

POINTS BASED SYSTEM

GOVERNING BODY ENDORSEMENT REQUIREMENTS FOR MANAGERS IN THE WOMEN'S SUPER LEAGUE

Background

This document explains the criteria necessary for football clubs to become Sponsors and obtain Governing Body Endorsements for managers and first team coaches under Tiers 2 and 5 of the UK Border Agency Points Based System for the 2011 season.

Consultation

The following criteria have been agreed by the UK Border Agency following consultation between the FA and the Women's Super League.

Duration

The criteria will apply for the 2011 season and will be effective from April through to October. The criteria will be reviewed in early 2012 in order that revised criteria may be issued by the 1st March to operate for the 2012 season.

Sponsorship

To be eligible to become a Sponsor and issue Certificates of Sponsorship a club must be in membership of the Women's Super League. A Sponsor's licence issued under Tier 2 or Tier 5 is valid for a period of 4 years, after which time it may be renewed. Clubs should note that a Sponsor's licence may be revoked at any time if the Sponsor is seen to be failing in its compliance with its duties.

Length of Season

For the purposes of PBS, the playing season for this sport is from April to October. This may vary slightly from season to season depending on the arrangement of the first and last matches. Managers and first team coaches are not subject to transfer windows.

Criteria for Managers

Governing Body Endorsements will be issued to managers and first team coaches of the highest calibre who are able to make a significant contribution in footballing terms to the development of the women's game at the highest level in England (i.e. clubs competing in the Women's Super League).

Initial Applications

To be eligible for a Governing Body Endorsement under PBS, managers and first team coaches must have overall responsibility for first team selection. Joint or partial responsibility for first team selection does not meet the criteria. The manager or first team coach must also hold a UEFA A licence, UEFA B licence or equivalent. If a UEFA B licence, this must have been held for at least 18 months prior to March 2011 and the coach must be working towards achieving the UEFA A licence or equivalent by March 2014.

Length of issue

Governing Body Endorsements should be issued for a period appropriate to the tier under which the application is being made, that is:

- Tier 2 Sport

Initial application – for the length of the contract or up to three years, whichever is the shorter period.

Extension application – for the length of the contract or up to two years, whichever is the shorter period. A subsequent extension of a further two years is possible when the first extension is about to expire.

- Tier 5 Sporting

Length of the contract or up to 12 months, whichever is the shorter period. No in-country extensions are possible of more than a total period of 12 months. For example if a manager initially had six months approval he would be allowed to apply for an extension up to another six months. If a club wishes to continue to employ a manager beyond 12 months, the individual will have to return overseas to make a new application.

Extension Applications

If a club wishes to retain the services of a manager or first team coach, they should submit a new application before the work permit or Certificate of Sponsorship expires. If the criteria are satisfied, an endorsement will be issued for the period of their contract, up to a maximum of two years.

Where the manager or first team coach does not satisfy the criteria, the FA and WSL will consult on the matter, considering any details put forward by the club in favour of that individual. If it is their mutual recommendation that the application does not need to be considered by a panel, then the case can be processed without.

If the football bodies do not mutually agree to the renewal then the club may request that it be considered by a panel.

Change of Employment

A club wishing to sign a manager or first team coach from another Women's Super League club must submit an application to the FA. If the criteria are satisfied, a Governing Body Endorsement will be issued for a maximum of three years in respect of his or her employment with their new club.

Salary

Clubs do not need to include details of a manager or first team coach's salary in the endorsement application.

Panels

Where an application does not meet the published criteria, a club may request an appeal panel to consider the individual's skills and experience. In these cases the FA will refer the club's evidence to an independent panel (please see Panel Terms of Reference and Operating Procedures).

The remit of the panel is:

- To consider whether the manager or first team coach is of the highest calibre.
- To consider whether the manager or first team coach is able to contribute significantly to the development of the women's game at the top level in England.

Clubs should note that, in respect of any application, there will only be **one** panel available (ie a panel and recommendation, followed by a decision). A club should therefore ensure that all evidence it wishes to present in support of its application is presented to the panel.

If the club has previously made an application that was unsuccessful at panel a further panel **cannot** be requested for the same individual within four months of the original appeal date.

Further information

This guidance is available on the website of the FA (www.thefa.com).

Contacts

Enquiries should be directed to:

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Please note that if your query extends beyond football and into immigration, you will be directed to the UK Border Agency.

UK Border Agency Help

If you are an employer or Sponsor and have a general query about the Sponsor application process under Tier 2 or Tier 5, please call the UKBA helpline on 0300 123 4699 or email: SponsorshipPBSenquiries@ukba.gsi.gov.uk.

For specific enquiries regarding individual applications or about the migrant application process in general, please call the Immigration Enquiry Bureau on 0870 606 7766 or email: UKBApublicenquiries@ukba.gsi.gov.uk.

For any technical problems with the Sponsor Management System, please call the SMS helpline on 0114 207 2900.