

THE FOOTBALL REGULATORY AUTHORITY

A Division of The Football Association
(UK Registered Number: 77797)
Wembley Stadium, PO Box 1966, HA9 0WS

TERMS OF REFERENCE FOR THE COMPOSITION AND OPERATION OF THE FOOTBALL REGULATORY AUTHORITY

1 INTRODUCTION

- 1.1 Pursuant to the Articles of Association (the **“Articles”**) and the Standing Orders (the **“Standing Orders”**) of The Football Association (**“The Association”**), the Council of The Association (**“Council”**) has established The Football Regulatory Authority (the **“FRA”**) as a division of The Association in order to perform the regulatory, disciplinary and rule-making functions in relation to the game of association football played in England in accordance with the Laws of the Game, as defined in the Articles. Council has provided for the due discharge by the FRA of its functions as referred to above, in accordance with these terms of reference.
- 1.2 Unless otherwise defined in these terms of reference (the **“Terms”**), words and expressions shall have the same meaning as set out in the Articles or the Rules of The Association as amended from time to time.

2 DEFINITIONS

In these Terms:

“Appeal Board” means any appeal board drawn from the Judicial Panel;

“Appeal Board Chairman Panel” means the panel of individuals from whom the chair of an Appeal Board is drawn;

“Council Commissioners” means those Members of Council who are appointed in accordance with Clauses 4.1.1, 4.1.2, 5.1 and 5.3

“CR Officer” means the person who is employed by The Association in accordance with Clause 4.5;

“Effective Date” means 29th May 2007;

“FRA Budget” means the budget for the establishment, development and operation of the FRA, as approved by the Board from time to time;

“FRA Chairman” means the chairman of the FRA, as appointed by the FRA Commissioners from time to time in accordance with Clause 8;

“FRA Commissioners” means the Council Commissioners and the Non-Council Commissioners;

“Judicial Panel” means the judicial panel established by Council from time to time;

“Non-Council Commissioners” means those individuals who are not Members of Council and who are appointed by the Council Commissioners from time to time to be FRA Commissioners in accordance with Clauses 4.1.3, and 5.4

“Regulatory Commission” means any regulatory commission drawn from the Judicial Panel.

3 FRA ESTABLISHMENT AND PURPOSE

- 3.1 The FRA is established by Council as a division of The Association in order to be the regulatory, disciplinary and rule-making authority of The Association, and Council delegates to the FRA powers to administer and exercise on behalf of The Association the powers and functions of The Association contained in Rules E to L (inclusive) and without limitation, to undertake the following with effect from the Effective Date:

- 3.1.1 formulating, proposing amendments to and publishing the Rules or any other relevant rule or regulation of The Association and any changes to them from time to time;
 - 3.1.2 making recommendations to Council in respect of changes made to these Terms and the terms of reference of the Judicial Panel;
 - 3.1.3 monitoring compliance with and detecting breaches or possible breaches of the Rules, the Laws of the Game, the statutes and regulations of UEFA and FIFA, the rules and regulations of each Affiliated Association and Competition or any other rule or regulation of The Association, or offences or possible offences under any of them;
 - 3.1.4 being responsible for disciplinary matters as provided for in the Rules and otherwise (save for those which Council or any of its committees is empowered to decide, or which are reserved for a Regulatory Commission and/or an Appeal Board) including but not limited to taking appropriate measures to detect, inquire into, investigate and prosecute breaches or possible breaches of the Rules, the Laws of the Game, the statutes and regulations of UEFA and FIFA, the rules and regulations of each Affiliated Association and Competition or any other rule or regulation of The Association, or offences or possible offences under any of them, and taking appropriate steps to enforce, apply and operate penalties and remedies in respect of any of them;
 - 3.1.5 reviewing, considering and advising on the independence and suitability of members of the Judicial Panel, the Appeal Board Chairman Panel and those persons appointed to Regulatory Commissions and Appeal Boards;
 - 3.1.6 convening and administering as may be necessary all commissions or appeal committees of The Association pursuant to the Rules and the regulations of The Association, except any Regulatory Commissions or Appeal Boards (for which see Clause 3.1.8);
 - 3.1.7 appointing members of and delegating the appropriate power to, and co-ordinating and controlling the operation of the following sub-committees and other bodies;
 - (i) a Rules and Regulations Sub-Committee;
 - (ii) a Compliance Monitoring Group;
 - (iii) a Disciplinary Sub-Committee;
 - (iv) a Judicial Panel Monitoring Group; and
 - (v) ad hoc Working Groups as established by the FRA from time to time.
 - 3.1.8 administering, but not delegating to or being responsible for the following bodies:
 - (i) all Regulatory Commissions; and
 - (ii) all Appeals Boards; and
 - 3.1.9 such other responsibilities and activities as Council may from time to time decide.
- 3.2 The Association shall disband its existing committees and bodies, which currently have the same functions as those listed in Clause 3.1.7 (if any, and including but not limited to the full Disciplinary Committee, the Disciplinary Sub-Committee and the Rules Committee) and their respective functions will be transferred to the FRA and its corresponding sub-committees and bodies, as appropriate, with effect from the Effective Date.

4 MANAGEMENT

- 4.1 Subject to Clauses 5 and 6 below, the FRA shall be managed by the FRA Commissioners consisting of:
- 4.1.1 up to four Council Commissioners who are National Game Representatives and who are appointed by the National Game Board ("NG Commissioners");
 - 4.1.2 up to four Council Commissioners who are Professional Game Representatives and who are appointed by the Professional Game Board ("PG Commissioners"); and
 - 4.1.3 up to four independent Non-Council Commissioners ("Independent Non-Council Commissioners or INCC") who are nominated by the Chief Regulatory Officer ("CRO") and appointed by majority vote of the Commissioners present at the FRA meeting at which the nomination is presented by the CRO. A person qualifies for such appointment if he/she is not, and has at no time in the immediately preceding three years been, a Member of Council.
- 4.2 The FRA Commissioners may exercise all such powers of the FRA, and on behalf of the FRA may carry out all such acts as may be exercised and done by the FRA, save for those which pursuant to these Terms, statute, the Rules and the regulations of The Association are prescribed to be authorised and/or exercised by Council, the shareholders of The Association or the Board of Directors of The Association or in some other manner, and PROVIDED NEVERTHELESS THAT the FRA may do nothing which contravenes or is inconsistent with any provision of the Memorandum of Association of The Association, the Articles, the Standing Orders, the Rules or the FRA Budget.
- 4.3 The FRA Commissioners for the time being may act notwithstanding any vacancy in their number but, if there are fewer FRA Commissioners than the number fixed as the quorum, the continuing FRA Commissioners or FRA Commissioner may act only for the purpose of procuring that vacancies are filled.
- 4.4 In addition, and without prejudice to any other powers hereby or by law conferred on the FRA, the FRA Commissioners may from time to time and for such period and to such extent and generally on such terms as the FRA Commissioners shall think fit, delegate to any FRA Commissioner or FRA Commissioners and/or any other employee of The Association or other person or persons engaged in or in connection with the management, administration, organisation and conduct of the affairs of the FRA, any powers and duties of the FRA Commissioners.
- 4.5 There shall be a CRO who will be a full-time employee of The Association and who shall be responsible for the day to day management of the FRA on behalf of the FRA Commissioners.
- 4.6 Pursuant to the FRA Budget, each FRA Commissioner may be paid an attendance allowance in respect of his/her attendance at meetings of the FRA Commissioners at the level determined by the Board, together with reimbursement of reasonable out-of-pocket expenses.

5 APPOINTMENT AND RETIREMENT OF FRA COMMISSIONERS

- 5.1 Subject to Clauses 5.3, 5.4 and 6, the FRA Commissioners may hold office for the following terms from the start of the first FRA Meeting after the Council Summer Meeting in July 2010:
- 5.1.1 two NG Commissioners may each hold office for a first term of three years and thereafter subject to Clause 5.6, shall be eligible for re-appointment for further terms of three years each.
 - 5.1.2 two remaining NG Commissioners may each hold office for a first term of two years and thereafter, subject to Clause 5.6 shall be eligible for re-appointment for further terms of three years each.

- 5.1.3 two PG Commissioners may each hold office for a first term of three years and thereafter, subject to Clause 5.6 shall be eligible for re-appointment for further terms of three years each.
- 5.1.4 two remaining PG Commissioners may each hold office for a first term of two years and thereafter subject to Clause 5.6 shall be eligible for re-appointment for further terms of three years each.
- 5.1.5 two INCC may each hold office for a first term of three years and thereafter, subject to Clause 5.6 shall be eligible for reappointment pursuant to the mechanism set out in Clause 4.1.3 above, for a further term of four years each.
- 5.1.6 two remaining INCC may each hold office for a first term of two years and thereafter, subject to Clause 5.6 shall be eligible for reappointment, pursuant to the mechanism set out in Clause 4.1.3 above for a further term of four years each.
- 5.2 The identities of the NG Commissioners, PG Commissioners, the INCC and any proposed Commissioners shall be available from the CRO.
- 5.3 The National Game Board or the Professional Game Board may at any time appoint a NG Commissioner or a PG Commissioner respectively, in order to fill a vacancy arising due to early retirement, removal or otherwise of their Commissioners. Any such Council Commissioners appointed thereby shall hold office for the terms set out in Clause 5.1 above. Such term shall be deemed to extend to the remainder of the current season in which the appointment becomes necessary in addition to the number of years of the term set out in Clause 5.1.
- 5.4 The FRA may at any time appoint an eligible person to be a INCC in order to fill a vacancy arising due to early retirement, removal or otherwise of an INCC. The eligible person shall be nominated by the CRO and appointed by majority vote of the Commissioners present at the FRA meeting at which the nomination is presented by the CRO. A person qualifies for such appointment if he/she is not and has at no time in the immediately preceding three years been a member of Council.
- 5.5 At the end of the respective terms set out herein, the relevant FRA Commissioners shall be deemed to have retired from office at the Council Summer Meeting in each year subject to re-election or re-appointment as applicable.
- 5.6 No person may be appointed as a FRA Commissioner:
- 5.6.1 unless he/she has attained the age of 18 years; or
- 5.6.2 in circumstances such that, had he/she already been a FRA Commissioner, he/she would have been disqualified from acting under the provisions of Clause 6.

6 DISQUALIFICATION OF FRA COMMISSIONERS

- The office of a FRA Commissioner shall be vacated forthwith if:
- 6.1 by notice in writing to the FRA Commissioners he/she resigns from the FRA (but only if at least two FRA Commissioners remain in office when the notice of resignation is to take effect); or
- 6.2 being a NG Commissioner or PG Commissioner, he/she ceases to be a Member of Council; or
- 6.3 being a PG Commissioner, he/she is removed from the office of PG Commissioner by the PGB; or
- 6.4 being a NG Commissioner, he/she is removed from the office of NG Commissioner by the NGB; or
- 6.5 being an INCC he/she becomes a Member of Council; or
- 6.6 he/she becomes bankrupt or makes any arrangement or composition with his/her creditors generally; or

- 6.7 being a director, he/she ceases to hold office as director of any company by reason of any order made under the Company Directors Disqualification Act 1986, as amended from time to time; or
- 6.8 he/she is absent from three consecutive meetings of the FRA Commissioners without the consent of the FRA Chairman and the FRA resolves that he/she should cease to hold office; or
- 6.9 he/she dies or becomes incapable by reason of mental disorder, illness or injury of managing and administering his/her own affairs; or
- 6.10 he/she no longer complies with the provisions of any regulations of The Association relating to "Fit and Proper Persons" or equivalent provisions as shall be in force from time to time; or
- 6.11 he/she is subject of a decision of The Association, UEFA or FIFA that he/she be suspended permanently or for a specified period from taking part in football management and/or football administration and/or any football related activity pursuant to any applicable disciplinary provisions under the rules or statutes of UEFA or FIFA (as appropriate); or
- 6.12 he/she is convicted of any criminal offence other than any minor motoring or similar offence that cannot reasonably damage the reputation of the FRA or The Association; or
- 6.13 he/she is subject to a carried vote in the FRA of no confidence in that Commissioner and asking for a decision of the FRA to remove that Commissioner from office immediately or as from a specified time and date. The vote of no confidence requires that each Commissioner has been given notice of the vote by the CRO, or his/her nominee. The vote shall be held within 7 days of such notice being given to Commissioners such period to be determined by the Chairman. The vote of no confidence requires a vote of at least eight Commissioners having no confidence in that Commissioner. The reasons for the Commissioners voting that the CRO and/or Commissioner(s) has no confidence in the other Commissioner might be various, such as, but without being exhaustive, an inability to continue with the role of a Commissioner, improper or unreasonable behaviour or misconduct. The FRA shall record any exceptional circumstance, the reasons for seeking the vote of no confidence and the reasons for passing the vote of no confidence and deciding to remove that Commissioner from office.

7 PROCEEDINGS OF THE FRA COMMISSIONERS

- 7.1 The FRA Commissioners may meet together for the dispatch of business, adjourn and otherwise regulate their meetings as they think fit, PROVIDED THAT such meetings are held at least six times during every year. Unless otherwise determined in writing by Council, six FRA Commissioners shall be a quorum, of which two shall be NG Commissioners, two shall be PG Commissioners and two shall be INCCs. Questions arising at any meeting shall be decided by a majority of votes and in cases of equality of votes, the chairman of the meeting shall have a second or casting vote. A meeting shall be deemed to be quorate where it would have satisfied the above requirements were it not for a Commissioner/Commissioners being ineligible to vote and/or be present due to a conflict of interest.
- 7.2 A FRA Commissioner shall disclose to the other FRA Commissioners and not vote on any matter in which he/she has, directly or indirectly, an interest or duty which is material and which conflicts or may conflict with the interests of the FRA. A FRA Commissioner shall not be counted in the quorum present at a meeting in relation to a resolution on which he/she is not entitled to vote. A FRA Commissioner shall not be present at any part of a meeting where his/her appointment or ceasing to act as a FRA Commissioner is discussed.
- 7.3 The FRA Chairman or three FRA Commissioners may at any time by written notice require the CRO to summon a Meeting of the FRA Commissioners as soon as it is practicable.
- 7.4 A meeting of the FRA Commissioners at which a quorum is present shall be competent to exercise all the authorities, powers and discretions for the time being vested in the FRA Commissioners generally under these Terms.

- 7.5 The FRA Commissioners may delegate any of their powers to committees consisting of such FRA Commissioner or FRA Commissioners or employees of The Association or others as they think fit, and any committee so formed shall, in the exercise of the powers so delegated, conform to any regulations imposed on it by the FRA Commissioners. The meetings and proceedings of any such committee shall be governed by regulations made by the FRA Commissioners.
- 7.6 All acts bona fide done by any meeting of the FRA Commissioners or of any committee of the FRA Commissioners, or by any person acting as a committee member, shall, notwithstanding it be afterwards discovered that there was some defect in the appointment or continuance in office of any such person or that they or any of them were disqualified, be as valid as if every such person had been duly appointed or had duly continued in office and was qualified to be a FRA Commissioner or member of the committee as the case may be.
- 7.7 All or any of the FRA Commissioners or of the members of any committee of the FRA Commissioners may participate in a meeting of the FRA Commissioners or that committee (as the case may be) by means of a conference telephone or any communication equipment which allows all persons participating in the meeting to hear each other. A person so participating shall be deemed to be present in person at the meeting and shall be entitled to vote or be counted in a quorum accordingly. Such a meeting shall be deemed to take place where the largest group of those participating is assembled, or, if there is no such group, where the chairman of the meeting then is.
- 7.8 The FRA Commissioners shall cause proper minutes to be made of all appointments made by them and of the proceedings of all meetings of the FRA Commissioners and of committees of the FRA Commissioners, and all business transacted at such meetings, and any such minutes of any meeting, if purporting to be signed by the chairman of such meeting, or by the chairman of the next succeeding meeting, shall be sufficient evidence without any further proof of the facts therein stated.
- 7.9 A resolution in writing signed by all the FRA Commissioners or by all the members for the time being of any committee of the FRA Commissioners who are entitled to receive notice of a meeting of the FRA Commissioners or of such committee shall be as valid and effectual as if it had been passed at a meeting of the FRA Commissioners or of such committee duly convened and constituted, as the case may be. Any such written instrument may be in several parts each signed by one or more FRA Commissioner(s) or member(s) of the committee as the case may be.

8 FRA CHAIRMAN AND VICE CHAIRMAN

- 8.1 The FRA Chairman shall be appointed by and from among the FRA Commissioners for a term of three years unless he/she resigns from the chair or ceases to be a FRA Commissioner.
- 8.2 Upon the expiry of his/her first period of office, the FRA Chairman shall be eligible for re-appointment for a further term of three years. The FRA Chairman shall be eligible for one further term of one year commencing from the start of the first FRA meeting following the 2013 Council Summer Meeting to the 2014 Council Summer Meeting.
- 8.3 The FRA Commissioners may at any other time appoint one of their number to be the FRA Chairman in order to fill a vacancy arising due to early retirement, removal or otherwise. Any such FRA Chairman appointed in accordance with this Clause 8.3 shall retire at the time the vacating FRA Chairman would otherwise have retired, subject to Clause 8.1 above.
- 8.4 A Vice Chairman of the FRA shall be appointed by the FRA Commissioners from amongst the FRA Commissioners, to hold office for three years and upon expiry of such period shall be eligible for re-appointment for a further three year term. The FRA Vice-Chairman shall be eligible for one further term of one year commencing from the start of the first FRA meeting following the 2013 Council Summer Meeting to the 2014 Council Summer Meeting. The

FRA Vice-Chairman shall cease to hold such appointment forthwith upon ceasing to be a FRA Commissioner or he/she resigns from the vice chair.

- 8.5 The FRA Chairman shall preside as chairman at all meetings of the FRA Commissioners at which he/she shall be present, but if he/she is not present within fifteen minutes after the time appointed for holding a meeting or is unwilling to preside the Vice Chairman of the FRA appointed pursuant to Clause 8.4 shall preside, and if he/she is not present at that time or is unwilling to preside, those FRA Commissioners present shall choose one of the other FRA Commissioners to preside at that meeting.

9 FINANCES

- 9.1 The FRA Commissioners shall annually submit a budget to the Board for the purposes of the FRA Budget which shall (without limitation) include expenses of the Judicial Panel.
- 9.2 The FRA Commissioners shall enable The Association's finance department to keep proper books of account to enable accounts to be prepared which comply with the requirements of The Association.

10 AMENDMENT AND DISSOLUTION

- 10.1 These Terms shall not be amended in any way save with the written agreement of Council. Any amendment made pursuant to this Clause 10.1 shall be binding on the FRA Commissioners, all employees of The Association and committee members of the FRA and any others acting in any capacity for the FRA whatsoever, with immediate effect.
- 10.2 The Council may, at any time, dissolve or withdraw any of the powers of the FRA.