 payment as required in paragraph 4.3 7(iii).
Sunday, 28th February 2027	Deadline for submission of audited accounts if feedback from expert is required. Deadline for submission of all Legal documentation if feedback from expert is required and to qualify for the £500 payment as required in paragraph 4.3 7(iv).
Monday, 1st March 2027	Deadline for submission of groundsharing agreements, in accordance with the FAW Pyramid Regulations.
Monday, 15th March – Friday 19th March 2027	Final assessment of stadia to ensure that it meets the Infrastructure Criteria (if required). There will be no further opportunity for Tier 1 Club Licence Applicants to carry out infrastructure work after their final assessment date.
Monday, 22nd March 2027	Deadline for submission of all documents.
Tuesday, 30th March 2027	First Instance Body meeting
Friday, 9th April 2027	Deadline to submit the appeal and pay the appeal fee.
Sunday, 11th April 2027	Deadline to submit all appeals documents. No further evidence will be accepted after this date
Tuesday, 13th April 2027	Appeals Body meeting
Tuesday, 20th April 2027	FAW Licensing Manager submits the list of Tier 1 Licensed Clubs to UEFA

Appendix II: Medical Examinations

This form Must be completed for FAW Tier 1 Women's Licensing purposes. It Must be completed by all registered members of the first team squad, who have played in their domestic League during the current football season. After the Deadline for Submission of the application to the Licensor has passed, only players who have completed this Medical are permitted to participate in the League. Players who have left the club are not required to complete the form

Medical Records

Every player Must be in possession of a complete medical history that is updated at least annually and which Must include the following information:

1. History of any of the following medical conditions in the player's immediate family (i.e. parents or siblings):
   a. hypertension, stroke;
   b. heart conditions including sudden cardiac death;
   c. vascular problems including varicose veins and deep venous thrombosis;
   d. diabetes;
   e. allergies, asthma;
   f. cancer, blood diseases;
   g. chronic joint or muscle problems;
   h. hormonal problems;
2. The player's complete medical history, indicating whether the player has ever suffered any of the following:
   a. heart problems, arrhythmia, syncope;
   b. concussion;
   c. allergies, asthma;
   d. recurrent infections;
   e. other major diseases;
   f. major injuries causing surgery, hospitalisation and/or absence from football of more than one month;
3. Details of complaints currently suffered by the player, including any of the following:
   a. general (muscle or joint) pain;
   b. chest pain, dyspnoea, palpitation, arrhythmia;
   c. dizziness, syncope;
   d. flu-like symptoms including coughing and expectoration;
   e. loss of appetite, weight loss;
   f. sleeplessness;
   g. gastrointestinal upset;
4. Details of any medication or supplements the player is taking, and any TUEs that the player has been granted;
5. The player's complete vaccination record;
6. The results of all cardiological examinations.

General medical examination

A general physical examination Must be conducted annually and Must cover all medically relevant organ and function systems.

The general physical examination Must cover the following:

a. height
b. weight
c. blood pressure
d. head and neck (including eyes, nose, ears, teeth, throat and thyroid gland)
e. lymph nodes

f. chest and lungs (inspection, auscultation, percussion, and inspiratory and expiratory chest expansion)

g. heart (sounds, murmurs, pulse and arrhythmias)

h. abdomen (including any hernias or scars)

i. blood vessels (e.g. peripheral pulses, vascular murmurs and varicose veins)

j. skin (general inspection)

k. nervous system (e.g. reflexes and sensory abnormalities)

l. motor system (e.g. weakness or atrophy).

Appendix III: Doping Control Room (A Criteria)

There Must be a Doping Control station for all Cymru Premier matches, for UKAD (UK Anti-Doping) to test players. The Doping Control Room Must be private room with restricted access for relevant personnel only. It should not be accessible by the public, spectators or any unauthorised personnel.

The facility Must provide the following;

Private toilet area

Sample Taking Area for the UKAD representatives

Waiting Area with chairs for 4 people.

NB: A screen, which cannot be seen through, is permitted to provide privacy between the three areas.

Appendix IV: National Academi Licensing Framework

26/27 Unified Licence Requirements

Football Association of Wales

National Academi Licensing Framework

Licence Type Key

UEFA (Combined – Tier 1)	Mandatory criteria satisfying UEFA Licensing combined with Tier 1 (both Cymru Premier & Adran League)
UEFA Male Only	Mandatory criteria satisfying Male UEFA Licensing (Tier 1 – Cymru Premier)
UEFA Women's Only	Mandatory criteria satisfying Women's UEFA Licensing (Tier 1 – Adran League)
National Academi FAW	Mandatory criteria satisfying National Academi FAW Licensing
Non-Mandatory	Optional National Academi criteria

SECTIONS:

This FAW Licensed Academi Criteria is sectioned in two divided parts:

- **Part A** — Mandatory Criteria: All clubs must fully meet these requirements to hold a National Academi licence (Score 1 Point Per Criterion).
- **Part B** — Sliding scale framework | National Academi Standard (Score 2 Point Per Criterion) | Unique Selling Point (Score 3 Point Per Criterion)

MISSION STATEMENT

The Football Association of Wales (FAW) is committed to a National Player Development structure that gives equal opportunities and choice to players throughout the country. The focus of the programme is the "Player at the Centre". These opportunities will be provided and developed within the National Academi structure and will place the welfare of the player as paramount. To ensure this, all Academies will be expected to adopt and operate the FAW Safeguarding Policy.

Following three seasons of the National Academi categorisation model (2023/24 to 2025/26), the FAW conducted a comprehensive review of the domestic player development pathway between September 2025 and February 2026. This review included both objective data and subjective data analysis, stakeholder surveys across all COMET-registered participants within the National Academi reaching 3,451 stakeholders with 748 completed responses, key stakeholder interviews with all National Academi clubs — including clubs involved in the National Academi during the review period and regional forums assessing the efficiency and outcomes of the pathway for talented players within the three year period.

Six working groups were established connecting the Welsh football ecosystem, which included the contribution of Area associations and Professional EFL Welsh clubs, Cymru Premier General Managers, National Academi Representative Group, FAW Working Group and Women's & Girls football. Each key stakeholder group was established from January 2026, tasked with developing a Roadmap for the future of Welsh youth football and defining short, medium and long-term objectives based on the findings of the review. The FAW communicated this Roadmap to all National Academi clubs, with the Unified Licensing Framework representing Stage 1 of that journey. The 2026/27 season represents a transition year, during which clubs will work towards the full requirements of the Unified Licensing Framework, which comes into effect from the 2027/28 season.

NATIONAL ACADEMI

The National Academi structure will undertake to deliver on the following principles:

- Develop a strong reputation for high quality provision
- Support the development of thriving domestic Clubs and football ecosystem
- Drive participation locally through better user experiences and access
- Provide more professional opportunities and remove barriers to progression

To ensure the National Academi structure is fit for purpose, the FAW has introduced a Unified Licensing Process that integrates mandatory UEFA youth development criteria with Tier 1 licensing standards for both male and female pathways. All clubs must meet these minimum requirements as a baseline.

Above this baseline, clubs are empowered to determine their own level of delivery against each criterion, operating on a sliding scale between the minimum standard and unique selling point. This approach is designed to support the long-term sustainability of clubs, giving each Academy the flexibility to be individualised in their delivery and to identify and build on their own unique strengths. The sliding scale has been shaped collaboratively with all 17 National Academi clubs through the working group process replacing the previous Category A, B and C classification system.

SLIDING SCALE – ACADEMY RATING FRAMEWORK

Part A *criteria are non-negotiable. Every club must fully satisfy all mandatory requirements as a condition of holding a National Academi licence — there is no flexibility, no discretion and no partial credit. Failure to meet any Part A criterion will result in licence refusal or withdrawal regardless of performance in Part B.*

Part B *operates as a sliding scale, allowing clubs to determine their own level of delivery against each criterion. Mandatory criteria within Part B must be met at a minimum standard, while optional criteria do not have to be delivered — clubs choose where to invest, enhance and build their unique strengths.*

Score	Level	Description
0	Not Met	Requirement not fulfilled
1	PART A Minimum Standard	Meets the mandatory unified licensing baseline
2	PART B National Academi Standard	Exceeds minimum; meets FAW National Academi quality standards
3	PART B Unique Selling Point	Exemplary practice — defined collaboratively by clubs

Section	Weighting	No. of Criteria	Max Score
PART A — MANDATORY			
Sporting	15%	5 (Mandatory)	5
Medical & Performance	25%	2 (Mandatory)	2
Business (Social & Welfare + Legal)	20%	5 (Mandatory)	5
Infrastructure	15%	2 (Mandatory)	2
Personnel	25%	11 (Mandatory)	11
PART B — SLIDING SCALE	**Weighting**	**No. of Criteria**	**Min – Max Score**
Sporting	40%	8 (Mandatory) 5 (Optional)	[16 – 39]
Player Welfare & Medical	25%	4 (Mandatory) 3 (Optional)	[8 – 21]
Personnel	20%	3 (Mandatory) 1 (Optional)	[6 – 12]
Infrastructure	15%	1 (Mandatory) 0 (Optional)	[2 – 3]
TOTAL WEIGHTING	**PART A + PART B = 100%**		**PART A [25] + PART B [32–75] = [57–100]**

PART A - SPORTING

Requirement	Mandatory Requirement Details	National Academi Descriptor
Written Youth Development Programme (Art. 19) UEFA Combined – Tier 1	Must have a written youth development programme approved by the Licensor. Programme must cover: youth development objectives and philosophy; youth sector organisation; personnel and minimum qualifications; infrastructure; financial resources; football education for different age groups; educational initiatives (Laws of the Game, anti-doping, integrity, anti-racism); medical support for youth players; review and feedback process; duration of at least 3 years, maximum 7 years. Must ensure every youth player can follow mandatory school education and no youth player is prevented from continuing their non-football education.	Clubs must provide a written Youth Development Plan this is reflected across: club development philosophy, football philosophy aligned to the Welsh Way National Curriculum, coaching philosophy and club curriculum, player development plans including at least three player reviews annually, and annual timetables for fixtures and training. The coaching programme must operate for a minimum of 32 weeks per year. Academies must provide documents outlining Talent ID philosophy and recruitment framework. The Academy must provide a plan outlining how FAW life-skills development and support dual career progression. In addition to the information outlined under the details column.
Youth Development – Free U6s National Academi - FOR 27/28 Season	Clubs must provide free football development opportunities for children aged under 6, supporting grassroots participation and early player development in line with FAW National Academi programme requirements.	Team entered at U6 that participates in FAW organised activity and has 20% female participants, whereby no player/parent pays to participate. *FAW will provide subsidy to the Club to deliver this provision, based on quality metrics*.
Youth Teams – Men's & Women's / National Academi Girls (Art. 20 Male / Art. 20 Women / Art. 21 Male) UEFA Combined – Tier 1	Men's clubs must have at least four youth teams (ages 10–21) plus at least one U10 team or organised U10 activities (UEFA Male). Women's clubs must have at least two women's youth teams (ages 12–21) participating in official competitions (UEFA Women's).	All teams must be entered into FAW National Academi competition. The number of teams permitted at each academy is subject to FAW approval. There must be a minimum of two football training sessions per week totalling no less than 150 minutes, on separate days of the week for all age groups from U12-U19. There must be a minimum of one football training session per week totalling no less than 75 minutes, for all age groups below U11. There must be a minimum of 75 minutes of Goalkeeper training available for each Goalkeeper each week. Session plans must be recorded for every training, with records of attendance. Every training and match contact must have separate Head Coach, Assistant Coach and person providing medical provision.
Support Women's Football (Grade B) UEFA Combined – Tier 1	Must support Women's football by implementing measures and activities aimed to further develop, professionalise and popularise women's football such as; entering a first and/or youth team in official competitions; providing support to an affiliated women's football club; or organising other women's football initiatives as defined by the licensor	Academies must permit and encourage female player participation. An unlimited number of female players may register and play for an Academy, not included in squad size limits at any age group. Female changing room access with separate shower and toilet facilities must be available at every contact for every age group with female participants.
Player Registration – FIFA One Club Rule (Art. 23 Male / Art. 22 Women) UEFA Combined – Tier 1	All players above the age of 10 (men's) or 12 (women's) must be registered with the UEFA member association or its affiliated league in accordance with FIFA Regulations on the Status	Academies must adhere to FIFA's One Player One Club policy at the relevant age groups. All players must be registered in accordance with FAW Rule 59, and all players participating in Academy League fixtures must be registered in accordance with FAW Rules. Academies must adhere to FAW Academy Player Registration Regulations. Academies will be permitted to register trialling players as per FAW Academy Player Registration

Requirement	Mandatory Requirement Details	National Academi Descriptor
	and Transfer of Players. Note: FIFA's one player/one club registration rule covers this requirement — a player may only be registered with one club at a time and all registrations must be recorded through the appropriate national association system.	Regulations. Academies must submit all match day administration including but not limited to Team Sheets and COMET procedures as set out by the FAW Competition Regulations. Academies agree to release players as requested by the Football Association of Wales for National & Regional Activity.

MEDICAL & PERFORMANCE

MEDICAL

Requirement	Mandatory Requirement Details	National Academi Descriptor
First Squad & Youth Player Yearly Medical (Art. 22 Male / Art. 21 Women) UEFA Combined – Tier 1	Must establish and apply a policy ensuring all players eligible for the first squad undergo a yearly medical examination in accordance with the relevant provisions of the UEFA Medical Regulations. Must also establish and apply a policy ensuring all youth players above the age of 12 undergo a yearly medical examination in line with domestic legislation. (Youth player policy is Grade B.)	Academies must conduct Medical Screening at least once per season for all age groups. Clubs must record maturation measurements per FAW competition policies. The Club must also document injury prevention and management policies and rehabilitation approaches
FAW Concussion Charter UEFA Combined – Tier 1	Must sign and apply the principles of the FAW Concussion Charter. Template available from the FAW.	—

BUSINESS

Social & Welfare

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Requirement	Mandatory Requirement Details	National Academi Descriptor
Anti-Racism Policy (Art. 29 Male / Art. 28 Women) (Grade B) UEFA Combined – Tier 1	Must establish and implement a policy to tackle racism and to guarantee that all policies, programmes and practices are exercised without discrimination of any kind.	—
Equality & Inclusion Policy (Grade B) UEFA Combined – Tier 1	Must establish and implement a policy to ensure equal rights and opportunities for all people following and contributing to football activities organised by the club.	—
Child & Youth Protection Policy (Art. 30 Male / Art. 29 Women) (Grade B) UEFA Combined – Tier 1	Must establish and implement a policy to protect, safeguard and ensure the welfare of youth players and ensure they are in a safe environment when participating in activities organised by the club.	Academies must adopt the FAW Safeguarding policy and adhere to all Welfare and Safeguarding Rules and Regulations. All staff must hold a valid enhanced DBS sanctioned by the FAW and have attended the FAW Safeguarding and Child Protection Course. Codes of conduct must be signed by all players and parents/guardians. Player inductions and parents evening must be completed annually for all players. Player exit processes are documented outlining as a minimum; formal protocols regarding player releases and support offered by the club - whereby clubs shall not release players signed during the season prior to the end of the same season, and timing of exam periods is considered in release documents. Academies must ensure insurance matters related to all Academy activities are covered.
Football for All Abilities Policy (Art. 31 Male / Art. 30 Women) (Grade B) UEFA Combined – Tier 1	Must establish and implement a policy to make following and contributing to football activities accessible and enjoyable for everyone, irrespective of disability or disabling factors.	—

Legal

Requirement	Mandatory Requirement Details	National Academi Descriptor
Declaration re UEFA Competition Participation (Art. 59 Male / Art. 50 Women) UEFA Combined – Tier 1	Must submit a legally valid declaration confirming: recognition of FIFA, UEFA, member association statutes and CAS jurisdiction; commitment to play only in recognised competitions; obligation to inform the licensor of significant changes; compliance with licensing regulations; accuracy of the reporting perimeter; completeness of all submitted documents; and authorisation for compliance audits.	—

INFRASTRUCTURE

Requirement	Mandatory Requirement Details	National Academi Descriptor
Facilities – Availability (Art. 34 Male / Art. 33 Women) UEFA Combined – Tier 1	Must have facilities available throughout the year. If not the owner, a written contract with the owner(s) is required. It must be guaranteed that the facilities can be used by all the club's teams during the licence season, taking into account the youth development programme.	—
Facilities – Minimum Infrastructure (Art. 35 Male / Art. 34 Women) (Grade B) UEFA Combined – Tier 1	As a minimum, the infrastructure of facilities must fulfil requirements defined by the licensor, including relevant indoor/outdoor facilities; number and size of football pitches; dressing room specifications; a medical room with minimum equipment (defibrillator and first aid kit); floodlighting; and any other requirements identified by the licensor. For women's clubs, additional requirements include a performance gym, separate male/female changing provision, adequate parking and storage.	Academies must meet the following minimum facility requirements: access to floodlit FIFA-standard artificial pitches for the duration of the season whereby pitch access is compliant with FAW Safeguarding Regulations; changing rooms with showers and toilets for each age group; female changing rooms with separate shower/toilet access; a meeting/classroom space with appropriate IT; a medical treatment room with at least one treatment table, secure storage for medical supplies, and a defibrillator, designated spectator area and designated filming position, access for emergency vehicles kept clear at all times.

PERSONNEL

Personnel – Medical & Welfare

Requirement	Mandatory Requirement Details	National Academi Descriptor
Club Doctor (Art. 39 Male / Art. 37 Women) UEFA Combined – Tier 1	Must appoint at least one doctor responsible for medical support during matches and training, and for doping prevention. The doctor's qualification must be recognised by the appropriate national health authorities and the doctor must be duly registered with the UEFA member association or its affiliated league. For women's clubs: must also be a UKAD Clean Sport Advisor and registered with the league's Chief Medical Officer.	—

Requirement	Mandatory Requirement Details	National Academi Descriptor
Physiotherapist / Sports Therapist (Art. 40 Male / Art. 38 Women) UEFA Combined – Tier 1	Must appoint at least one physiotherapist responsible for medical treatment and massages for the first squad during training and matches. The qualification must be recognised by the appropriate national health authorities and registered with the UEFA member association or its affiliated league. For women's clubs: a Sports Therapist (full member of The Society of Sports Therapy) is also acceptable; must be registered with the league's Chief Medical Officer.	—
Youth Teams Medical Professional (Art. 41 Male / Women) UEFA Combined – Tier 1	Must appoint at least one doctor or physiotherapist recognised by the appropriate national health authorities, responsible for the medical care of the youth teams. For women's clubs (UEFA licence): must be a Doctor, Physiotherapist or Sports Therapist registered with the FAW and holding an FAW enhanced DBS certificate.	Academies must appoint a person responsible for Academy Medical provision who holds a Level 4 Intermediate Trauma Medical Management in Football Award. Match Day medical coverage must be provided for all home games by the responsible person or another holding a Level 4 qualification. All other persons delivering medical provisions must hold at least FAW Level 2 First Responder for Sport (FRS).

Personnel – Coaching & Technical

Requirement	Mandatory Requirement Details	National Academi Descriptor
Head of Youth Development Programme (Art. 50 Male / Women) UEFA Combined – Tier 1	Must appoint a qualified Head of Youth Development responsible for the daily business and technical aspects of the youth sector. Must hold: a valid UEFA Elite Youth A coaching licence; a valid UEFA A licence (if licensor is a Pro-level signatory); a valid UEFA B licence (if licensor is not a Pro-level signatory); or a valid UEFA recognition of competence equivalent.	Must appoint a qualified Head of Youth Development responsible for the daily business and technical aspects of the youth sector. Must hold: a valid UEFA Elite Youth A coaching licence.
Youth Team Coaches – Men's (Art. 51 Male): 1 per team; ≥3 head coaches qualified UEFA Male Only	For each mandatory youth team, must appoint at least one qualified coach. At least three youth team head coaches must hold: a valid UEFA Elite Youth A coaching licence; a valid UEFA A licence (Pro-level signatory); a valid UEFA B or UEFA Youth B licence (non-Pro level signatory); or equivalent recognition of competence. All other youth coaches must hold the minimum qualification defined by the UEFA member association. All coaches must be	Academies must appoint Head Coaches holding the UEFA B Licence as a minimum for U12-U19 age groups, and UEFA C Licence as a minimum for U6-U11 age groups, at least three of whom meet the requirements outlined in the 'details' column. To ensure FAW Safeguarding Regulations, two appropriately qualified coaches must work with every group of players and maintain a coach to player ratio of no less than 1:12. Assistant Coaches must hold at least UEFA C for all age groups. All coaches must be duly registered with the FAW and hold a valid FAW First Aid, FAW Safeguarding Awareness & FAW Enhanced DBS.

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Requirement	Mandatory Requirement Details	National Academi Descriptor
	registered with the UEFA member association/affiliated league.	
Youth Team Coaches – Women's (Art. 43 Women): ≥2 qualified coaches UEFA Women's Only	Must appoint at least two qualified coaches responsible for women's youth teams. At least one head youth coach must hold a valid UEFA Youth coaching licence, UEFA B licence, or equivalent recognition of competence. All youth coaches must be registered with the league administration.	Academies must appoint Head Coaches holding the UEFA B Licence as a minimum for U12-U19 age groups, and UEFA C Licence as a minimum for U8-U11 age groups, at least three of whom meet the requirements outlined in the 'details' column. To ensure FAW Safeguarding Regulations, two appropriately qualified coaches must work with every group of players and maintain a coach to player ratio of no less than 1:12. Assistant Coaches must hold at least UEFA C for all age groups. All coaches must be duly registered with the FAW and hold a valid FAW First Aid, FAW Safeguarding Awareness & FAW Enhanced DBS.
Youth Goalkeeper Coach (Art. 52 Male / Women) (Grade B) UEFA Combined – Tier 1	Must appoint at least one qualified goalkeeper coach for the youth sector. Must hold: the second-highest available valid UEFA goalkeeper licence per the licensor's membership status; a valid domestic goalkeeper licence; or a valid UEFA recognition of competence equivalent.	Academies must appoint a person responsible for Academy Goalkeeper Coaching who holds the UEFA B GK Licence.

Personnel – Governance & Contracts

Requirement	Mandatory Requirement Details	National Academi Descriptor
Written Contracts for All Staff (Art. 54 Male / Art. 45 Women) (Grade B) UEFA Combined – Tier 1	All administrative, technical, medical and security staff or service providers performing any required functions must have written contracts with the club (or another entity within the legal group structure) in accordance with national law. Each coach's contract must be in line with the relevant provisions of the FIFA Regulations on the Status and Transfer of Players.	Academies must provide all staff with at least an annual formal appraisal. Codes of conduct must be signed by all staff. Formal induction processes are completed for all staff. Disciplinary and grievance procedures must be received and signed for by all staff. All coaches must be provided with individual coach development plans.
Written Contracts for Service Providers (Art. 55 Male / Art. 46 Women) (Grade B) UEFA Combined – Tier 1	If a function is entrusted to a service provider, a written contract must be in place containing at minimum: defined tasks and responsibilities; and information on the person(s) responsible for the function, including their relevant qualifications.	—

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Requirement	Mandatory Requirement Details	National Academi Descriptor
Organisational Chart (Art. 57 Male / Art. 48 Women) (Grade B) **UEFA Combined – Tier 1**	Must provide the licensor with an organisational chart clearly identifying key personnel and their hierarchical and functional responsibilities. As a minimum, the chart must cover the general manager/Head of Women's Football, medical doctor, physiotherapist, sustainability officer, and Head of Youth Development. One person may occupy more than one function, provided they have sufficient time, adequate competencies and the necessary qualifications for each function, and no conflict of interest.	Academies must provide an organisational chart showing the Academy staff structure, qualifications, with staff responsibilities for: the Academy Technical Program; Academy Administration and Operations; Head Coaches for all teams; Assistant Coaches for all teams; Academy Goalkeeping coaching; Medical provisions; and Safeguarding/Welfare
Duty of Replacement During the Season (Art. 58 Male / Art. 49 Women) (Grade B) **UEFA Combined – Tier 1**	If any required staff function becomes vacant during the licence season, the licensee must ensure it is filled within 60 days by a suitably qualified person. In the event of illness or accident, the licensor may grant an extension. The licensor must be promptly notified of any such replacement. An offer of employment within 60 days is acceptable even if the person starts later; a temporary qualified holder should cover the gap in the interim.	Academies must communicate any amendments to staff records or changes in staff to the FAW within no later than 7 days via email, and in accordance with COMET and competition regulations. Staff databases must be kept up to date at all times. The FAW portal must be updated with any changes within no less than 30 days

Part B *operates as a sliding scale, allowing clubs to determine their own level of delivery against each criterion. Mandatory criteria within Part B must be met at a minimum standard, while optional criteria do not have to be delivered — clubs choose where to invest, enhance and build their unique strengths.*

PART B SPORTING – SLIDING SCALE

Requirement	National Academi Standards (2)	Unique Selling Point (3)
Youth Development – Free U6s **National Academi - FOR 27/28 Season**	Team entered at U6 that participates in FAW organised activity and has 20% female participants, whereby no player/parent pays to participate. *FAW will provide subsidy to the Club to deliver this provision, based on quality metrics*.	*To be awarded 3 points for this criterion, evidence must be presented at the club's National Academi Configuration Meeting demonstrating that provision exceeds the National Academi standard (2 points).*
Youth Teams – Men's & Women's / National Academi Girls (Art. 20 Male / Art. 20 Women / Art. 21 Male) **UEFA Combined – Tier 1**	There must be a minimum of two football training sessions per week totalling no less than 150 minutes, on separate days of the week for all age groups from U12-U19. There must be a minimum of one football training session per week totalling no less than 75 minutes, for all age groups below U11. There must be a minimum of 75 minutes of Goalkeeper training available for each Goalkeeper each week. Session plans must be recorded for every training, with records of attendance. Every training and match contact must have separate Head Coach, Assistant Coach and person providing medical provision.	*To be awarded 3 points for this criterion, evidence must be presented at the club's National Academi Configuration Meeting demonstrating that provision exceeds the National Academi standard (2 points).*
Support Women's Football (Grade B) **UEFA Combined – Tier 1**	Must support Women's football by implementing measures and activities aimed to further develop, professionalise and popularise women's football such as; entering a first and/or youth team in official competitions; providing support to an affiliated women's football club; or organising other women's football initiatives as defined by the licensor Academies must permit and encourage female player participation. An unlimited number of female players may register and play for an Academy, not included in squad size limits at any age group. Female changing room access with separate	*To be awarded 3 points for this criterion, evidence must be presented at the club's National Academi Configuration Meeting demonstrating that provision exceeds the National Academi standard (2 points).*

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Requirement	National Academi Standards (2)	Unique Selling Point (3)
	shower and toilet facilities must be available at every contact for every age group with female participants.	
Academy Coaching Duration National Academi	Minimum of 32 weeks per year.	*To be awarded 3 points for this criterion, evidence must be presented at the club's National Academi Configuration Meeting demonstrating that provision exceeds the National Academi standard (2 points).*
Performance Reviews National Academi	Clubs must deliver a minimum of two performance reviews per season.	*To be awarded 3 points for this criterion, evidence must be presented at the club's National Academi Configuration Meeting demonstrating that provision exceeds the National Academi standard (2 points).*
Parents Evenings National Academi	Clubs must deliver a minimum of one parents evenings per season	*To be awarded 3 points for this criterion, evidence must be presented at the club's National Academi Configuration Meeting demonstrating that provision exceeds the National Academi standard (2 points).*
Individual Development Plans National Academi	IDPs in place for all players with evidence of how they are implemented in training and games. Club approach supports the 'maverick' player. Process for individual feedback is documented.	*To be awarded 3 points for this criterion, evidence must be presented at the club's National Academi Configuration Meeting demonstrating that provision exceeds the National Academi standard (2 points).*
Filming of Training Sessions National Academi Non-Mandatory	–	*To be awarded 3 points for this criterion, evidence must be presented at the club's National Academi Configuration Meeting demonstrating that provision exceeds the National Academi standard (2 points).*
Coach Education Workshops National Academi	Minimum two hours per season of internal coach educational workshops.	*To be awarded 3 points for this criterion, evidence must be presented at the club's National Academi Configuration Meeting demonstrating that provision exceeds the National Academi standard (2 points).*
Sport Science, Medical & Athletic Development		

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Requirement	National Academi Standards (2)	Unique Selling Point (3)
Athletic Development Programme National Academi Non-Mandatory	—	*To be awarded 3 points for this criterion, evidence must be presented at the club's National Academi Configuration Meeting demonstrating that provision exceeds the National Academi standard (2 points).*
Sport Science Testing National Academi Non-Mandatory	—	*To be awarded 3 points for this criterion, evidence must be presented at the club's National Academi Configuration Meeting demonstrating that provision exceeds the National Academi standard (2 points).*
Biological Maturation Data Recording National Academi Non-Mandatory	—	*To be awarded 3 points for this criterion, evidence must be presented at the club's National Academi Configuration Meeting demonstrating that provision exceeds the National Academi standard (2 points).*
Training Load Management National Academi Non-Mandatory	—	*To be awarded 3 points for this criterion, evidence must be presented at the club's National Academi Configuration Meeting demonstrating that provision exceeds the National Academi standard (2 points).*

MEDICAL & PLAYER WELFARE

Requirement	National Academi Standards (2)	Unique Selling Point (3)
First Squad & Youth Player Yearly Medical (Art. 22 Male / Art. 21 Women) UEFA Combined – Tier 1	Academies must conduct Medical Screening at least once per season for all age groups. Clubs must record maturation measurements per FAW competition policies. The Club must document injury prevention and management policies and rehabilitation approaches.	*To be awarded 3 points for this criterion, evidence must be presented at the club's National Academi Configuration Meeting demonstrating that provision exceeds the National Academi standard (2 points).*

Daily Wellbeing Monitoring System National Academi Non-Mandatory	—	*To be awarded 3 points for this criterion, evidence must be presented at the club's National Academi Configuration Meeting demonstrating that provision exceeds the National Academi standard (2 points).*
FAW Education Training Programme National Academi	Evidence that the programme is delivered to all age groups annually with records of attendance. Content is supplemented by additional club-delivered education sessions.	*To be awarded 3 points for this criterion, evidence must be presented at the club's National Academi Configuration Meeting demonstrating that provision exceeds the National Academi standard (2 points).*
Life-Skills Development Plan National Academi	Life-skills plan is actively delivered and evidenced, with records of player engagement across all age groups. Plan is reviewed annually.	*To be awarded 3 points for this criterion, evidence must be presented at the club's National Academi Configuration Meeting demonstrating that provision exceeds the National Academi standard (2 points).*
Lifestyle Educational Workshops National Academi	Workshops are structured, planned in advance and records of attendance maintained. Content is tailored to age group and supplemented by additional club-delivered material.	*To be awarded 3 points for this criterion, evidence must be presented at the club's National Academi Configuration Meeting demonstrating that provision exceeds the National Academi standard (2 points).*
School Liaison & Academic Progression Monitoring National Academi Non-Mandatory	—	*To be awarded 3 points for this criterion, evidence must be presented at the club's National Academi Configuration Meeting demonstrating that provision exceeds the National Academi standard (2 points).*
Psychological Support Document National Academi Non-Mandatory	—	*To be awarded 3 points for this criterion, evidence must be presented at the club's National Academi Configuration Meeting demonstrating that provision exceeds the National Academi standard (2 points).*

PERSONNEL

Requirement	National Academi Standards (2)	Unique Selling Point (3)
Youth Team Coaches — Men's (Art. 51 Male): 1 per team; ≥3 head coaches qualified UEFA Male Only	Head Coaches hold UEFA B Licence minimum for U12–U19 age groups and UEFA C Licence minimum for U6–U11 age groups, at least three of whom meet the requirements in the details column. Two appropriately qualified coaches at every contact; coach to player ratio no less than 1:12. Assistant Coaches hold UEFA C minimum for all age groups. All coaches	*To be awarded 3 points for this criterion, evidence must be presented at the club's National Academi Configuration Meeting demonstrating that provision exceeds the National Academi standard (2 points).*

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	hold valid FAW First Aid, FAW Safeguarding Awareness and FAW Enhanced DBS.	
Youth Team Coaches — Women's (Art. 43 Women): ≥2 qualified coaches UEFA Women's Only	Head Coaches hold UEFA B Licence minimum for U12–U19 age groups and UEFA C Licence minimum for U8–U11 age groups, at least three of whom meet the requirements in the detail's column. Two appropriately qualified coaches at every contact; coach to player ratio no less than 1:12. Assistant Coaches hold UEFA C minimum for all age groups. All coaches hold valid FAW First Aid, FAW Safeguarding Awareness and FAW Enhanced DBS.	*To be awarded 3 points for this criterion, evidence must be presented at the Configuration Meeting demonstrating that provision exceeds the National Ac*
Youth Goalkeeper Coach (Art. 52 Male / Women) (Grade B) UEFA Combined – Tier 1	Academies must appoint a person responsible for Academy Goalkeeper Coaching who holds the UEFA B GK Licence. A timetable of Goalkeeper Coach presence must be documented and made available for inspection.	*To be awarded 3 points for this criterion, evidence must be presented at the Configuration Meeting demonstrating that provision exceeds the National Ac*
Sport Science & High-Performance Staff National Academi Non-Mandatory	—	*To be awarded 3 points for this criterion, evidence must be presented at the Configuration Meeting demonstrating that provision exceeds the National Ac*

INFRASTRUCTURE

Requirement	National Academi Standards (2)	Unique Selling Point (3)
Facilities — Minimum Infrastructure (Art. 35 Male / Art. 34 Women) (Grade B) UEFA Combined – Tier 1	All minimum infrastructure requirements are met and evidenced. Facilities are held under lease, ownership or hire agreement for at least the duration of the licensing period. Adequate insurance documentation provided for all facilities.	*To be awarded 3 points for this criterion, evidence must be presented at the National Academi Configuration Meeting demonstrating that provision exce National Academi standard (2 points).*

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