



National Club Licensing Regulations

Football Australia Limited

(ACN 106 478 068)

TABLE OF CONTENTS

1. DEFINITIONS AND INTERPRETATION	3
2. INTRODUCTION, SCOPE OF APPLICATION AND OBJECTIVES.....	10
3. LICENCE	12
4. CORE PROCESS	13
5. LICENSOR	14
6. LICENSING ADMINISTRATION	15
7. LICENCE APPLICANT AND LICENSEE	15
8. DECISION-MAKING BODIES	17
9. CRITERIA	20
10. EXCEPTIONS	21
11. EXTRAORDINARY APPLICATION OF THE REGULATIONS FOR AN AFC CLUB COMPETITION..	21
12. COMPLIANCE AUDITS.....	21
13. DISCIPLINARY PROCEDURES AND SANCTIONS	22
14. GENERAL	26
ANNEXURE 1: A-LEAGUE MEN CORE PROCESS TIMELINE 2022	27
ANNEXURE 2: A-LEAGUE MEN CRITERIA 2022.....	28
ANNEXURE 3: A-LEAGUE WOMEN & AFC WOMEN CORE PROCESS TIMELINE 2022	60
ANNEXURE 4: A-LEAGUE WOMEN & AFC WOMEN CRITERIA 2022.....	61
ANNEXURE 5: TABLE OF MINIMUM SANCTIONS	89

1. Definitions and Interpretation

Definitions

1.1 In these Regulations:

ACC means the AFC Cup.

Accounting Policies means the specific principles, bases, conventions, rules and practices adopted by an entity in preparing and presenting its financial statements.

ACL means the AFC Champions League.

AFC means the Asian Football Confederation.

AFC Men's Club Licensing Framework means the five categories of Criteria and a Core Process promulgated by FA for Clubs to be licensed each season to participate in an AFC Men's Club Competition.

AFC Club Licensing Financial Handbook means the handbook issued by the AFC which provides operational and technical guidance in relation to the financial Criteria in these Regulations. It is a compilation of explanations and templates to support the Licence Applicant in complying with the financial Criteria.

AFC Club Licensing Regulations means the regulations consisting of five categories of Criteria and a Core Process produced by the AFC.

AFC Club Competition means ACL, ACC and / or AWCL.

AFC Licensing Season means the period for which a Licence Applicant has applied for and / or been granted a Licence. It starts the day following the deadline for submission of the List of Licensing Decisions by the Licensor to the AFC and lasts until the same deadline the following year.

AFC List of Licensing Decisions means the list submitted by the Licensor to the AFC containing, among other things, information about the Licence Applicants that have undergone the licensing process and been granted or refused a Licence by the national decision-making bodies in the format established and communicated by the AFC General Secretariat.

AFC Stadium Regulations means the regulations that set out the minimum requirements for a Stadium to be eligible to host matches in AFC competitions.

AFC Women's Club Licensing Framework means the five categories of Criteria and a Core Process promulgated by FA for Clubs to be licensed each season to participate in the AWCL.

A-League Men means the senior men's national competition staged in Australia and New Zealand by APL, known as the A-League Men competition or such other name as notified by APL from time to time.

A-League Men Club Licensing Framework means the five categories of Criteria and a Core Process promulgated by FA for Clubs to be licensed each season to participate in the A-League Men.

A-League Women means the senior women's national competition staged in Australia and New Zealand by APL, known as the A-League Women competition or such other name as notified by APL from time to time.

A-League Women Club Licensing Framework means the five categories of Criteria and a Core Process promulgated by FA for Clubs to be licensed each season to participate in the A-League Women.

Annual Financial Statements means a complete set of financial statements prepared as at the Statutory Closing Date, normally including a balance sheet, profit and loss account, a statement of cash flows and those notes, other statements and explanatory material that are an integral part of the financial statements.

Associate means an entity, including an unincorporated entity such as a partnership, over which the investor has Significant Influence and that, is neither a Subsidiary nor an interest in a Joint Venture.

Assessment Process means the procedures established and utilised by the Licensing Administration for the review and analysis of information and documentation submitted by the Licence Applicants in order to verify compliance with the mandatory Criteria requirements. For further details, see Core Process.

Audit means an official inspection of an organisation's accounts. The objective of an Audit of financial statements is to enable the auditor to express an opinion whether the financial statements are prepared, in all material respects, in accordance with an identified financial reporting framework. The phrases used to express the auditor's opinion are "give a true and fair view" or "present fairly, in all material respects", which are equivalent terms. A similar objective applies to the Audit of financial or other information prepared in accordance with appropriate Criteria. In an Audit engagement, the auditor provides a high, but not absolute, level of assurance that the information subject to Audit is free of Material misstatement. This is expressed positively in the Audit report as reasonable assurance. The term "Audited" shall be interpreted accordingly.

Australian Professional Leagues or APL means Australian Professional Leagues Company Pty Ltd (ACN 646 799 199) being the competition administrator for the A-Leagues, under licence from Football Australia.

AWCL means the AFC Women's Champions League.

Budget means the schedules containing an entity's Future Financial Information, based on management's assumptions about events that may occur in the future and possible actions by an entity.

CLAS or Club Licensing Administration System means the IT system developed by the AFC for the purpose of gathering information from Licence Applicants / Licensees and for sharing information with Licensors concerning their affiliated Clubs, within the scope of the implementation, assessment and enforcement of these Regulations.

Club means a legal entity fully registered with Football Australia in accordance with Football Australia's National Registration, Status and Transfer Regulations and Wellington Phoenix.

Club Licensing Breach means a breach of these Regulations by a Licence Applicant or Licensee.

Club Licensing Criteria or **Criteria** means the requirements applicable to the grant of Licences to Licence Applicants, as set out in these Regulations, which are divided into five categories (sporting, infrastructure, personnel and administrative, legal and financial).

Club Licensing Disciplinary Notice means the notice issued to a Licence Applicant or Licensee under clause 13.

Club Licensing Framework means the AFC Club Licensing Framework and the FA Club Licensing Framework.

Club Licensing Sanction means a sanction imposed on a Licence Applicant or Licensee for a Club Licensing Breach.

Consolidated Financial Statement(s) means the financial statements of a Group presented as those of a single economic entity.

Control means the power to govern the financial and operating policies of an entity so as to obtain benefits from its activities. Control may be gained by share ownership, statutes or agreement. The terms "Controlled" and "Controlling" shall be interpreted accordingly.

Core Process means the minimum requirements that Football Australia has put in place for verification of compliance with the Criteria as basis for the issuance of a Licence to an Applicant for an AFC Club Competition or an FA Club Competition as set out Annexure 1 and Annexure 3.

Disciplinary and Ethics Committee means the Football Australia Disciplinary and Ethics Committee.

Event or Condition of Major Economic Importance means an Event or Condition that is considered Material to the financial statements of the Reporting Entity and would require a different (adverse) presentation of the results of the operations, financial position and net assets of the Reporting Entity if it had occurred during the preceding Financial Year or Interim Period.

FA Club Competition means any competition, tournament or league registered with FA in accordance with the NRSTRs, including but not limited to, pre-season, regular season, finals series and any post-season tournament or knockout cup competition.

FA Constitution means the constitution of FA.

FA Club Licensing Framework means the five categories of Criteria and a Core Process promulgated by FA for Clubs to be licensed each season to participate in a FA Club Competition, including, but not limited to, the A-League Men Club Licensing Framework and the A-League Women Club Licensing Framework.

FA Licensing Season means the period for which a Licence Applicant has applied for / been granted a Licence. It starts the day following the deadline for appeal and lasts until the same deadline the following year.

FA List of Licensing Decisions means the list submitted by the Licensor to the Football Australia Board and the APL Board containing, among other things, information about the Licence Applicants that have undergone the licensing process and been granted or refused a Licence by the national decision-making bodies in the format established and communicated by the FA Licensing Administration.

FA Statutes means the rules and regulations promulgated by FA from time to time, including but not limited to, the FA Constitution, Grievance Procedure By-Law, Judicial Bodies By-Law, National Registration, Status and Transfer Regulations, and these Regulations.

FIB Notice means the notice provided to the Disciplinary and Ethics Committee by the First Instance Body and which must include the details of the Licence Applicant or Licensee (as applicable), the particulars of the Club Licensing Breaches, and any other factors that the First Instance Body considers relevant to the Disciplinary and Ethics Committee.

Football Australia or **FA** means Football Australia Limited (ACN 106 478 068).

Football Australia Club Licensing Manual means the document detailing the documentation and information required be submitted by Clubs by the prescribed deadlines in order to comply with these Regulations.

Financial year means the annual financial reporting period ending on 30 June 2021.

Future Financial Information means the information about the prospective financial effects of future events and possible actions on the entity concerned.

Going Concern means the “going concern” concept, or assumption, which is an accountancy term that describes an entity which can continue operating without the significant threat of liquidation, and which can therefore continue in operation for the foreseeable future. A Reporting Entity is normally viewed as a Going Concern. It is assumed that the Reporting Entity has neither the intention nor the necessity of

liquidation, ceasing trading nor seeking protection from creditors pursuant to laws or regulations.

Group means a Parent and all its subsidiaries.

Grievance Procedure By-Law means the grievance procedure by-law promulgated by the Directors in accordance with the FA Constitution.

Historic Financial Information means information about the financial effects of past events on the entity concerned. Historic Financial Information is in respect of the financial performance and position prior to the licensing decision.

Interim Financial Statements means a financial report containing either a complete set of financial statements or a set of condensed financial statements for an Interim Period.

Interim Period means a financial reporting period shorter than a Financial Year. It does not necessarily have to be a six-month period.

Joint Venture means a contractual arrangement whereby two or more parties undertake an economic activity that is subject to joint Control.

Judicial Bodies By-Law means the judicial bodies by-law promulgated by the Directors in accordance with the FA Constitution.

Licence means the certificate granted by the Licensor confirming fulfilment of all mandatory Club Licensing Criteria by the Licence Applicant as part of the admission procedure for entering and remaining eligible to participate in AFC Club Competitions and / or specified FA Club Competitions (as applicable).

Licence Applicant means the legal entity fully and solely responsible for the football team participating in national and international club competitions which applies for a Licence.

Licensee means the Licence Applicant that has been granted a Licence by its Licensor.

Licensing Administration means the staff within the Licensor that deals with Club Licensing matters.

Licensing Cycle means the period designated by the Licensor for the implementation and completion of the Core Process.

Licensing Manager means the member of the Licensing Administration who is primarily responsible for the management and administration of Club Licensing matters, and for reporting to and the support of the First Instance Body.

Licensing Season means AFC Licensing Season and / or the FA Licensing Season (as applicable).

Licensor means the body that operates the Club Licensing System and grants the Licences in accordance with these Regulations. For these Regulations, the body is

Football Australia. Accordingly, the terms “Licensor”, “Football Australia” and “FA” are used interchangeably, as the context requires, throughout these Regulations.

Material or **Materiality** means 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 the financial information submitted by the Licence Applicant / Licensee. Materiality depends on the size and nature of the omission or misstatement judged in the surrounding circumstances or context. The size or nature of the item or information, or a combination of both, could be the determining factor.

Member Association means a member association of the AFC and for the purposes of these Regulations means Football Australia.

Minimum Sanction means the minimum sanction prescribed in the Table of Minimum Sanctions for certain Club Licensing Breaches.

Parent means an entity that has one or more subsidiaries.

Registered Member means a member (Constituent) of Football Australia under the FA Constitution.

Regulations means these Football Australia Club Licensing Regulations.

Reporting Entity / Entities means 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 Licensing purposes.

Review means the examination of financial information. The objective of an engagement to review financial information is to enable an auditor to express a conclusion whether, on the basis of the Review, anything has come to the auditor’s attention that causes the auditor to believe that the financial information is not prepared, in all Material respects, in accordance with an identified financial reporting framework. A Review, in contrast to an Audit, is not designed to obtain reasonable assurance that the financial information is free from Material misstatement. A Review consists of making inquiries, primarily of persons responsible for financial and accounting matters, and applying analytical and other review procedures. A Review may bring significant matters affecting the financial information to the auditor’s attention, but it does not provide the evidence that would be required for an Audit.

Season to be Licensed means the AFC or FA Club Competition season (whichever is applicable) for which the Licence Applicant has applied for the Licence, e.g. 1 January – 31 December.

Significant Change means an event that is considered Material to the documentation previously submitted to the Licensor and that would require a different presentation if it had occurred prior to the submission of the licensing documentation.

Significant Influence means the ability to influence but not Control financial and operating policy decision-making. Significant Influence may be gained by share ownership, statute or agreement. For the avoidance of doubt, a party or in aggregate parties with the same ultimate Controlling party (excluding AFC, an AFC Member Association and an affiliated league) is deemed to have Significant Influence if it provides within a reporting period an amount equivalent to thirty percent (30%) or more of the Licensee's total revenue.

Stadium means the venue for a competition match including, but not limited to, all surrounding properties and facilities (for example, offices, hospitality areas, press centres and accreditation centres).

Statutory Closing Date means the annual accounting reference date of the Reporting Entity.

Subsequent Events means events or conditions occurring after the licensing decision.

Subsidiary means an entity, including an unincorporated entity such as a partnership that is Controlled by another entity (known as the Parent). Control may be gained by share ownership (e.g. more than 50% ownership / voting rights) or contractual arrangements (e.g. statutes or agreements).

Supplementary Information means financial information to be submitted to the Licensor in addition to the financial statements if the minimum requirements for disclosure and accounting are not met. The Supplementary Information must be prepared on a basis of accounting, and Accounting Policies, consistent with the financial statements. Financial information must be extracted from sources consistent with those used for the preparation of the Annual Financial Statements. Where appropriate, disclosures in the Supplementary Information must agree with, or be reconciled to, the relevant disclosures in the financial statements.

Table of Minimum Sanction means the table of Minimum Sanctions for certain Club Licensing Breaches as set out in Annexure 5:.

Training Facilities means the venue(s) at which a Club's registered players undertake football training and / or youth development activities on a regular basis.

Wellington Phoenix means the football club known as "Wellington Phoenix FC" operated by Welnix LP (No. 2553524).

Interpretation

- 1.2 For the purposes of these Regulations, and provided the context so permits:
- (a) the singular shall include the plural and vice-versa;
 - (b) the masculine gender shall include the feminine and vice-versa;
 - (c) references to natural persons shall include any legal person or corporation; and

- (d) all defined terms, unless otherwise stated herein, shall bear the same meaning as ascribed to them in the FA Statutes.

2. Introduction, Scope of Application and Objectives

Introduction

- 2.1 These Regulations regulate the processes and minimum standards by which Clubs will be assessed on an annual basis in order to remain eligible for and to participate in a particular FA Club Competition(s) and / or AFC Club Competition(s).
- 2.2 These Regulations form part of the FA Statutes.
- 2.3 These Regulations govern the rights, duties and responsibilities of all parties involved in the licensing process and define in particular:
- (a) the minimum requirements to be fulfilled by FA in order to act as a Licensor for its Clubs, as well as the minimum procedures to be followed by FA in the assessment of the Club Licensing Criteria;
 - (b) the Licence Applicant and the Licence required to remain eligible for and to participate in the relevant FA Club Competition(s) and to enter the relevant AFC Club Competition(s); and
 - (c) the minimum sporting, infrastructure, personnel and administrative, legal and financial Criteria to be fulfilled by a Club in order to be granted a Licence by FA as part of the admission procedure to remain eligible for and to participate in a FA Club Competition and to enter the relevant AFC Club Competitions.

Scope of Application

- 2.4 These Regulations outline a tiered Club Licensing Framework that will manage the ongoing participation of Clubs in competitions within the FA competition pyramid through a combination of:
- (a) sporting, infrastructure, personnel and administrative, legal and financial Criteria;
 - (b) Core Processes;
 - (c) Licensing Administrations; and
 - (d) decision-making bodies and procedures.

For Clubs to remain eligible for and to participate in a domestic competition or to enter an international club competition, the Clubs will be required to comply with a specific framework appropriate to each competition. This is outlined as follows:

Men's Club Licensing		
<i>Competition</i>	<i>Applicable Framework</i>	<i>Licensor</i>
ACL and ACC	AFC Men's Club Licensing Framework	Football Australia
A-League Men	A-League Men Club Licensing Framework	Football Australia

Women's Club Licensing		
<i>Competition</i>	<i>Applicable Framework</i>	<i>Licensor</i>
AWCL	AFC Women's Club Licensing Framework	Football Australia
A-League Women	A-League Women Club Licensing Framework	Football Australia

Objectives

2.5 These Regulations aim to:

- (a) safeguard the credibility and integrity of FA Club Competitions and AFC Club Competitions;
- (b) allow the development of benchmarking of Clubs in sporting, infrastructure, personnel and administrative, legal and financial related Criteria within Australia by FA and throughout Asia by the AFC;
- (c) continuously improve the standard of all aspects of football in Australia and Asia and, in particular, to give priority to the training and care of young players in every Club;
- (d) ensure that Clubs have an adequate level of management;
- (e) improve the financial capability of Clubs, increasing their transparency and credibility, and placing the necessary importance on the protection of creditors and to ensure that Clubs settle their liabilities with employees, social / tax authorities and other Clubs punctually; and
- (f) improve Clubs' sporting infrastructure to provide the various stakeholders with well-equipped and safe Stadiums and facilities.

2.6 These Regulations form a progressive Club Licensing Framework that has been designed to deliver continual improvement in its Clubs.

- 2.7 FA reserves the right to review and adjust and Criteria within these Regulations from time to time to ensure the system and Clubs continue to develop over time.

3. Licence

- 3.1 A Licence is a certificate granted by the Licensor confirming fulfilment of all mandatory Club Licensing Criteria by the Licence Applicant to:
- (a) remain eligible to participate in a FA Club Competition; or
 - (b) as part of the admission procedure for entering AFC Club Competitions.
- 3.2 The Licensor must issue an invitation to the Clubs to apply for a Licence punctually and in writing. The Licensor must only issue an invitation to a Club that is or may be otherwise eligible to participate in the FA Club Competitions and / or the AFC Club Competitions (as applicable).
- 3.3 The Licence Applicant must submit a written application to the Licensor. In this application, the Club must, in particular, declare that it will fulfil the obligations of the Club Licensing System.
- 3.4 With respect to the A-League Men and A-League Women, only Clubs which fulfil the Criteria set out in the Regulations within the deadlines defined by the Licensor may be granted a Licence to remain eligible to participate in the applicable FA Club Competition for the Season to be Licensed.
- 3.5 With respect to the AFC Club Competitions, only Clubs which:
- (a) fulfil the applicable Criteria set out in the Regulations within the deadlines defined by the Licensor and AFC; and
 - (b) have qualified on the basis of their sporting results; and
 - (c) are registered with a Member Association,
- may be granted a Licence to enter AFC Club Competitions for the Season to be Licensed.
- 3.6 A Licence expires without prior notice at the end of the season for which it was issued.
- 3.7 A Licence cannot be transferred.

Withdrawal of a Licence

- 3.8 A Licence to enter and remain eligible to participate in specified FA Club Competitions may be withdrawn by the decision-making bodies if:
- (a) for any reason a Licensee becomes insolvent and enters into liquidation during the season in accordance with the applicable national law (where a Licensee becomes insolvent but enters administration during the season, for so long as the

-
- purpose of the administration is to rescue the Club and its business, the Licence should not be withdrawn);
- (b) any of the conditions for the issuing of a Licence are not satisfied; or
 - (c) the Licensee violates any of its obligations under these Regulations.
- 3.9 A Licence to enter and remain eligible to participate in specified AFC Club Competitions may be withdrawn by the AFC or the Licensor's decision-making bodies if:
- (a) any of the conditions for the issuing of a Licence are not satisfied; or
 - (b) the Licensee violates any of its obligations under these Regulations and / or the AFC Club Licensing Regulations (as applicable).
- 3.10 As soon as a Licence withdrawal is envisaged, the Licensor must inform the Australian Professional Leagues, and, with respect to a Licence withdrawal applicable to AFC Club Competitions, the AFC General Secretariat, accordingly.
- 3.11 If a Club has its Licence withdrawn, a decision concerning the withdrawal of the Club from a current:
- (a) FA Club Competition must be made by the FA Appeals and Entry Control Body; or
 - (b) AFC Club Competition, by the AFC Entry Control Body.
- 3.12 FA may sanction a Club or remove a Club from future FA Club Competitions in accordance with the applicable FA Statutes.

Admission to AFC Competitions

- 3.13 The Licence Applicant must further fulfil all the requirements according to the relevant AFC Club Competitions Regulations to be admitted to the AFC Club Competition.
- 3.14 The admission process falls under the sole jurisdiction of AFC and its competent bodies (Competitions Committee, etc.).
- 3.15 The competent bodies of AFC make the final decision regarding the admission of a Club to participate in any AFC Club Competition.

4. Core Process

- 4.1 The Core Process is the procedure and minimum requirements established by FA for the verification of Criteria outlined in the Regulations as the basis for the awarding or refusal of a Licence to a Licence Applicant / Licensee.
- 4.2 The Core Process consists of the following key steps:
- (a) invitation to the Licence Applicants to submit their application for a Licence;

-
- (b) distribution of the licensing documentation and deadlines to the Licence Applicants;
 - (c) return of the licensing documentation from the Licence Applicants to the Licensor;
 - (d) assessment of the documentation by the Licensing Administration, including visits to and / or audits of the Licence Applicants;
 - (e) assessment and decisions by the decision-making bodies;
 - (f) communication of the Licence decisions, in writing, to the Licence Applicants;
 - (g) communication of any applicable sanctions, in writing, to the Licence Applicants;
 - (h) submission of the FA List of Licensing Decisions for national and international club competitions to the FA Board and, for the applicable competitions, the APL Board;
 - (i) submission of the AFC List of Licensing Decisions for international club competitions and the men's top division national competition to the AFC Licensing Administration; and
 - (j) monitoring of Licensees throughout the Licensing Season.
- 4.3 The deadlines for the above key steps shall be clearly defined and communicated in writing to the Licence Applicants by the Licensor. These deadlines are outlined in Annexure 1: and Annexure 3:.
- 4.4 The Assessment Process shall be comprised of:
- (a) submission and self-certification by the Licence Applicant; and
 - (b) a review, assessment and recommendation by the Licensing Administration; and
 - (c) any actions, audit, advice or assessment conducted or provided by any external party appointed by the Licensing Administration.

5. Licensor

- 5.1 FA is the Licensor. The Licensor governs the Club Licensing System, appoints the licensing bodies and determines the necessary processes.
- 5.2 FA and Licence Applicants are obliged to use the CLAS for the governance and operation of the AFC and FA Club Licensing System.
- 5.3 With respect to the AFC Club Competitions, FA must ensure that all applicable provisions defined in the AFC Club Licensing Regulations are integrated into these Regulations, which are submitted to the AFC General Secretariat for accreditation according to the AFC Club Licensing Regulations.
- 5.4 FA ensures equal treatment of all Licence Applicants during the Core Process and guarantees the Licence Applicant full confidentiality with regard to all information

provided by the Licence Applicant during the licensing process. Anyone involved in the licensing process or appointed by FA must be bound by confidentiality agreements before starting their tasks.

6. Licensing Administration

- 6.1 FA has established a Licensing Administration, including the appointment of a Licensing Manager who is responsible for managing the Licensing Administration, the tasks of which will include:
- (a) preparing, implementing and further developing the Club Licensing System;
 - (b) accessing and administering the CLAS to facilitate the Club Licensing System;
 - (c) providing training and support for the Licence Applicants in using CLAS to facilitate the Club Licensing System;
 - (d) providing administrative support to the decision-making bodies;
 - (e) assisting, advising and monitoring the Licensees during the season;
 - (f) informing the APL, and AFC where applicable, of any event occurring after the licensing decision that constitutes a Significant Change to the information previously submitted to FA; and
 - (g) serving as the contact point for and sharing expertise with the licensing departments of other AFC Member Associations and with AFC.
- 6.2 At least one (1) staff member of, or an external financial adviser to, the Licensing Administration must have a financial background and a degree in accountancy / auditing recognised by the appropriate national body (e.g. national trade association), or must have several years' experience in the above matters (a "recognition of competence").

7. Licence Applicant and Licensee

Responsibilities of the License Applicant

- 7.1 A Licence Applicant shall only be a football Club, i.e. a legal entity fully responsible for a football team participating in national and international competitions which is either a:
- (a) Registered Member of FA and / or participates in its affiliated league(s); or
 - (b) football company which has a contractual relationship with a Registered Member.
- 7.2 The Licence Applicant must provide FA with:
- (a) all necessary information and / or relevant documents, which must be accurate and complete, to fully demonstrate that the licensing obligations are fulfilled; and
 - (b) any other document relevant for decision-making by FA, as determined by FA in its sole and absolute discretion.

- 7.3 For the sake of clarity, this includes information on the Reporting Entity / Entities in respect of which sporting, infrastructure, personnel and administrative, legal and financial information is required to be provided.
- 7.4 Any event occurring after the submission of the licensing documentation to FA representing a Significant Change to the information previously submitted must be promptly notified to FA, especially a change of legal form, legal Group structure or identity.
- 7.5 The Licence Applicant is, in particular, responsible for ensuring the following:
- (a) that all players are validly registered with FA and, if a professional player, that player has a written contract with the Club (see Article 2 and 5 of the FIFA Regulations on the Status and Transfer of Players and clause 4.1(b) of the FA National Registration, Status and Transfer Regulations);
 - (b) that all the compensation paid to the players arising from contractual or legal obligations and all the revenues arising from gate receipts are accounted for in the books of the Club; and
 - (c) that FA is provided with all necessary information and / or documents relevant to proving that the licensing obligations are fulfilled, as these obligations relate to the sporting, infrastructure, personnel and administrative, legal and financial Criteria set out in these Regulations.
- 7.6 If the Licence Applicant has Control over any Subsidiary, then Consolidated Financial Statements shall be prepared and submitted to FA as if the entities included in the consolidation were a single company.
- 7.7 If the Licence Applicant is Controlled by a Parent, which may be Controlled by another Parent or which may have Control over any other Subsidiary or may exercise Significant Influence over any other Associate, any transaction with the Parent of the Licence Applicant or any Parent or Subsidiary or Associate of such Parent must be disclosed in the notes to the financial statements to draw attention to the possibility that its financial position and profit or loss may have been affected by the existence of Related parties and by transactions and outstanding balances with such parties.

Licence Applicant and Two-Year Rule – AFC Club Competitions

- 7.8 To be eligible for AFC Club Competitions, at the start of the Licensing Cycle the Licence Applicant's membership and / or contractual relationship with FA must have lasted at least two (2) consecutive years.
- 7.9 For the purposes of calculating clause 7.8 above, the period will be interrupted by any change during this period to a Licence Applicant's:
- (a) legal form;

- (b) legal Group structure (including a merger with another entity or transfer of football activities to another entity); or
- (c) identity (including headquarters, name or colours),
and which:
- (d) is detrimental to the integrity of a competition; or
- (e) facilitates the Licence Applicant's qualification for a competition on sporting merit or its receipt of a Licence.

8. Decision-Making Bodies

Decision-Making Bodies

- 8.1 The decision-making bodies are the First Instance Body and the Appeals and Entry Control Body. These bodies are independent of each other. Both decision-making bodies receive administrative support from FA.
- 8.2 The First Instance Body decides on whether a Licence should be granted to an applicant on the basis of the documents provided by the submission deadline set by FA and on whether a Licence should be withdrawn upon the application of the Licensing Manager.
- 8.3 The Appeals and Entry Control Body decides on appeals and makes a final decision on whether a Licence should be granted or withdrawn.

Membership of the Decision-Making Bodies

- 8.4 Members of the decision-making bodies are appointed by FA in accordance with the FA Constitution 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 he / her or any member of his / her family (spouse, child, parent or sibling) is a member, shareholder, business partner, sponsor or consultant of the Licence Applicant;
 - (c) not act simultaneously as Licensing Manager;
 - (d) not belong simultaneously to a judicial statutory body of FA;
 - (e) not belong simultaneously to the executive body of FA or the APL;
 - (f) not belong simultaneously to the management personnel of an affiliated Club;
and
 - (g) include at least one qualified lawyer and one qualified financial expert holding a qualification recognised by the appropriate National Professional Body.

- (h) Members of the Appeals and Entry Control Body must not belong simultaneously either to the administrative staff to any statutory decision-making body or committee of FA.

First Instance Body

- 8.5 The First Instance Body, in determining whether a Licence should be granted to a Club or whether a Licence should be withdrawn, bases its decision on the documents provided by the Licensing Administration and in accordance with the provisions of the Club Licensing Manual.
- 8.6 The quorum for the First Instance Body is three (3) members. Each member of the First Instance Body will have one vote and the Chair will, in the event of a tie, have a casting vote.
- 8.7 The First Instance Body may determine that a Licence Applicant has committed a Club Licensing Breach, in which case the First Instance Body must refer the case to the Disciplinary and Ethics Committee in accordance with clause 8.8.
- 8.8 The First Instance Body must refer cases to:
 - (a) the Disciplinary and Ethics Committee in accordance with clause 13, including by issuing an FIB Notice to the Disciplinary and Ethics Committee, where the First Instance Body determines that the Licence Applicant or Licensee has committed a Club Licensing Breach, including, but not limited to, a failure to fulfill a "B" criterion, non-respect of deadlines and / or failure to cooperate with the Licensing Administration; or
 - (b) FA, in the case of alleged breaches of the FA Statutes.

Appeals to the Appeals and Entry Control Body

- 8.9 Appeals may only be lodged in writing and must be filed by a Licence Applicant in accordance with the timelines set out in the Core Process.
- 8.10 Appeals may only be lodged by:
 - (a) a Licence Applicant who:
 - (i) received a refusal from the First Instance Body; or
 - (ii) the First Instance Body determined had committed at least one (1) Club Licensing Breach;
 - (b) a Licensee whose Licence has been withdrawn by the First Instance Body; or
 - (c) the Licensor, the competent body of which must be defined (e.g. Licensing Manager).

-
- 8.11 The sole grounds of any appeal to the Appeals and Entry Control Body by a Licence Applicant or Licensee (as applicable) are that:
- (a) it was not afforded a reasonable opportunity to provide information at first instance;
 - (b) the determination of the First Instance Body was affected by bias;
 - (c) the decision was one that was not reasonably open to the First Instance Body having regard to the submissions before it; or
 - (d) in relation to a determination by the First Instance Body that the Licence Applicant committed a Club Licensing Breach only, there was a material error in the application of these Regulations (e.g. an inaccurate assessment of a Licence Applicant's submissions as it relates to the fulfilment or non-fulfilment of a criterion) by the First Instance Body or the Licensing Administration.
- 8.12 To initiate an appeal, the Licence Applicant or Licensee (as applicable) must:
- (a) lodge a completed appeal form; and
 - (b) pay to Football Australia an appeal fee of:
 - (i) in the case of an appeal regarding a licensing decision, \$10,000; or
 - (ii) in the case of an appeal regarding a Club Licensing Breach, \$5,000.
- 8.13 If the appellant is completely successful in its appeal:
- (a) in the case of an appeal regarding a licensing decision, \$6,000; or
 - (b) in the case of an appeal regarding a Club Licensing Breach, \$3,000,
- will be refunded to the Licence Applicant.
- 8.14 The Appeals and Entry Control Body may impose an additional costs award against the Licence Applicant or Licensee (as applicable) if it finds the appeal to be frivolous or vexatious.
- 8.15 The Appeals and Entry Control Body shall make its decision based on the decision of the First Instance Body and only based on the evidence provided by the Licence Applicant or Licensee (as applicable), or the Licensor before the First Instance Body.
- 8.16 The Appeals and Entry Control Body has the right to determine all procedures to be adopted during a hearing of an appeal. Proceedings will be conducted with as little formality and technicality, and with as much expedition, as a proper consideration of the matters before the Appeals and Entry Control Body permit.
- 8.17 The quorum for the decisions of the Appeals and Entry Control Body is three (3) members. Each member of the Appeals and Entry Control Body will have one (1) vote and the Chair will, in the event of a tie, have a casting vote.

General

- 8.18 Determinations of the decision-making bodies will be provided in writing to the Licence Applicant.
- 8.19 In addition to the specific procedural rules outlined in these Regulations, the Chair of either the First Instance Body or Appeals and Entry Control Body is granted a broad power to issue directions governing the handling of any matter before the decision-making body he / she is chairing.
- 8.20 As a part of this licensing process, there is no right for a Licence Applicant to be heard in person or to make oral submissions to either the First Instance Body or Appeals and Entry Control Body. If a decision-making body requests that a Licence Applicant make oral submissions, the Licence Applicant may retain external legal advisors to make such submissions on its behalf.

Court of Arbitration for Sport

- 8.21 The Court of Arbitration for Sport shall be the final appellate authority as it relates to licence decisions and licence withdrawals.
- 8.22 A decision of the Appeal and Entry Control Body may be submitted by the Licence Applicant / Licensee and / or the Licensor by way of appeal exclusively to the Court of Arbitration for Sport in accordance with the Code of Sports-related Arbitration for the final resolution of a dispute regarding a licensing decision and / or licence withdrawals.
- 8.23 Any appeal must be filed by the Licence Applicant / Licensee and / or the Licensor with the Court of Arbitration for Sport within 21 days of receiving notice of the decision of the Appeals and Entry Control Body. In this respect, particular attention must be paid to the relevant deadlines for entering AFC Club Competitions.

9. Criteria

-
- 9.1 The Criteria described in these Regulations are graded into categories A, B and C as follows:
- (a) A – Club Licensing Criteria Gradation
- These are mandatory Criteria to be fulfilled by the Licence Applicant. If the Licence Applicant does not fulfil any of the A – Club Licensing Criteria, then it shall not be granted with a Licence for the relevant FA Club Competition or AFC Club Competition.
- (b) B – Club Licensing Criteria Gradation
- If the Licence Applicant does not fulfil any of the B – Club Licensing Criteria, then it shall be sanctioned as specified by FA for non-fulfilment of these Criteria,

however, the Licence Applicant may still receive a Licence for the relevant FA Club Competition or AFC Club Competition.

(c) C – Club Licensing Criteria Gradation

These Club Licensing Criteria are best practice recommendations.

9.2 FA may introduce additional Criteria not included in the AFC Club Licensing Regulations. For this purpose, any increase to the minimum requirements, upgrade of the Criteria gradation or introduction of additional minimum Club Licensing Criteria will not be inconsistent with the AFC Club Licensing Regulations.

9.3 The Criteria are designed as minimum standards and so Clubs are encouraged to implement and report on their own higher quality standards, where applicable.

10. Exceptions

With respect to AFC Club Competitions, in accordance with the AFC Club Licensing Regulations, FA may seek an exemption from the application of these Regulations from the AFC General Secretariat.

11. Extraordinary Application of the Regulations for an AFC Club Competition

11.1 If a Club qualifies for an AFC Club Competition on sporting merit but has not undergone any licensing process at all or has undergone a licensing process which is lesser / not equivalent to the Licence required for the competition it became eligible for, FA may, on behalf of such a Club, request an extraordinary application of the Club Licensing system in accordance with Annex 4 of the AFC Club Licensing Regulations.

11.2 Based on such an extraordinary application, AFC may grant special permission to the Club to enter the corresponding AFC Club Competition subject to the relevant AFC Club Competition Regulations. Such an extraordinary application applies only to the specific Club and for the season in question.

12. Compliance Audits

12.1 FA may conduct compliance audits of a Licence Applicant / Licensee at any time.

12.2 AFC and / or its nominated bodies / agencies reserve the right to, at any time, conduct compliance audits of FA and Licence Applicant / Licensee in respect of access to an AFC Club Competition.

12.3 Compliance audits aim to ensure that the Licensor, as well as the Licence Applicant / Licensee, have fulfilled their obligations as defined in these Regulations and that the Licence was correctly awarded at the time of the final decision of the Licensor.

- 12.4 In the event of any discrepancy in the interpretation between AFC Club Licensing Regulations and these Regulations, the AFC Club Licensing Regulations shall be authoritative in respect of access to an AFC Club Competition.

13. Disciplinary Procedures and Sanctions

- 13.1 The terms of these Regulations must be strictly complied with, and their spirit and intent honoured, in order to meet the stated objectives. If a Licence Applicant or Licensee commits a Club Licensing Breach, the Disciplinary and Ethics Committee may impose Club Licensing Sanctions in accordance with these Regulations.
- 13.2 The Disciplinary and Ethics Committee has jurisdiction to determine matters referable to it pursuant to these Regulations. Where a matter is referred to the Disciplinary and Ethics Committee pursuant to clause 13.4, such matters must be heard and determined, including the imposition of sanction, in accordance with these Regulations and the FA Statutes.
- 13.3 The Disciplinary and Ethics Committee may enforce the terms of these Regulations and invoke the Club Licensing Sanctions only if the Licence Applicant or Licensee alleged to have engaged in the Club Licensing Breach has been given:
- (a) reasonable and sufficient notice of each and every particular of the alleged Club Licensing Breaches;
 - (b) notice of possible Club Licensing Sanctions; and
 - (c) the opportunity to be heard and to make submissions in relation to that alleged Club Licensing Breach.

Disciplinary Procedures

- 13.4 In accordance with clause 8.8(a), the First Instance Body may only refer cases to the Disciplinary and Ethics Committee where the First Instance Body has determined that the Licence Applicant or Licensee has committed one (1) or more Club Licensing Breaches.
- 13.5 The referral to the Disciplinary and Ethics Committee from the First Instance Body in accordance with clauses 8.8(a) and 13.4 is on the sole question of the Club Licensing Sanction to be imposed (above the Minimum Sanction, which must always be applied, where applicable).
- 13.6 On receipt of the FIB Notice of one (1) or more Club Licensing Breaches, the Administrator must within five (5) business days or as soon as practicable thereafter:
- (a) convene the Disciplinary and Ethics Committee in accordance with these Regulations, the FA Statutes, and the timelines specified in the Core Process or as soon as practicable, noting always the specified deadlines associated with notification and eligibility for AFC Club Competitions;

- (b) issue a Club Licensing Disciplinary Notice to the Licence Applicant or Licensee (as applicable).

13.7 The Club Licensing Disciplinary Notice must at least:

- (a) comply with clause 13.3 above, in particular, the particulars of each and every Club Licensing Breach, and provide notice of the possible sanctions; and
- (b) where possible, specify the details of the Disciplinary and Ethics Committee meeting convened in accordance with clause 13.6.

13.8 Unless otherwise notified by the Administrator pursuant to clause 13.6(b), once convened, the Administrator must immediately notify the Licence Applicant or Licensee named on the FIB Notice of the details of the Disciplinary and Ethics Committee meeting convened in accordance with clause 13.6(a).

Disciplinary and Ethics Committee Hearing Procedures

13.9 In addition to the specific procedural rules outlined in these Regulations, the Chair Disciplinary and Ethics Committee is granted a broad power to issue directions governing the handling of any matter before the Disciplinary and Ethics Committee he / she is chairing.

13.10 The Disciplinary and Ethics Committee convened in accordance with clause 13.6 will meet and determine each matter on the evidence, materials and submissions lodged or made by the Licence Applicant or Licensee (as applicable) in accordance with these Regulations.

13.11 The Administrator is responsible for the collation of the evidence, materials and submissions referred to in clause 13.10 and the provision of this to the Disciplinary and Ethics Committee.

13.12 As a part of this licensing process, there is no right for a Licence Applicant or Licensee (as applicable) to be heard in person or to make oral submissions to the Disciplinary and Ethics Committee in respect of the sanction imposed by the Disciplinary and Ethics Committee.

13.13 If the Disciplinary and Ethics Committee requests that a Licence Applicant or Licensee (as applicable) make oral submissions, the Licence Applicant or Licensee (as applicable) may retain external legal advisors to make such submissions on its behalf.

13.14 Determinations of the decision-making bodies will be provided in writing to the Licence Applicant.

Sanctions

13.15 The scope and implementation of Club Licensing Sanctions is as specified in the FA Constitution and as further supplemented in this clause 13.

13.16 The Disciplinary and Ethics Committee:

- (a) may, subject to the FA Constitution and these Regulations, in particular clause 13.17, impose the types of Club Licensing Sanctions specified in the FA Constitution;
- (b) must determine the type, form and scope of the Club Licensing Sanction in accordance with these Regulations;
- (c) must determine what Club Licensing Sanction it considers should apply in accordance with these Regulations.

13.17 In determining the Club Licensing Sanction the Disciplinary and Ethics Committee:

- (a) must apply the Minimum Sanction set out in the Table of Minimum Sanctions as outlined in Annexure 5;
- (b) may consider:
 - (i) the nature and seriousness of the Club Licensing Breach or Club Licensing Breaches;
 - (ii) if the Club Licensing Breach relates to repeated Club Licensing Breaches, including the type, nature, severity, and consequences of such Club Licensing Breach, within the same Licensing Cycle and / or the two (2) Licensing Cycles prior to the current Licensing Cycle of:
 - (A) the same type;
 - (B) a different type;
 - (C) the same category of Criteria; or
 - (D) the Core Process;
 - (iii) in the case of repeated or consistent Club Licensing Breaches, if cumulative sanctions are appropriate;
 - (iv) if there have been any relevant prior warnings, education or disciplinary action;
 - (v) the need to deter such conduct;
 - (vi) the sanction which is required to give effect to the objects of these Regulations as set out in clause 2.5;
 - (vii) any other mitigating or aggravating circumstances or any other matter that the Disciplinary and Ethics Committee reasonably considers relevant to the sanction.

- 13.18 The Disciplinary and Ethics Committee may apply Club Licensing Sanctions in addition to the Minimum Sanction.
- 13.19 Where more than one (1) Club Licensing Breaches has been committed as a result of the same conduct by the Licence Applicant or Licensee (as applicable), the Club Licensing Sanction must be based on the most serious infringement, and may be increased depending on the specific circumstances.

Appeals

- 13.20 If a Licence Applicant or Licensee (as applicable) wishes to appeal a Club Licensing Sanction imposed by Disciplinary and Ethics Committee under these Regulations, that Licence Applicant or Licensee (as applicable) may appeal in accordance with the Grievance Procedure By-Law provided that it does so within seven (7) business days of notice of the sanction or determination.
- 13.21 For the avoidance of doubt, nothing in these Regulations precludes FA from enforcing the FA Statutes, including taking any disciplinary action, in respect of any matters, actions or conduct, including a failure or attempt to act or engage in any conduct, regarding or related to these Regulations.

General

- 13.22 FA may appoint an Administrator to support and provide administrative assistance to the Disciplinary and Ethics Committee.
- 13.23 The Administrator may perform the administrative function to support the Disciplinary and Ethics Committee, which in relation to a matter before the Disciplinary and Ethics Committee may include:
- (a) collating submissions, documents and evidence received by the parties or relevant to the matter/s before the Disciplinary and Ethics Committee;
 - (b) providing copies of all materials related to the parties;
 - (c) convening the Disciplinary and Ethics Committee in accordance with clause 13.6;
 - (d) being the central point of contact for the parties and the Disciplinary and Ethics Committee; and
 - (e) performing all tasks necessary to ensure the smooth and efficient operation of the Disciplinary and Ethics Committee.
- 13.24 All notifications and communications that the Disciplinary and Ethics Committee intend for the parties (and vice versa) must be made through the Administrator.
- 13.25 The Administrator may arrange the meeting of the Disciplinary and Ethics Committee (and where necessary, oral hearings) to be conducted via in-person meeting, telephone conference, video conference or any other method.

13.26 The Administrator may issue orders to the Licence Applicant or Licensee (as applicable) of an administrative nature.

14. General

Legal Basis

14.1 The Regulations derive their legal basis from Article 31 of the FA Constitution.

Regulations and Inconsistency

14.2 In respect of access to an AFC Club Competition, in the event of an inconsistency between these Regulations and the AFC Club Licensing Regulations, the AFC Club Licensing Regulations will prevail and govern to the extent of that inconsistency.

Language of Correspondence

14.3 All correspondence between the AFC, FA and / or the Licence Applicant or Licensee (as applicable) must be in English.

Annexes

14.4 All annexures to the present Regulations form an integral part of these Regulations.

Implementing Provisions

14.5 FA will take the decisions and adopt, in the form of directives, the detailed provisions necessary for implementing these Regulations. FA reserves the right to make amendments to any part of these Regulations as necessary. Any amendments will be duly communicated in due course.

Matters Not Provided For

14.6 Matters not provided for in these Regulations shall be decided by FA. Such decisions are final, binding and not appealable.

Ratification

14.7 These Regulations have been approved by the FA Board of Directors and were adopted by FA on 3 May 2022 and came into force immediately and operate until they are amended or replaced.

Annexure 1: A-League Men Core Process Timeline 2022

DATE	ACTION
Wednesday, 4 May 2022	FA Licensing Manager to distribute Invitation Letter and Licensing packs to Licence Applicants.
Wednesday, 8 June 2022	Final date for Clubs to submit Criteria: L.01, L.02M, L.03, L.04, L.05M, L.06
Wednesday, 22 June 2022	Final date for Clubs to submit Criteria: I.01M, I.02M, I.03M, I.04M, I.05M, I.06M
Wednesday, 6 July 2022	Final date for Clubs to submit Criteria: P.01, P.02M, P.03, P.04, P.05, P.06M, P.07M, P.08M, P.09M, P.10, P.12M, P.14M, P.15, P.16, P.17M, P.18M, P.19
Wednesday, 20 July 2022	Final date for Clubs to submit Criteria: S.03M, S.04, S.05M, S.06, S.07, S.08, S.09, S.10, S.12, S.13
Friday, 29 July 2022	Final date for Clubs to submit Criteria: F.01M, F.03, F.04, F.06, F.07M, F.08 L.07
Friday, 5 August 2022	Final date for Clubs to submit Criteria: S.01M, S.02M, S.11 P.11M, P.13M
Monday, 8 August 2022	Final date for Clubs to submit Criteria: F.05
Thursday, 11 August 2022	FIB to make decision on awarding of Licences to Licence Applicants for A-League Men Licence . FA Licensing Manager to advise Clubs of FIB's decision.
Monday, 15 August 2022	Deadline for Licence Applicants to file a request for appeal from the determination of the FIB.
Monday, 22 August 2022	AECB to issue final determination on any appeals made from the decisions of the FIB for A-League Men Licence .
Within two (2) weeks of the AECB meeting, or as otherwise determined by FA in its sole and absolute discretion.	Disciplinary and Ethics Committee to determine and issue Club Licensing Sanctions resulting from Club Licensing Breaches.
No Set Deadline - Throughout Licensing Season As Required	F.08, L.08, L.09 (updates as necessary)

Annexure 2: A-League Men Criteria 2022

NOTE: For this Annexure 2, the AFC Criteria Grade and Criteria language are included for reference purposes only, as the 2022 Licensing Cycle will only license Clubs to remain eligible to participate in the A-League Men. The 2022 Licensing Cycle will not license Clubs to enter in an AFC Club Competition.

SPORTING CRITERIA – MEN

NO.	A-LEAGUE CRITERIA GRADE	AFC CRITERIA GRADE	DESCRIPTION
S.01M	A	A	YOUTH DEVELOPMENT PROGRAMME (YDP)
<p>(1) The Licence Applicant must have a written Youth Development Programme (YDP) approved by the Licensor. The Licensor must evaluate the quality of the youth development programme before approving it and verify the implementation by periodic visits to the training and games.</p> <p>(2) The programme must cover at least the following areas:</p> <ul style="list-style-type: none"> (a) Objectives, youth playing philosophy and youth development philosophy; (b) Organisation of youth sector (organisational chart, bodies involved, relation to Licence Applicant, youth teams, etc.); (c) Personnel (technical, medical, administrative, etc.) and minimum qualifications required; (d) Infrastructure available for youth sector (training and match facilities, etc.); (e) Financial resources (available Budget, contribution by Licence Applicant, players or local community, etc.); (f) Football education programme for the different age groups (psychological, technical, tactical and physical); (g) Education programmes (Laws of the Game, anti-doping, integrity, anti-racism); (h) Medical support for youth players (including medical checks); (i) Individual performance evaluation of players in the programme; (j) Review and feedback process to evaluate the results and the achievements of the set objectives; and (k) Validity of the programme (at least three years but maximum seven). <p>(3) The Licence Applicant must further ensure that:</p> <ul style="list-style-type: none"> (a) every youth player involved in its youth development programme has the possibility to follow mandatory school education in accordance with national law; and (b) no youth player involved in its youth development programme is prevented from continuing their non-football education. 			

NO.	A-LEAGUE CRITERIA GRADE	AFC CRITERIA GRADE	DESCRIPTION
S.02M	A	A	MEN'S YOUTH TEAMS
<p>A-LEAGUE CRITERIA:</p> <p>The Licence Applicant must at least 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:</p> <ul style="list-style-type: none"> (a) At least three (3) youth teams of different age groups within the age range of 15 to 21; (b) At least one (1) youth team within the age range of 10 to 14; and (c) Each youth team must take part in official competitions or programmes played at national, regional or local level and recognised by Football Australia. <p>For the 2022 Licensing Cycle only, the youth teams of the Licence Applicant may be in formal partnership with another Club or a Member Federation.</p> <p>AFC CRITERIA:</p> <p>The Licence Applicant must at least 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:</p> <ul style="list-style-type: none"> (a) At least two youth teams of different age groups within the age range of 15 to 21; (b) At least one youth team within the age range of 10 to 14; (c) At least one under 10 team; and (d) Each youth team, except the under 10s, must take part in official competitions or programmes played at national, regional or local level and recognised by the AFC Member Association. 			

NO.	A-LEAGUE CRITERIA GRADE	AFC CRITERIA GRADE	DESCRIPTION
S.03M	A	A	MEDICAL CARE OF MEN'S PLAYERS
<p>The Licence Applicant shall provide all players registered in the Club with full access to medical support services. These shall include, but are not limited to the following:</p> <ul style="list-style-type: none"> (a) yearly medical examination, including cardiovascular screening for all its players in its first team; (b) yearly medical examination for all players above the age of 12; and (c) comprehensive medical insurance coverage for contracted players. 			

NO.	A-LEAGUE CRITERIA GRADE	AFC CRITERIA GRADE	DESCRIPTION
S.04	A	A	EDUCATIONAL PROGRAMMES
<p>(1) The Licence Applicant must ensure that players and all technical coaching staff of at least the first team have attended a session or an event related to:</p> <ul style="list-style-type: none"> (a) sports integrity matters; (b) FIFA Laws of the Game; (c) doping control; and (d) other topics as required by the AFC. <p>(2) These sessions or events must be provided either by the Licence Applicant, Football Australia or a third party in collaboration with the Licence Applicant / Football Australia, during the year prior to the Season to be Licensed.</p>			

NO.	A-LEAGUE CRITERIA GRADE	AFC CRITERIA GRADE	DESCRIPTION
S.05M	A	B	REGISTRATION OF MEN'S PLAYERS
<p>All the Licence Applicant's players, including youth players above the age of 10, must be registered with Football Australia and/or its affiliated league in accordance with the relevant provisions of the FIFA Regulations on the Status and Transfer of Players.</p>			

NO.	A-LEAGUE CRITERIA GRADE	AFC CRITERIA GRADE	DESCRIPTION
S.06	B	B	RACIAL EQUALITY PRACTICE
<p>(1) The Licence Applicant must establish a policy to tackle racism in football.</p> <p>(2) All players and staff of the Licence Applicant shall acknowledge the policy by signing the policy document.</p>			

NO.	A-LEAGUE CRITERIA GRADE	AFC CRITERIA GRADE	DESCRIPTION
S.07	B	B	GRASSROOTS PROGRAMMES
<p>(1) Children, youths, amateurs, veterans, those with learning or physical disabilities and the socially disadvantaged shall be included in the grassroots programmes.</p> <p>(2) The main objectives of the Licence Applicant's grassroots football programme shall be to encourage mass participation, stimulating greater interest in the game, providing more opportunities for social inclusion, supporting healthy lifestyles and the development of young people, both the sporting and educational aspects.</p>			

NO.	A-LEAGUE CRITERIA GRADE	AFC CRITERIA GRADE	DESCRIPTION
S.08	B	C	CHILD PROTECTION AND WELFARE
<p>(1) The Licence Applicant must establish and apply measures, in line with any relevant AFC policies and guidelines, to protect and safeguard children from potential abuses and to promote their wellbeing within football when participating in activities organised by the Licence Applicant.</p> <p>(2) The Licence Applicant should work with locally based child protection expertise and have a child safeguarding officer within its administration to develop and implement such measures, including having a child safeguarding policy.</p>			

NO.	A-LEAGUE CRITERIA GRADE	AFC CRITERIA GRADE	DESCRIPTION
S.09	C	C	WOMEN'S TEAM
<p>(1) The Licence Applicant must have at least one women's team within its legal entity or another legal entity included in the reporting perimeter.</p> <p>(2) The women's team must take part in official competitions played at national, regional or local level and recognised by Football Australia.</p>			

NO.	A-LEAGUE CRITERIA GRADE	AFC CRITERIA GRADE	DESCRIPTION
S.10	C	C	CORPORATE SOCIAL RESPONSIBILITY (CSR) PROGRAMMES
<p>(1) The Licence Applicant to establish strategies and implementation programmes to promote the Club, the game and to address current issues in football and society.</p> <p>(2) Support should be provided for initiatives and campaigns to implement strategies and programs as promulgated by either the Licence Applicant, Football Australia, AFC and FIFA.</p> <p>(3) Such programmes connect and create links with the community which will facilitate the following:</p> <ul style="list-style-type: none"> (a) establishment and enlargement of their fan base; (b) creation of a pool of volunteers; (c) organisation of grassroots football activities, initiatives and events for and within the community; (d) creation of strong links with the community; and (e) creation of a market base for branding, merchandising, sponsors and commercial partners. 			

NO.	A-LEAGUE CRITERIA GRADE	AFC CRITERIA GRADE	DESCRIPTION
S.11	B	C	CLUB YOUTH ACADEMY
<p>A-LEAGUE CRITERIA:</p> <p>The Licence Applicant must submit a completed Youth Academy form, with all questions answered, based on FA's National Club Academy Scheme.</p> <p>AFC CRITERIA:</p> <p>The Licence Applicant must establish a Club Youth Academy with the required infrastructure and facilities as prescribed in the AFC Elite Youth Scheme.</p>			

NO.	A-LEAGUE CRITERIA GRADE	AFC CRITERIA GRADE	DESCRIPTION
S.12	C	N/A	DIVERSITY AND INCLUSION POLICY
<p>(1) The Licence Applicant must establish a policy that addresses diversity and inclusion within its Club.</p> <p>(2) All players and staff of the Licence Applicant must be aware of and have access to the policy.</p>			

NO.	A-LEAGUE CRITERIA GRADE	AFC CRITERIA GRADE	DESCRIPTION
S.13	C	N/A	MARKETING PLAN / STRATEGY
<p>The Licence Applicant must establish a comprehensive Marketing Plan / Strategy.</p>			

INFRASTRUCTURE CRITERIA – MEN

NO.	A-LEAGUE CRITERIA GRADE	AFC CRITERIA GRADE	DESCRIPTION
I.01M	A	A	APPROVED STADIUM(S)
<p>A-LEAGUE CRITERIA:</p> <ol style="list-style-type: none"> (1) The Licence Applicant must have a Stadium (or Stadiums) available to play A-League Men’s matches. The Licence Applicant either: <ol style="list-style-type: none"> (a) owns the Stadium(s); or (b) can provide a written contract with the owner of the Stadium(s) it will use. This contract must guarantee the use of the Stadium(s) for the A-League matches for the coming season. (2) The Stadium(s) must meet the requirements expressly referred to by the A-League Men Competition Regulations, including but not limited to the A-Leagues CPP – Events and Venue Operations. (3) The Stadium(s) must be located in the same city where the Licence Applicant is based. If the Stadium is not located in the Licence Applicant’s same city, a justifiable reason should be provided. For the purposes of this I.01M, the “same city” is defined as the greater metropolitan area in which the Licence Applicant is regularly domiciled. <p>AFC CRITERIA:</p> <ol style="list-style-type: none"> (1) The Licence Applicant must have a Stadium available to play AFC Club Competitions. The Licence Applicant either: <ol style="list-style-type: none"> (a) owns the Stadium; or (b) can provide a written contract with the owner of the Stadium it will use. This contract must guarantee the use of the Stadium for the AFC matches for the coming season, for which the Licence Applicant qualifies in sporting terms. (2) The Stadium must meet the requirements expressly referred to by the: <ol style="list-style-type: none"> (a) AFC Stadium Regulations; and (b) Respective AFC Club Competition regulations/AFC Competition Operations Manual. (3) The Stadium must be approved by the Licensor and located in the same city where the Licence Applicant is based. If the Stadium is not located in the Licence Applicant’s base city, a justifiable reason should be provided. 			

NO.	A-LEAGUE CRITERIA GRADE	AFC CRITERIA GRADE	DESCRIPTION
I.02M	A	A	STADIUM(S) – SAFETY CERTIFICATION
<p>A-LEAGUE CRITERIA:</p> <p>(1) The Stadium(s) must be certified for safety. The certification is defined according to national/local law and must include provisions related to safety. If such law does not exist, the Licensor (Football Australia) shall establish the content of the Stadium certificate and the procedure in close cooperation with the appropriate body/bodies (e.g. local security authorities, the local hospital, fire brigade, police, etc.)</p> <p>(2) The certificate and accompanying documentation must comply with the requirements in the AFC Safety and Security Regulations and must provide at least the following information:</p> <ul style="list-style-type: none"> (a) safety status of the Stadium structure and building fitness; (b) compliance statement regarding the safety/security regulations of the competent civil authority; (c) approval of the entire Stadium capacity (individual seats, terraces and total number); (d) approved evacuation plan which ensures that the whole Stadium can be emptied in a case of emergency according to the applicable national law; (e) a colour-coded floor plan diagram showing the possible evacuation routes should be prominently displayed in the Stadium; and (f) an approved match security plan covering the organisational measures intended to ensure safety and security strategy covering all aspects of the organisation of a football match, such as ticket distribution system, screening of spectators, segregation strategy, crowd dispersal strategy, medical service, measures taken in case of fire, loss of power supply, or other emergency. <p>AFC CRITERIA - ADDITIONAL REQUIREMENT:</p> <p>(3) The certificate issued by the appropriate body must be valid for a maximum of two (2) years and shall be valid throughout the Licensing Season.</p>			

NO.	A-LEAGUE CRITERIA GRADE	AFC CRITERIA GRADE	DESCRIPTION
I.03M	A	A	STADIUM(S) – APPROVED EVACUATION PLAN
<p>(1) The Stadium(s) must have an approved Evacuation Plan. The appropriate body (e.g. safety and security authority, competent civil authority or other qualified and approved firms, etc.) shall approve the evacuation plan, which ensures that the whole Stadium can be emptied in a case of emergency according to the applicable national and/or state law.</p> <p>(2) If such law does not exist, the Licensor (Football Australia) establishes the content of the evacuation plan, including an evacuation time and the approval body, in close cooperation with the appropriate civil body (e.g. local security authorities, the local hospital, fire brigade, police, etc.)</p> <p>(3) A colour-coded floor plan diagram showing the possible evacuation routes shall be developed and prominently displayed in the Stadium(s).</p> <p>(4) A Risk Analysis specific to the Stadium(s) shall be conducted.</p> <p>(5) The Security Officer, stewards and Club and Stadium employees shall be briefed on the evacuation plan.</p>			

NO.	A-LEAGUE CRITERIA GRADE	AFC CRITERIA GRADE	DESCRIPTION
I.04M	A	A	TRAINING FACILITIES – AVAILABILITY
<p>(1) The Licence Applicant must have Training Facilities available throughout the year. The Licence Applicant either:</p> <p>(a) owns the Training Facilities; or</p> <p>(b) can provide a written contract with the owner of the Training Facilities.</p> <p>(2) It must be guaranteed that the Training Facilities can be used by all teams of the Licence Applicant during the Licensing Season, taking into account its youth development programme.</p>			

NO.	A-LEAGUE CRITERIA GRADE	AFC CRITERIA GRADE	DESCRIPTION
I.05M	B	B	TRAINING FACILITIES FOR PLAYER DEVELOPMENT – MINIMUM INFRASTRUCTURE
<p>As a minimum, the infrastructure of the Training Facilities for Player Development must include:</p> <ul style="list-style-type: none"> (a) outdoor Training Facilities; (b) indoor Training Facilities; (c) dressing rooms; and (d) medical room(s) or direct access to first aid at the training site. 			

NO.	A-LEAGUE CRITERIA GRADE	AFC CRITERIA GRADE	DESCRIPTION
I.06M	B	B	STADIUM(S) – GROUND RULES
<p>The Stadium(s) must have the ground rules affixed to it and visible to the spectators. These rules must provide information on at least the following:</p> <ul style="list-style-type: none"> (a) admission rights; (b) abandonment or postponement of events; (c) description of prohibitions and penalties, such as entering the field of play, throwing objects, use of foul or abusive language, racist behaviour, etc.; (d) restrictions with regard to smoking, alcohol, fireworks, banners, etc.; (e) seating rules; and (f) causes for ejection from the ground. 			

PERSONNEL AND ADMINISTRATIVE CRITERIA - MEN

NO.	A-LEAGUE CRITERIA GRADE	AFC CRITERIA GRADE	DESCRIPTION
P.01	A	A	CLUB SECRETARIAT
<p>A-LEAGUE CRITERIA:</p> <ol style="list-style-type: none"> (1) The Licence Applicant must have an office space sufficiently spacious to run its administration with the required infrastructure. (2) The Licence Applicant must have appointed adequate number of skilled secretarial staff according to its needs to run its daily business. (3) It must ensure that its office is open to communicate with Football Australia and the public and that it is equipped, as a minimum, with phone, email facilities and a website. <p>AFC CRITERIA – ADDITIONAL REQUIREMENT:</p> <ol style="list-style-type: none"> (4) The Licence Applicant’s office must be equipped with a fax. 			

NO.	A-LEAGUE CRITERIA GRADE	AFC CRITERIA GRADE	DESCRIPTION
P.02M	A	A	GENERAL MANAGER
<ol style="list-style-type: none"> (1) The Licence Applicant must have appointed a General Manager being responsible for running its daily business (operational matters). (2) The appointment must have been done by the appropriate body (e.g. Executive Board) of the Licence Applicant. 			

NO.	A-LEAGUE CRITERIA GRADE	AFC CRITERIA GRADE	DESCRIPTION
P.03	A	A	FINANCE OFFICER
<ol style="list-style-type: none"> (1) The Licence Applicant must have appointed a qualified Finance Officer being responsible for its financial matters. (2) The Finance Officer must hold, as a minimum, one of the following qualifications: <ol style="list-style-type: none"> (a) a degree in accountancy, finance or related field; or (b) a “recognition of competence” issued by an organisation recognised by Football Australia. 			

NO.	A-LEAGUE CRITERIA GRADE	AFC CRITERIA GRADE	DESCRIPTION
P.04	A	A	SECURITY OFFICER
<p>(1) The Licence Applicant must have appointed a qualified Security Officer being responsible for safety and security matters.</p> <p>(2) The Security Officer must hold, as a minimum, one of the following qualifications:</p> <ul style="list-style-type: none"> (a) a certificate as a policeman or security person according to national law; or (b) a safety and security diploma based on a specific course issued by Football Australia or by a state-recognised organisation; or (c) a “recognition of competence” approved by Football Australia, which is based on the participation in specific safety and security course of FA and at least one (1) year experience in such matters. 			

NO.	A-LEAGUE CRITERIA GRADE	AFC CRITERIA GRADE	DESCRIPTION
P.05	A	A	MEDIA OFFICER
<p>(1) The Licence Applicant must have appointed a qualified Media Officer being responsible for media matters.</p> <p>(2) The Media Officer must hold, as a minimum, one of the following qualifications:</p> <ul style="list-style-type: none"> (a) a diploma in journalism; (b) concluded a media officer education course provided by Football Australia or an organisation recognised by Football Australia; or (c) a “recognition of competence” approved by Football Australia, which requires at least one (1) year experience in such matters. 			

NO.	A-LEAGUE CRITERIA GRADE	AFC CRITERIA GRADE	DESCRIPTION
P.06M	A	A	MEDICAL DOCTOR – MEN’S TEAM
<p>(1) The Licence Applicant must have appointed at least one doctor who is responsible for medical support during matches and training as well as for doping prevention.</p> <p>(2) The qualification of the Medical Doctor must be recognised by the appropriate national health authorities.</p> <p>(3) The Medical Doctor must be duly registered with Football Australia.</p>			

NO.	A-LEAGUE CRITERIA GRADE	AFC CRITERIA GRADE	DESCRIPTION
P.07M	A	A	PHYSIOTHERAPIST – MEN’S TEAM
<p>(1) The Licence Applicant must have appointed at least one physiotherapist who is responsible for medical treatment and massages for the first team during trainings and matches.</p> <p>(2) The qualification of the Physiotherapist must be recognised by the appropriate national health authorities.</p> <p>(3) The Physiotherapist must be duly registered with Football Australia.</p>			

NO.	A-LEAGUE CRITERIA GRADE	AFC CRITERIA GRADE	DESCRIPTION
P.08M	A	A	HEAD COACH OF MEN’S FIRST TEAM
<p>(1) The Licence Applicant must appoint a Head Coach with a valid coaching diploma/licence responsible for all football matters of the first team.</p> <p>(2) The Head Coach must:</p> <ol style="list-style-type: none"> (a) hold at least the Minimum Coach Education Requirement (MCER) as stipulated by the AFC Competition Operations Manual or the A-League Competition Regulations: <ol style="list-style-type: none"> (i) for AFC, the current MCER is benchmarked at the AFC “Pro” Coaching Certificate or its equivalence recognised and approved by AFC; (ii) for the A-League Men, the current requirement is benchmarked at the AFC or UEFA “Pro” Diploma licence; or (b) hold a Recognition of Experience and Current Competence (RECC) issued by AFC in compliance with the RECC regulations for cases where the Head Coach of the first team does not have the required certification as defined under (a) above; or (c) already have started the required education course, recognised by AFC, to achieve the required diploma as defined under (a) above. <p>(3) The Head Coach must be duly registered with Football Australia and undertaken by the appropriate body of the Licence Applicant.</p>			

NO.	A-LEAGUE CRITERIA GRADE	AFC CRITERIA GRADE	DESCRIPTION
P.09M	A	A	ASSISTANT COACH OF MEN'S FIRST TEAM
<p>(1) The Licence Applicant must appoint an Assistant Coach with a valid coaching diploma/licence responsible for assisting the Head Coach in all football technical matters of the first team.</p> <p>(2) The Assistant Coach must:</p> <p>(a) hold at least the Minimum Coach Education Requirement (MCER) as stipulated by the AFC Competition Operations Manual or the A-League Competition Regulations:</p> <p>(i) for AFC, the current MCER is benchmarked at the AFC "A" Coaching Certificate or its equivalence recognised and approved by AFC;</p> <p>(ii) for the A-League Men, the current requirement is benchmarked at the AFC or UEFA "A" Diploma licence; or</p> <p>(b) hold a Recognition of Experience and Current Competence (RECC) issued by AFC in compliance with the RECC regulations for cases where the Head Coach of the first team does not have the required certification as defined under (a) above; or</p> <p>(c) already have started the required education course, recognised by AFC, to achieve the required diploma as defined under (a) above.</p> <p>(3) The Assistant Coach must be duly registered with Football Australia and undertaken by the appropriate body of the Licence Applicant.</p>			

NO.	A-LEAGUE CRITERIA GRADE	AFC CRITERIA GRADE	DESCRIPTION
P.10	C	A	HEAD OF YOUTH DEVELOPMENT
<p>(1) The Licence Applicant must appoint a Head of Youth Development (HYD) with a valid coaching diploma/licence responsible for managing and implementing all aspects of youth development matters including the Youth Development Programme (YDP).</p> <p>(2) The Head of the Youth Development must:</p> <p>(a) hold at least the AFC "A" diploma/licence or its equivalence recognised and approved by AFC; or</p> <p>(b) already have started the required education course, recognised by AFC, to achieve the required diploma as defined under (a) above;</p> <p>(c) have specific youth coaching experience and/or supplementary certification/qualification related to coaching and managing young players; and</p> <p>(d) have strong management and administration skills to ensure the efficient implementation of the program, activities, roles and duties in collaboration with other relevant personnel.</p>			

NO.	A-LEAGUE CRITERIA GRADE	AFC CRITERIA GRADE	DESCRIPTION
P.11M	A	A	MEN'S YOUTH COACHES
<p>(1) For each mandatory youth team, the Licence Applicant must have appointed at least one qualified coach who is responsible for all football matters related to that team.</p> <p>(2) At least two (2) Youth Coaches must:</p> <ul style="list-style-type: none"> (a) hold at least the AFC "B" coaching diplomas/licences or its equivalence recognised and approved by AFC; (b) have specific youth coaching experience and/or supplementary certification/qualification related to coaching and managing young players; and (c) have strong management and administration skills to ensure the efficient implementation of the program, activities, roles and duties in collaboration with other relevant personnel. <p>(3) The other Youth Coaches must hold the minimum qualification as defined by Football Australia, which shall not be below the Football Australia "C" coaching diploma/licence or its equivalence recognised and approved by AFC.</p> <p>(4) The Youth Coaches must be duly registered with Football Australia and undertaken by the appropriate body of the Licence Applicant.</p>			

NO.	A-LEAGUE CRITERIA GRADE	AFC CRITERIA GRADE	DESCRIPTION
P.12M	A	A	SAFETY AND SECURITY ORGANISATION - STEWARDING
<p>The Licence Applicant must have engaged qualified stewards to ensure safety and security at home matches. For this purpose, it must:</p> <ul style="list-style-type: none"> (a) employ the stewards; or (b) conclude a written contract with the Stadium owner providing the stewards, or an external security company providing stewards. 			

NO.	A-LEAGUE CRITERIA GRADE	AFC CRITERIA GRADE	DESCRIPTION
P.13M	A	A	RIGHTS, RESPONSIBILITIES AND DUTIES
<p>The rights, responsibilities and duties of the Licence Applicant's personnel mentioned in these Regulations must be defined in writing.</p>			

NO.	A-LEAGUE CRITERIA GRADE	AFC CRITERIA GRADE	DESCRIPTION
P.14M	A	A	DUTY OF REPLACEMENT DURING THE LICENSING SEASON
<p>(1) If a function defined in these Regulations becomes vacant during the Licensing Season, the Licensee must ensure that, within a period of a maximum of sixty (60) days, the function is taken over by someone who holds the required qualification.</p> <p>(2) In the event that a function becomes vacant due to illness or accident, Football Australia may grant an extension to the sixty (60) day period only if reasonably satisfied that the person concerned is still medically unfit to resume duties.</p> <p>(3) The occurrence of a vacancy and replacement must be notified to Football Australia within seven (7) working days of the respective event.</p>			

NO.	A-LEAGUE CRITERIA GRADE	AFC CRITERIA GRADE	DESCRIPTION
P.15	C	B	LEGAL ADVISOR
<p>(1) The Licence Applicant must appoint a qualified Legal Advisor who is responsible to handle all legal matters in the Licence Applicant's activities.</p> <p>(2) The Legal Advisor shall have the necessary legal qualifications.</p>			

NO.	A-LEAGUE CRITERIA GRADE	AFC CRITERIA GRADE	DESCRIPTION
P.16	C	B	CLUB TECHNICAL DIRECTOR
<p>(1) The Licence Applicant must employ a Club Technical Director.</p> <p>(2) The Technical Director should have at least an AFC "A" coaching diploma/licence and supplementary qualities like an extensive playing and work experience at the professional club level or have been a long-serving dedicated member of the Club as a player, coach, manager or advisor.</p> <p>(3) The Technical Director must have strong management skills, be visionary and lead the technical development of the Club.</p> <p>(4) The Technical Director shall be responsible for, but not limited to, the following:</p> <ul style="list-style-type: none"> (a) establish and/or implement Club philosophy; (b) establish Youth and Player Development Structures and Programmes; (c) ensure technical standards are maintained and enhanced; 			

- (d) monitor and evaluate all technical and developmental programmes;
- (e) talent scouting;
- (f) management of Club's Youth Academies;
- (g) recruitment and management of coaches and talent scouts; and
- (h) management of match analysis processes.

NO.	A-LEAGUE CRITERIA GRADE	AFC CRITERIA GRADE	DESCRIPTION
P.17M	B	B	GOALKEEPER COACH OF MEN'S FIRST TEAM
<ul style="list-style-type: none"> (1) The Licence Applicant must have appointed a qualified Goalkeeper Coach with a valid coaching diploma/licence for the first team. (2) The Goalkeeper Coach must: <ul style="list-style-type: none"> (a) hold at least the Minimum Coach Education Requirements (MCER) as stipulated by the AFC Competitions Operations Manual or the A-League Competition Regulations: <ul style="list-style-type: none"> (i) for AFC, the current MCER is benchmarked at the "Level 3" Goalkeeping Coaching Certificate or its equivalence recognised and approved by AFC; (ii) for the A-League Men, the current requirement is benchmarked at the "Level 3" Goalkeeping Licence; or (b) hold a Recognition of Experience and Current Competence (RECC) issued by AFC in compliance with the RECC regulations for cases where the Goalkeeper Coach does not have the required certification as defined under (a) above; or (c) already have started the required education course, recognised by AFC, to achieve the required diploma as defined under (a) above. 			

NO.	A-LEAGUE CRITERIA GRADE	AFC CRITERIA GRADE	DESCRIPTION
P.18M	B	B	FITNESS COACH OF MEN'S FIRST TEAM
<p>(1) The Licence Applicant must have appointed a qualified Fitness Coach with a valid coaching diploma/licence for the first team.</p> <p>(2) The Fitness Coach must:</p> <p>(a) hold at least the Minimum Coach Education Requirements (MCER) as stipulated by the AFC Competitions Operations Manual or the A-League Competition Regulations:</p> <p>(i) for AFC, the current MCER is benchmarked at the "Level 2" Fitness Coaching Certificate or its equivalence recognised and approved by AFC;</p> <p>(ii) for the A-League Men, the current requirement is benchmarked at the ASCA Level 2 Strength and Conditioning Coach Accreditation (or confirmation of accreditation by ASCA) or AFC/FA Football Conditioning Licence; or</p> <p>(b) hold a Recognition of Experience and Current Competence (RECC) issued by AFC in compliance with the RECC regulations for cases where the Fitness Coach does not have the required certification as defined under (a) above; or</p> <p>(c) already have started the required education course, recognised by AFC or FA, to achieve the required diploma as defined under (a) above.</p>			

NO.	A-LEAGUE CRITERIA GRADE	AFC CRITERIA GRADE	DESCRIPTION
P.19	B	N/A	SPORTS PSYCHOLOGIST / WELL-BEING MANAGER
<p>(1) The Licence Applicant must ensure that its registered players have access to a sports psychologist and/or well-being manager who is responsible for delivering confidential psychological support services.</p> <p>(2) This access may be facilitated by the services provided in conjunction with the PFA.</p>			

LEGAL CRITERIA – MEN

NO.	A-LEAGUE CRITERIA GRADE	AFC CRITERIA GRADE	DESCRIPTION
L.01	A	A	DECLARATION IN RESPECT OF THE PARTICIPATION IN AFC AND FA CLUB COMPETITIONS
<p>(1) The Licence Applicant must submit a legally-valid declaration confirming that the Licence Applicant:</p> <ul style="list-style-type: none"> (a) recognises as legally-binding the statutes, rules and regulations and decisions of FIFA, the AFC, Football Australia and the Australian Professional Leagues, as well as the jurisdiction of the Court of Arbitration for Sport (CAS) in Lausanne as provided in the relevant articles of the AFC Statutes; (b) recognises the exclusive jurisdiction of the Court of Arbitration for Sport (domiciled in Lausanne, Switzerland) for any dispute of international dimension and in particular involving FIFA and/or the AFC; (c) recognises the prohibition on recourse to ordinary courts under the FIFA Statutes, AFC Statutes and the FA Statutes; (d) At national level, it will play in competitions that are recognised and endorsed by Football Australia (e.g. national championship, national cup); (e) At international level, it will participate in competitions recognised and endorsed by the AFC and/or FIFA. To avoid any doubt, this provision does not relate to friendly matches; (f) will abide by and observe the provisions and conditions of the national Club Licensing Regulations; (g) Its reporting perimeter is defined in accordance with Annexure 2: Financial Criteria – Reporting Perimeter of the Regulations and it will be accountable for any consequences of an entity included in the reporting perimeter not abiding by and observing this declaration. (h) All submitted documents are complete and correct; (i) authorises the competent Licensor to examine documents and seek information and, in the event of any appeal procedure, to seek information from any relevant public authority or private body according to national law; and (j) acknowledges that FIFA, the AFC and/or FA reserve the right to execute compliance audits at national level in accordance with clause 12 of the Regulations. <p>(2) This declaration must be executed by an authorised signatory no more than three (3) months prior to the corresponding deadline for its submission to Football Australia.</p>			

NO.	A-LEAGUE CRITERIA GRADE	AFC CRITERIA GRADE	DESCRIPTION
L.02M	A	A	LEGAL DOCUMENTS
<p>The Licence Applicant must submit the following documents:</p> <ul style="list-style-type: none"> (a) a copy of its current company articles, constitution, statutes or similar-type governing document; (b) an extract from a public register (e.g. trade register) which demonstrates that the Licence Applicant is a legal entity which contains the following minimum information; <ul style="list-style-type: none"> (i) registered name; (ii) popular name; (iii) address of headquarters; (iv) legal form; (v) list of authorised signatories; and (vi) type of signature (e.g. individual, collective). (c) (If applicable) the agreement between the Licence Applicant and the relevant member which has the right to participate in affiliated competitions of Football Australia. 			

NO.	A-LEAGUE CRITERIA GRADE	AFC CRITERIA GRADE	DESCRIPTION
L.03	A	A	OWNERSHIP AND CONTROL OF CLUBS
<p>A-LEAGUE CRITERIA:</p> <ul style="list-style-type: none"> (1) The Licence Applicant must submit a legally-valid declaration outlining the ownership structure and Control mechanism of the Club. (2) The declaration must be executed by an authorised signatory no more than three (3) months prior to the corresponding deadline for its submission to Football Australia. <p>AFC CRITERIA – ADDITIONAL REQUIREMENT:</p> <ul style="list-style-type: none"> (3) The Licence Applicant must submit a legally-valid declaration outlining the ownership structure and Control mechanism of the Club. Such declaration should ensure conformity with the conditions set out below. <p>No natural or legal person involved in the management, administration and/or sporting performance of the Club, either directly or indirectly:</p> <ul style="list-style-type: none"> (a) holds or deals in the securities or shares that allows such person to exercise Significant Influence in the activities of any other Club participating in the same competition; 			

- (b) holds a majority of the shareholders' voting rights of any other Club participating in the same competition;
- (c) has the right to appoint or remove a majority of the members of the administrative, management or supervisory body of any other Club participating in the same competition;
- (d) is a shareholder and alone Controls a majority of the shareholders' voting rights of any other Club participating in the same competition pursuant to an agreement entered into with other shareholders of the Club in question;
- (e) is a member of any other Club participating in the same competition;
- (f) is involved in any capacity whatsoever in the management, administration and/or sporting performance of any other Club participating in the same competition; and
- (g) has any power whatsoever over the management, administration and/or sporting performance of any other Club participating in the same Club competition.

NO.	A-LEAGUE CRITERIA GRADE	AFC CRITERIA GRADE	DESCRIPTION
L.04	A	A	LEGAL GROUP STRUCTURE AND ULTIMATE CONTROLLING PARTY
<p>(1) The Licence Applicant must provide Football Australia (FA) with information on the legal Group structure at the Statutory Closing Date prior to the deadline for the submission of the application to FA. It must be presented in a chart and duly approved by management. FA must be informed of any changes there may have been to the legal Group structure during the period between the Statutory Closing Date and the submission of the chart to FA.</p> <p>(2) This document must clearly identify and include information on:</p> <ul style="list-style-type: none"> (a) the Licence Applicant and, if different, the Registered Member of Football Australia; (b) any Subsidiary of the Licence Applicant and, if different, the Registered Member of Football Australia; (c) any Associate entity of the Licence Applicant and, if different, the Registered Member of Football Australia; (d) any direct or indirect Controlling entity of the Licence Applicant, up to and including the ultimate Controlling party; (e) any party that has 10% or greater direct or indirect ownership of the Licence Applicant, or 10% or greater voting rights; (f) any party with a Significant Influence over the Licence Applicant; (g) any other football club, in respect of which any of the parties identified in (a) to (f) or any of their key management personnel have any ownership interest, voting rights, and/or any involvement or influence whatsoever in relation to the governance of its financial and operating policies; and (h) The reporting perimeter as defined in Annexure 2: Financial Criteria – Reporting Perimeter must also be clearly identified in the document. 			

- (3) If deemed relevant, FA may request the Licence Applicant/Licensee to provide additional information other than that listed above (e.g. information about any subsidiaries and/or Associates of the ultimate Controlling entity and/or direct Controlling entity).
- (4) The following information must be provided in relation to all entities included in the legal Group structure:
- name of legal entity;
 - type of legal entity;
 - main activity of legal entity; and
 - percentage of ownership interest (and, if different, percentage of voting power held).
- (5) For any Subsidiary of the Licence Applicant/Licensee and, if different, the Registered Member of Football Australia, the following information must also be provided:
- share capital;
 - total assets;
 - total revenues; and
 - total equity.

NO.	A-LEAGUE CRITERIA GRADE	AFC CRITERIA GRADE	DESCRIPTION
L.05M	A	A	WRITTEN CONTRACT WITH MEN'S PROFESSIONAL PLAYERS
<p>The professional players of the Licence Applicant must have a written contract with the Licence Applicant in accordance with the relevant provisions of the FIFA Regulations for the Status and Transfer of Players and shall incorporate all key provisions required by the relevant national law and of FIFA, the AFC and Football Australia.</p>			

NO.	A-LEAGUE CRITERIA GRADE	AFC CRITERIA GRADE	DESCRIPTION
L.06	B	B	DISCIPLINARY PROCEDURE AND CODE OF CONDUCT FOR PLAYERS AND OFFICIALS
<p>(1) The Licence Applicant must establish a legally binding code of conduct for players and officials in compliance with the relevant national law, and the Statutes of FIFA, the AFC and Football Australia.</p> <p>(2) The code of conduct should be supplemented by a legally binding disciplinary regulation under which the infringement of the code of conduct, Club rules, Club regulations, and Club decisions shall be prosecuted, and sanctions may be applied.</p>			

NO.	A-LEAGUE CRITERIA GRADE	AFC CRITERIA GRADE	DESCRIPTION
L.07	A	N/A	FIT AND PROPER PERSON TEST
<p>The Licence Applicant must submit valid declarations outlining that no:</p> <ul style="list-style-type: none"> (a) Director; or (b) Shareholder who meets the reporting threshold of 5% or greater ownership is subject to a Disqualifying Condition. 			

SUBSEQUENT INFORMATION

Criteria L.08 and L.09 apply to all Licensees after the licensing decision.

NO.	A-LEAGUE CRITERIA GRADE	AFC CRITERIA GRADE	DESCRIPTION
L.08	A	N/A	UPDATES TO LEGAL DOCUMENTS AND OWNERSHIP / CONTROL OF CLUBS
<ul style="list-style-type: none"> (1) Following the licensing decision, if a change in the ownership or company structure of the Licensee occurs that meets the reporting threshold, the Licensee must submit: <ul style="list-style-type: none"> (a) updated legal documents (L.02M and L.03) that disclose the change(s) and (b) an updated Legal Group Structure and Ultimate Controlling Party chart (L.04). (2) The reporting threshold for a change of ownership is met when any entity, trust or individual obtains or procures 5% or greater ownership of the Licensee. (3) The change(s) must be submitted within twenty-one (21) business days of the respective event(s). 			

NO.	A-LEAGUE CRITERIA GRADE	AFC CRITERIA GRADE	DESCRIPTION
L.09	A	N/A	UPDATES TO FIT AND PROPER PERSON TEST
<p>(1) Following the licensing decision, if a change occurs in the Licensee’s Directors or a change occurs in the Licensee’s Shareholders that meets the reporting threshold, the Licensee must submit a valid declaration outlining that the new Director or Shareholder is not subject to a Disqualifying Condition.</p> <p>(2) The reporting threshold for a change of ownership is met when any entity, trust or individual obtains or procures 5% or greater ownership of the Licensee.</p> <p>(3) The change(s) must be submitted within twenty-one (21) business days of the respective event(s).</p>			

FINANCIAL CRITERIA – REPORTING PERIMETER – MEN

REPORTING ENTITY/ENTITIES AND REPORTING PERIMETER

- (1) The Licence Applicant determines and provides to the Licensor the reporting perimeter, i.e. the entity or combination of entities in respect of which financial information (e.g. single entity, consolidated or combined financial statements) has to be provided.
- (2) The reporting perimeter must include:
 - (a) the Licence Applicant and, if different, the Registered Member of Football Australia;
 - (b) any Subsidiary of the Licence Applicant and, if different, the Registered Member of Football Australia;
 - (c) any other entity included in the legal Group structure which generates revenues and/or performs services and/or incurs costs in respect of the football activities defined in paragraphs (3)(c) to (j) below;
 - (d) any entity, irrespective of whether it is included in the legal Group structure, which generates revenues and/or performs services and/or incurs costs in respect of football activities as defined in paragraphs (3)(a) and (b) below.
- (3) Football activities include:
 - (a) employing/engaging personnel (as defined in Criteria F.04) 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 (e.g. administration, matchday activities, travel, scouting, etc.);
 - (h) financing (including financing secured or pledged against the assets of the Licence Applicant);
 - (i) use and management of Stadium and Training Facilities; and
 - (j) youth sector.
- (4) An entity may be excluded from the reporting perimeter only if:
 - (a) its activities are entirely unrelated to the football activities defined in paragraph c) above and/or the locations, assets or brand of the football club; or
 - (b) it is immaterial compared with all the entities that form the reporting perimeter and it does not perform any of the football activities defined in paragraph (3)(a) and (b) above; or
 - (c) the football activities it performs are already entirely reflected in the financial statements of one of the entities included in the reporting perimeter.
- (5) The Licence Applicant must submit a declaration by an authorised signatory which confirms:

-
- (a) that all revenues and costs related to each of the football activities indicated in paragraph (d) have been included in the reporting perimeter and provide a detailed explanation should this not be the case; and
 - (b) whether any entity included in the legal Group structure has been excluded from the reporting perimeter, justifying any such exclusion with reference to paragraph (4) immediately above.

For further information on mandatory reporting period and minimum requirements on the format of reporting and accounting as well as detailed explanation of each of the criterion below, please refer to the Football Australia Club Licensing Manual (which is promulgated by Football Australia from time to time and may be made available again on request), the AFC Club Licensing Financial Handbook and/or the AFC Financial Handbook Reference Library (both of which are available on the AFC's website).

FINANCIAL CRITERIA – MEN

NO.	A-LEAGUE CRITERIA GRADE	AFC CRITERIA GRADE	DESCRIPTION
F.01M	A	A	ANNUAL FINANCIAL STATEMENTS - AUDITED
<p>(1) Regardless of the legal structure of the Licence Applicant, Annual Financial Statements based on the local legislation for incorporated companies shall be prepared and Audited by an Independent Auditor.</p> <p>(2) The Audited Annual Financial Statements submitted for AFC shall be in respect of the Statutory Closing Date immediately prior to the deadline for submission of the List of Licensing Decisions to AFC (i.e. FY2022 for the 2022/23 cycle). The Audited Financial Statements submitted for the A-League for the 2022 cycle shall be in respect of the 2021 fiscal year (i.e. 1 July 2020 – 30 June 2021). The statements must consist of:</p> <ul style="list-style-type: none"> (a) a balance sheet; (b) a profit and loss account; (c) a cash flow statement; (d) notes, comprising a summary of significant Accounting Policies and other explanatory notes; and (e) a financial review by management. <p>(3) These Audited Financial Statements shall meet the minimum disclosure requirements and accounting principles defined by the AFC Club Licensing Financial Handbook.</p> <p>(4) If the Audited Financial Statements do not meet the minimum disclosure requirements and accounting principles defined by the AFC Club Licensing Financial Handbook, then Supplementary Information must be prepared by the Licence Applicant and assessed by the auditor.</p>			

NO.	A-LEAGUE CRITERIA GRADE	AFC CRITERIA GRADE	DESCRIPTION
F.02	N/A	A	FINANCIAL STATEMENTS FOR THE INTERIM PERIOD - REVIEWED
<p>(1) If the Statutory Closing Date of the Licence Applicant is more than six (6) months before the deadline for submission of the List of Licensing Decisions to AFC, then the Licence Applicant shall prepare and submit additional financial statements covering the Interim Period.</p> <p>(2) If the Financial Statements for the Interim Period are prepared and submitted, they should cover the Interim Period up to a date within six (6) months preceding the deadline for submission of the List of Licensing Decisions to AFC and must be Reviewed or Audited by an Independent Auditor.</p>			

- (3) The Interim Financial Statements must meet the minimum disclosure requirements and accounting principles defined by the AFC Club Licensing Financial Handbook.

NO.	A-LEAGUE CRITERIA GRADE	AFC CRITERIA GRADE	DESCRIPTION
F.03	A	A	NO OVERDUE PAYABLES TOWARDS FOOTBALL CLUBS ARISING FROM TRANSFER ACTIVITIES
<p>The Licence Applicant must prove that it has no overdue payables towards football Clubs arising from transfer activities as at 30 April preceding the Season to be Licensed, unless by the following 30 June they have been fully settled, deferred by mutual agreement with the creditor or are subject to a not obviously unfounded dispute submitted to a competent authority.</p>			

NO.	A-LEAGUE CRITERIA GRADE	AFC CRITERIA GRADE	DESCRIPTION
F.04	A	A	NO OVERDUE PAYABLES TOWARDS EMPLOYEES AND SOCIAL/TAX AUTHORITIES
<p>(1) The Licence Applicant must prove that, in respect of contractual and legal obligations with its current/former employees and social/tax authorities it has no overdue payables at 30 April preceding the Season to be Licensed, unless by the following 30 June they have been fully settled, deferred by mutual agreement with the creditor or are subject to a not obviously unfounded dispute submitted to a competent authority.</p> <p>(2) The term “employees” shall include but not be limited to:</p> <ul style="list-style-type: none"> (a) all professional players according to the applicable FIFA Regulations on the Status and Transfer of players; and (b) the administrative, technical, medical and security staff specified in the FA Club Licensing Regulations. 			

NO.	A-LEAGUE CRITERIA GRADE	AFC CRITERIA GRADE	DESCRIPTION
F.05	A	A	WRITTEN REPRESENTATIONS PRIOR TO THE LICENSING DECISION
<p>(1) Within seven (7) days prior to the date on which the licensing decision is to be made by the First Instance Body, the Licence Applicant must make written representations to Football Australia.</p> <p>(2) The written representations shall confirm:</p> <p>(a) That all documents submitted to the Licensor are complete and correct;</p> <p>(b) Whether or not any Significant Change in relation to all the licensing Criteria has occurred;</p> <p>(c) Whether or not any Events or Conditions of Major Economic importance have occurred that may have an adverse impact on the Licence Applicant's financial position since the balance sheet date of the preceding Audited Annual Financial Statements or Reviewed Interim Financial Statements (if applicable). If any Events or Conditions of Major Economic Importance have occurred, the management representations letter must include a description of the nature of the event or condition and an estimate of its financial effect, or a statement that such an estimate cannot be made; and</p> <p>(d) Whether or not the Licence Applicant (or the Registered Member of Football Australia which has a contractual relationship with the Licence Applicant within the meaning of clause 7.1) or any Parent company of the Licence Applicant included in the reporting perimeter is seeking or has received protection from its creditors pursuant to laws or regulations within the 12 months preceding the Licensing Season.</p> <p>(3) Approval by management must be evidenced by way of a signature on behalf of the executive body of the Licence Applicant.</p>			

NO.	A-LEAGUE CRITERIA GRADE	AFC CRITERIA GRADE	DESCRIPTION
F.06	A	A	FUTURE FINANCIAL INFORMATION
<p>(1) The Licence Applicant must prepare and submit Future Financial Information in order to demonstrate to the Licensor its ability to continue as a Going Concern until the end of the Licensing Season if it has breached any of the indicators defined in (2) below.</p> <p>(2) If a Licence Applicant exhibits any of the conditions described by indicator 1 or 2, it is considered in breach of the indicator:</p> <p>(a) Indicator 1: Going Concern</p>			

The auditor's report in respect of the Annual or Interim Financial Statements submitted in accordance with F.01M and F.02 includes an emphasis of matter or a qualified opinion/conclusion in respect of Going Concern.

(b) Indicator 2: Negative Equity

The Annual Financial Statements (including, where required, the Supplementary Information) submitted in accordance with F.01M disclose a net liabilities position that has deteriorated relative to the comparative figure contained in the previous year's Annual Financial Statements, or the Interim Financial Statements submitted in accordance with F.02 (including, where required, the Supplementary Information) disclose a net liabilities position that has deteriorated relative to the comparative figure at the preceding Statutory Closing Date.

- (3) Future Financial Information must cover the period commencing immediately after the later of the Statutory Closing 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 Licensing Season for AFC. For the A-League in the 2022 cycle, this information must be submitted for 01/07/2022 to 30/06/2023.
- (4) Future Financial Information consists of:
 - (a) a budgeted profit and loss account, with comparative figures for the immediately preceding Financial Year and Interim Period (if applicable);
 - (b) a budgeted cash flow, with comparative figures for the immediately preceding Financial Year and Interim Period (if applicable); and
 - (c) explanatory notes, including a brief description of each of the significant assumptions (with reference to the relevant aspects of Historic Financial Information) that have been used to prepare the budgeted profit and loss account and cash flow statement, as well as of the key risks that may affect the future financial results.
- (5) Future Financial Information must be prepared, as a minimum, on a quarterly basis.
- (6) Future Financial Information must be prepared on a consistent basis with the audited Annual Financial Statements and follow 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 must be disclosed.
- (7) Future Financial Information must meet the minimum disclosure requirements as set out in the AFC Club Licensing Financial Handbook. Additional line items or notes must be included if they provide clarification or if their omission would make the Future Financial Information misleading.
- (8) Future Financial Information with the assumptions upon which they are based must be approved by management and this must be evidenced by way of a brief statement and signature on behalf of the executive body of the Reporting Entity.

NO.	A-LEAGUE CRITERIA GRADE	AFC CRITERIA GRADE	DESCRIPTION
F.07M	A	A	ANNUAL BUDGET
<p>The Licence Applicant must submit its annual Budget before the start of the season. It should state the following:</p> <ul style="list-style-type: none"> (a) projected income for the coming Financial Year; (b) projected expenditure for the coming Financial Year; (c) all the sources of revenues and income projected for the coming Financial Year along with the amount; and (d) all the sources of expenditures projected for the coming Financial Year along with the amount. 			

SUBSEQUENT INFORMATION

Criteria F.08 and F.09 apply to Licensees after the licensing decision. Criterion F.08 applies to all Licensees. Criterion F.09 only applies to those Licensees who exhibited a breach of one or more of the indicators.

NO.	A-LEAGUE CRITERIA GRADE	AFC CRITERIA GRADE	DESCRIPTION
F.08	A	A	DUTY TO NOTIFY SUBSEQUENT EVENTS
<ul style="list-style-type: none"> (1) Following the licensing decision by the decision-making body, the Licensee must promptly notify Football Australia in writing about any Subsequent Events that may cast significant doubt upon the Licensee's ability to continue as a Going Concern until at least the end of the season for which the Licence has been granted. (2) Compliance with this criterion shall be assessed by Football Australia in respect of the following Licensing Cycle. 			

NO.	A-LEAGUE CRITERIA GRADE	AFC CRITERIA GRADE	DESCRIPTION
F.09	N/A	A	DUTY TO UPDATE FUTURE FINANCIAL INFORMATION
<ul style="list-style-type: none"> (1) If the Licensee is in breach of one or more of the below indicators, then the Licensee must prepare and submit an updated version of the Future Financial Information (prepared according to F.06). In addition, the prepared information shall include a comparison of Budget to actual figures including explanations of variances. The 			

updated version of the Future Financial Information must be prepared, as a minimum, on a six (6) month basis.

(a) Indicator 1: Going Concern

The auditor's report in respect of the Annual or Interim Financial Statements submitted in accordance with F.01M and F.02 includes an emphasis of matter or a qualified opinion/conclusion in respect of Going Concern.

(b) Indicator 2: Negative Equity

The Annual Financial Statements (including, where required, the Supplementary Information) submitted in accordance with F.01M disclose a net liabilities position that has deteriorated relative to the comparative figure contained in the previous year's Annual Financial Statements, or the Interim Financial Statements submitted in accordance with F.02 (including, where required, the Supplementary Information) disclose a net liabilities position that has deteriorated relative to the comparative figure at the preceding Statutory Closing Date.

- (2) The updated Future Financial Information shall meet the minimum disclosure requirements set out in the AFC Club Licensing Financial Handbook.
- (3) Compliance with this criterion shall be assessed by Football Australia in respect of the following Licensing Cycle.

Annexure 3: A-League Women & AFC Women Core Process Timeline 2022

DATE	ACTION
Wednesday, 4 May 2022	FA Licensing Manager to distribute Invitation Letter and Licensing packs to Licence Applicants.
Wednesday, 8 June 2022	Final date for Clubs to submit Criteria: ALW: L.01, L.02W, L.03, L.04, L.05W, L.06 AFCW: 14, 15, 16
Wednesday, 22 June 2022	Final date for Clubs to submit Criteria: ALW: I.01W, I.02W, I.03W, I.04W, I.05W, I.06W AFCW: 4, 5
Wednesday, 6 July 2022	Final date for Clubs to submit Criteria: ALW: P.01, P.02W, P.03, P.04, P.05, P.06W, P.07W, P.08W, P.09W, P.10, P.12W, P.14W, P.15, P.16, P.17W, P.18W, P.19 AFCW: 6, 7, 8, 9, 10, 13
Wednesday, 20 July 2022	Final date for Clubs to submit Criteria: ALW: S.03W, S.04, S.05W, S.06, S.07, S.08, S.10, S.12, S.13 AFCW: 2, 3
Friday, 29 July 2022	Final date for Clubs to submit Criteria: ALW: F.01W, F.03, F.04, F.06, F.07W, F.08, L.07 AFCW: 17, 18, 19
Friday, 5 August 2022	Final date for Clubs to submit Criteria: ALW: S.02W, S.11, P.11W, P.13W AFCW: 1, 11, 12
Monday, 8 August 2022	Final date for Clubs to submit Criteria: ALW: F.05
Thursday, 11 August 2022	FIB to make decision on awarding of pilot Licences to Licence Applicants for A-League Women Licence and AFC Women Licence . FA Licensing Manager to advise Clubs of FIB's decision.
No Set Deadline - Throughout Licensing Season As Required	F.08, L.08, L.09 (updates as necessary)

Annexure 4: A-League Women & AFC Women Criteria 2022

NOTE: The 2022 Licensing Cycle is a pilot implementation for both the A-League Women and AFC Women Criteria. There are no consequences for non-fulfilment of any Criteria.

SPORTING CRITERIA – WOMEN

ALW NO.	A-LEAGUE CRITERIA GRADE	AFC NO.	AFC CRITERIA GRADE	DESCRIPTION
S.02W	C	1	A	WOMEN'S YOUTH TEAMS
<p>(1) The Licence Applicant must have at least one U15 or U16 or U17 women's youth team.</p> <p>(2) Each women's youth team must take part in official competitions or programmes played at national, regional or local level and recognised by Football Australia.</p>				

ALW NO.	A-LEAGUE CRITERIA GRADE	AFC NO.	AFC CRITERIA GRADE	DESCRIPTION
S.03W	A	2	A	MEDICAL CARE OF WOMEN'S PLAYERS
<p>A-LEAGUE CRITERIA:</p> <p>(1) The Licence Applicant shall provide all players registered in the Club with full access to medical support services. These shall include, but are not limited to the following:</p> <p>(a) yearly medical examination, including cardiovascular screening for all its players in its first team; and</p> <p>(b) comprehensive medical insurance coverage for contracted players.</p> <p>AFC CRITERIA – ADDITIONAL REQUIREMENT:</p> <p>(2) The Licence Applicant shall provide a yearly medical examination for all players above the age of 12.</p>				

ALW NO.	A-LEAGUE CRITERIA GRADE	AFC NO.	AFC CRITERIA GRADE	DESCRIPTION
S.04	A	N/A	N/A	EDUCATIONAL PROGRAMMES
<p>(1) The Licence Applicant must ensure that players and all technical coaching staff of at least the first team have attended a session or an event related to:</p> <ul style="list-style-type: none"> (a) sports integrity matters; (b) FIFA Laws of the Game; (c) doping control; and (d) other topics as required by the AFC. <p>(2) These sessions or events must be provided either by the Licence Applicant, Football Australia or a third party in collaboration with the Licence Applicant / Football Australia, during the year prior to the Season to be Licensed.</p>				

ALW NO.	A-LEAGUE CRITERIA GRADE	AFC NO.	AFC CRITERIA GRADE	DESCRIPTION
S.05W	A	3	A	REGISTRATION OF WOMEN'S PLAYERS
<p>All the Licence Applicant's players, including any youth players above the age of 12, must be registered with Football Australia and/or its affiliated league in accordance with the relevant provisions of the FIFA Regulations on the Status and Transfer of Players.</p>				

ALW NO.	A-LEAGUE CRITERIA GRADE	AFC NO.	AFC CRITERIA GRADE	DESCRIPTION
S.06	B	N/A	N/A	RACIAL EQUALITY PRACTICE
<p>(1) The Licence Applicant must establish a policy to tackle racism in football.</p> <p>(2) All players and staff of the Licence Applicant shall acknowledge the policy by signing the policy document.</p>				

ALW NO.	A-LEAGUE CRITERIA GRADE	AFC NO.	AFC CRITERIA GRADE	DESCRIPTION
S.07	B	N/A	N/A	GRASSROOTS PROGRAMMES
<p>(1) Children, youths, amateurs, veterans, those with learning or physical disabilities and the socially disadvantaged shall be included in the grassroots programmes.</p>				

- (2) The main objectives of the Licence Applicant's grassroots football programme shall be to encourage mass participation, stimulating greater interest in the game, providing more opportunities for social inclusion, supporting healthy lifestyles and the development of young people, both the sporting and educational aspects.

ALW NO.	A-LEAGUE CRITERIA GRADE	AFC NO.	AFC CRITERIA GRADE	DESCRIPTION
S.08	B	N/A	N/A	CHILD PROTECTION AND WELFARE
<p>(1) The Licence Applicant must establish and apply measures, in line with any relevant AFC policies and guidelines, to protect and safeguard children from potential abuses and to promote their wellbeing within football when participating in activities organised by the Licence Applicant.</p> <p>(2) The Licence Applicant should work with locally based child protection expertise and have a child safeguarding officer within its administration to develop and implement such measures, including having a child safeguarding policy.</p>				

ALW NO.	A-LEAGUE CRITERIA GRADE	AFC NO.	AFC CRITERIA GRADE	DESCRIPTION
S.10	C	N/A	N/A	CORPORATE SOCIAL RESPONSIBILITY (CSR) PROGRAMMES
<p>(1) The Licence Applicant to establish strategies and implementation programmes to promote the Club, the game and to address current issues in football and society.</p> <p>(2) Support should be provided for initiatives and campaigns to implement strategies and programs as promulgated by either the Licence Applicant, Football Australia, AFC and FIFA.</p> <p>(3) Such programmes connect and create links with the community which will facilitate the following:</p> <ul style="list-style-type: none"> (a) establishment and enlargement of their fan base; (b) creation of a pool of volunteers; (c) organisation of grassroots football activities, initiatives and events for and within the community; (d) creation of strong links with the community; and (e) creation of a market base for branding, merchandising, sponsors and commercial partners. 				

ALW NO.	A-LEAGUE CRITERIA GRADE	AFC NO.	AFC CRITERIA GRADE	DESCRIPTION
S.11	B	N/A	N/A	CLUB YOUTH ACADEMY
<p>The Licence Applicant must submit a completed Youth Academy form, with all questions answered, based on FA's National Club Academy Scheme.</p>				

ALW NO.	A-LEAGUE CRITERIA GRADE	AFC NO.	AFC CRITERIA GRADE	DESCRIPTION
S.12	C	N/A	N/A	DIVERSITY AND INCLUSION POLICY
<p>(1) The Licence Applicant must establish a policy that addresses diversity and inclusion within its Club.</p> <p>(2) All players and staff of the Licence Applicant must be aware of and have access to the policy.</p>				

ALW NO.	A-LEAGUE CRITERIA GRADE	AFC NO.	AFC CRITERIA GRADE	DESCRIPTION
S.13	C	N/A	N/A	MARKETING PLAN / STRATEGY
<p>The Licence Applicant must establish a comprehensive Marketing Plan / Strategy.</p>				

INFRASTRUCTURE CRITERIA – WOMEN

ALW NO.	A-LEAGUE CRITERIA GRADE	AFC NO.	AFC CRITERIA GRADE	DESCRIPTION
I.01W	A	4	A	APPROVED STADIUM(S)
<p>A-LEAGUE CRITERIA:</p> <p>(1) The Licence Applicant must have a Stadium (or Stadiums) available to play A-League Women’s matches. The Licence Applicant either:</p> <ul style="list-style-type: none"> (a) owns the Stadium(s); or (b) can provide a written contract with the owner of the Stadium(s) it will use. This contract must guarantee the use of the Stadium(s) for the A-League matches for the coming season. <p>(2) The Stadium(s) must meet the requirements expressly referred to by the A-League Women Competition Regulations, including but not limited to the A-Leagues CPP – Events and Venue Operations.</p> <p>(3) The Stadium(s) must be located in the same city where the Licence Applicant is based. If the Stadium is not located in the Licence Applicant’s same city, a justifiable reason should be provided. For the purposes of this I.01W, the “same city” is defined as the greater metropolitan area in which the Licence Applicant is regularly domiciled.</p> <p>AFC CRITERIA:</p> <p>(1) The Licence Applicant must have a Stadium available to play AFC Women’s Champions League Matches. The Licence Applicant either:</p> <ul style="list-style-type: none"> (a) owns the Stadium; or (b) can provide a written contract with the owner of the Stadium it will use. This contract must guarantee the use of the Stadium for the AFC matches for the coming season, for which the Licence Applicant qualifies in sporting terms. <p>(2) The Stadium must meet the requirement expressly referred to by the:</p> <ul style="list-style-type: none"> (a) AFC Stadium Regulations; (b) respective AFC Club Competition regulations; (c) AFC Competition Operations Manual; and (d) any other applicable AFC rules and regulations. <p>(3) The Stadium must be approved by the Licensor and located in the same city where the Licence Applicant is based. If the Stadium is not located in the Licence Applicant’s base city, a justifiable reason should be provided.</p>				

ALW NO.	A-LEAGUE CRITERIA GRADE	AFC NO.	AFC CRITERIA GRADE	DESCRIPTION
I.02W	A	N/A	N/A	STADIUM(S) – SAFETY CERTIFICATION
<p>(1) The Stadium(s) must be certified for safety. The certification is defined according to national/local law and must include provisions related to safety. If such law does not exist, the Licensor (Football Australia) shall establish the content of the Stadium certificate and the procedure in close cooperation with the appropriate body/bodies (e.g. local security authorities, the local hospital, fire brigade, police, etc.)</p> <p>(2) The certificate and accompanying documentation must provide at least the following information:</p> <ul style="list-style-type: none"> (a) safety status of the Stadium structure and building fitness; (b) compliance statement regarding the safety/security regulations of the competent civil authority; (c) approval of the entire Stadium capacity (individual seats, terraces, total number); (d) approved evacuation plan which ensures that the whole Stadium can be emptied in a case of emergency according to the applicable national law; (e) a colour-coded floor plan diagram showing the possible evacuation routes should be prominently displayed in the Stadium; and (f) an approved match security plan covering the organisational measures intended to ensure safety and security strategy covering all aspects of the organisation of a football match, such as ticket distribution system, screening of spectators, segregation strategy, crowd dispersal strategy, medical service, measures taken in case of fire, loss of power supply, or other emergency. 				

ALW NO.	A-LEAGUE CRITERIA GRADE	AFC NO.	AFC CRITERIA GRADE	DESCRIPTION
I.03W	A	N/A	N/A	STADIUM(S) – APPROVED EVACUATION PLAN
<p>(1) The Stadium(s) must have an approved Evacuation Plan. The appropriate body (e.g. safety and security authority, competent civil authority or other qualified and approved firms, etc.) shall approve the evacuation plan, which ensures that the whole Stadium can be emptied in case of emergency according to the applicable national and/or state law.</p> <p>(2) If such law does not exist, the Licensor (Football Australia) establishes the content of the evacuation plan, including an evacuation time and the approval body, in close cooperation with the appropriate civil body (e.g. local security authorities, the local hospital, fire brigade, police, etc.)</p> <p>(3) A colour-coded floor plan diagram showing the possible evacuation routes shall be developed and prominently displayed in the Stadium(s).</p> <p>(4) A Risk Analysis specific to the Stadium(s) shall be conducted.</p> <p>(5) The Security Officer, stewards and Club and Stadium employees shall be briefed on the evacuation plan.</p>				

ALW NO.	A-LEAGUE CRITERIA GRADE	AFC NO.	AFC CRITERIA GRADE	DESCRIPTION
I.04W	A	5	A	TRAINING FACILITIES – AVAILABILITY
<p>(1) The Licence Applicant must have Training Facilities available throughout the year. The Licence Applicant either:</p> <p>(a) owns the Training Facilities; or</p> <p>(b) can provide a written contract with the owner of the Training Facilities.</p> <p>(2) It must be guaranteed that the Training Facilities can be used by all teams of the Licence Applicant during the Licensing Season, taking into account its youth development programme.</p>				

ALW NO.	A-LEAGUE CRITERIA GRADE	AFC NO.	AFC CRITERIA GRADE	DESCRIPTION
I.05W	B	N/A	N/A	TRAINING FACILITIES FOR PLAYER DEVELOPMENT – MINIMUM INFRASTRUCTURE
<p>As a minimum, the infrastructure of the Training Facilities for Player Development must include:</p> <ul style="list-style-type: none"> (a) outdoor Training Facilities; (b) indoor Training Facilities; (c) dressing rooms; and (d) medical room(s) or direct access to first aid at the training site. 				

ALW NO.	A-LEAGUE CRITERIA GRADE	AFC NO.	AFC CRITERIA GRADE	DESCRIPTION
I.06W	B	N/A	N/A	STADIUM(S) – GROUND RULES
<p>The Stadium(s) must have the ground rules affixed to it and visible to the spectators. These rules must provide information on at least the following:</p> <ul style="list-style-type: none"> (a) admission rights; (b) abandonment or postponement of events; (c) description of prohibitions and penalties, such as entering the field of play, throwing objects, use of foul or abusive language, racist behaviour, etc.; (d) restrictions with regard to smoking, alcohol, fireworks, banners, etc.; (e) seating rules; and (f) causes for ejection from the ground. 				

PERSONNEL AND ADMINISTRATIVE CRITERIA – WOMEN

ALW NO.	A-LEAGUE CRITERIA GRADE	AFC NO.	AFC CRITERIA GRADE	DESCRIPTION
P.01	A	6	A	CLUB SECRETARIAT
<p>A-LEAGUE CRITERIA:</p> <ol style="list-style-type: none"> (1) The Licence Applicant must have an office space sufficiently spacious to run its administration with the required infrastructure. (2) The Licence Applicant must have appointed adequate number of skilled secretarial staff according to its needs to run its daily business. (3) It must ensure that its office is open to communicate with Football Australia and the public and that it is equipped, as a minimum, with phone, email facilities and a website. <p>AFC CRITERIA – ADDITIONAL REQUIREMENT:</p> <ol style="list-style-type: none"> (4) The Licence Applicant’s office must be equipped with a fax. 				

ALW NO.	A-LEAGUE CRITERIA GRADE	AFC NO.	AFC CRITERIA GRADE	DESCRIPTION
P.02W	A	7	A	ADMINISTRATIVE MANAGER
<p>The Licence Applicant must have appointed a manager who is responsible for running its operative matters linked to women’s football.</p>				

ALW NO.	A-LEAGUE CRITERIA GRADE	AFC NO.	AFC CRITERIA GRADE	DESCRIPTION
P.03	A	N/A	N/A	FINANCE OFFICER
<ol style="list-style-type: none"> (1) The Licence Applicant must have appointed a qualified Finance Officer being responsible for its financial matters. (2) The Finance Officer must hold, as a minimum, one of the following qualifications: <ol style="list-style-type: none"> (a) a degree in accountancy, finance or related field; or (b) a “recognition of competence” issued by an organisation recognised by Football Australia. 				

ALW NO.	A-LEAGUE CRITERIA GRADE	AFC NO.	AFC CRITERIA GRADE	DESCRIPTION
P.04	A	N/A	N/A	SECURITY OFFICER
<p>(1) The Licence Applicant must have appointed a qualified Security Officer being responsible for safety and security matters.</p> <p>(2) The Security Officer must hold, as a minimum, one of the following qualifications:</p> <ul style="list-style-type: none"> (a) a certificate as a policeman or security person according to national law; or (b) a safety and security diploma based on a specific course issued by Football Australia or by a state-recognised organisation; or (c) a “recognition of competence” approved by Football Australia, which is based on the participation in specific safety and security course of FA and at least one (1) year experience in such matters. 				

ALW NO.	A-LEAGUE CRITERIA GRADE	AFC NO.	AFC CRITERIA GRADE	DESCRIPTION
P.05	A	N/A	N/A	MEDIA OFFICER
<p>(1) The Licence Applicant must have appointed a qualified Media Officer being responsible for media matters.</p> <p>(2) The Media Officer must hold, as a minimum, one of the following qualifications:</p> <ul style="list-style-type: none"> (a) a diploma in journalism, communications, media or related field; (b) concluded a media officer education course provided by Football Australia or an organisation recognised by Football Australia; or (c) a “recognition of competence” approved by Football Australia, which requires at least one (1) year experience in such matters. 				

ALW NO.	A-LEAGUE CRITERIA GRADE	AFC NO.	AFC CRITERIA GRADE	DESCRIPTION
P.06W	A	8	A	MEDICAL DOCTOR – WOMEN'S TEAM
<p>A-LEAGUE CRITERIA:</p> <ol style="list-style-type: none"> (1) The Licence Applicant must have appointed at least one doctor who is responsible for medical support of the women's first team during matches and training as well as for doping prevention. (2) The qualification of the Medical Doctor must be recognised by the appropriate national health authorities. (3) The Medical Doctor must be duly registered with Football Australia. <p>AFC CRITERIA - SUPPLEMENTARY REQUIREMENT:</p> <ol style="list-style-type: none"> (4) A minimum of one (1) personnel amongst the Medical Doctor and Physiotherapist must be female. 				

ALW NO.	A-LEAGUE CRITERIA GRADE	AFC NO.	AFC CRITERIA GRADE	DESCRIPTION
P.07W	A	9	A	PHYSIOTHERAPIST – WOMEN'S TEAM
<p>A-LEAGUE CRITERIA:</p> <ol style="list-style-type: none"> (1) The Licence Applicant must have appointed at least one physiotherapist who is responsible for medical treatment and massages for the women's first team during trainings and matches. (2) The qualification of the Physiotherapist must be recognised by the appropriate national health authorities. (3) The Physiotherapist must be duly registered with Football Australia. <p>AFC CRITERIA - SUPPLEMENTARY REQUIREMENT:</p> <ol style="list-style-type: none"> (4) A minimum of one (1) personnel amongst the Medical Doctor and Physiotherapist must be female. 				

ALW NO.	A-LEAGUE CRITERIA GRADE	AFC NO.	AFC CRITERIA GRADE	DESCRIPTION
P.08W	A	10	A	HEAD COACH OF WOMEN'S FIRST TEAM
<p>(1) The Licence Applicant must appoint a Head Coach with a valid coaching diploma/licence responsible for all football matters of the first team.</p> <p>(2) The Head Coach must:</p> <p>(a) hold at least the Minimum Coach Education Requirement (MCER) as stipulated by the AFC Competition Operations Manual or the A-League Competition Regulations:</p> <p>(i) for AFC, the current MCER is benchmarked at the AFC "A" Coaching Certificate or its equivalence recognised and approved by AFC;</p> <p>(ii) for the A-League Women, the current requirement is benchmarked at the AFC or UEFA "A" Diploma licence; or</p> <p>(b) hold a Recognition of Experience and Current Competence (RECC) issued by AFC in compliance with the RECC regulations for cases where the Head Coach of the first team does not have the required certification as defined under (a) above or;</p> <p>(c) already have started the required education course, recognised by AFC, to achieve the required diploma as defined under (a) above.</p> <p>(3) The Head Coach must be duly registered with Football Australia and undertaken by the appropriate body of the Licence Applicant.</p>				

ALW NO.	A-LEAGUE CRITERIA GRADE	AFC NO.	AFC CRITERIA GRADE	DESCRIPTION
P.09W	A	N/A	N/A	ASSISTANT COACH OF FIRST TEAM
<p>(1) The Licence Applicant must appoint an Assistant Coach with a valid coaching diploma/licence responsible for assisting the Head Coach in all football technical matters of the first team.</p> <p>(2) The Assistant Coach must:</p> <p>(a) hold at least the minimum qualification of an AFC or UEFA "B" Diploma licence, as stipulated by the A-League Competition Regulations; or</p> <p>(b) hold a Recognition of Experience and Current Competence (RECC) issued by AFC in compliance with the RECC regulations for cases where the Head Coach of the first team does not have the required certification as defined under (a) above; or</p> <p>(c) already have started the required education course, recognised by AFC, to achieve the required diploma as defined under (a) above.</p> <p>(3) The Assistant Coach must be duly registered with Football Australia and undertaken by the appropriate body of the Licence Applicant.</p>				

ALW NO.	A-LEAGUE CRITERIA GRADE	AFC NO.	AFC CRITERIA GRADE	DESCRIPTION
P.10	C	N/A	N/A	HEAD OF YOUTH DEVELOPMENT
<p>(1) The Licence Applicant must appoint a Head of Youth Development (HYD) with a valid coaching diploma/licence responsible for managing and implementing all aspects of youth development matters including the Youth Development Programme (YDP).</p> <p>(2) The Head of the Youth Development must:</p> <ul style="list-style-type: none"> (a) hold at least the AFC "A" diploma/licence or its equivalence recognised and approved by AFC; or (b) already have started the required education course, recognised by AFC, to achieve the required diploma as defined under (a) above; (c) have specific youth coaching experience and/or supplementary certification/qualification related to coaching and managing young players; and (d) have strong management and administration skills to ensure the efficient implementation of the program, activities, roles and duties in collaboration with other relevant personnel. 				

ALW NO.	A-LEAGUE CRITERIA GRADE	AFC NO.	AFC CRITERIA GRADE	DESCRIPTION
P.11W	C	11	A	WOMEN'S YOUTH COACH
<p>(1) The Licence Applicant must have appointed at least one qualified coach who is responsible for all football matters related to the youth team(s) as defined under AFC Criteria 1 / A-League Criteria S.02W.</p> <p>(2) The Youth Coach must hold the minimum qualifications as defined by Football Australia, which should not be below an AFC "B" coaching certificate or its equivalence recognised and approved by AFC.</p>				

ALW NO.	A-LEAGUE CRITERIA GRADE	AFC NO.	AFC CRITERIA GRADE	DESCRIPTION
P.12W	A	N/A	N/A	SAFETY AND SECURITY ORGANISATION - STEWARDING
<p>The Licence Applicant must have engaged qualified stewards to ensure safety and security at home matches. For this purpose, it must:</p> <ul style="list-style-type: none"> (a) employ the stewards; or (b) conclude a written contract with the Stadium owner providing the stewards, or an external security company providing stewards. 				

ALW NO.	A-LEAGUE CRITERIA GRADE	AFC NO.	AFC CRITERIA GRADE	DESCRIPTION
P.13W	A	12	A	RIGHTS, RESPONSIBILITIES AND DUTIES
<p>The rights, responsibilities and duties of the Licence Applicant's personnel mentioned in these Regulations must be defined in writing.</p>				

ALW NO.	A-LEAGUE CRITERIA GRADE	AFC NO.	AFC CRITERIA GRADE	DESCRIPTION
P.14W	A	13	A	DUTY OF REPLACEMENT DURING THE LICENSING SEASON
<p>(1) If a function defined in these Regulations becomes vacant during the Licensing Season, the Licensee must ensure that, within a period of a maximum of sixty (60) days, the function is taken over by someone who holds the required qualification.</p> <p>(2) In the event that a function becomes vacant due to illness or accident, Football Australia may grant an extension to the sixty (60) day period only if reasonably satisfied that the person concerned is still medically unfit to resume duties.</p> <p>(3) The occurrence of a vacancy and replacement must be notified to Football Australia within seven (7) working days of the respective event.</p>				

ALW NO.	A-LEAGUE CRITERIA GRADE	AFC NO.	AFC CRITERIA GRADE	DESCRIPTION
P.15	C	N/A	N/A	LEGAL ADVISOR
<p>(1) The Licence Applicant must appoint a qualified Legal Advisor who is responsible to handle all legal matters in the Licence Applicant's activities.</p> <p>(2) The Legal Advisor shall have the necessary legal qualifications.</p>				

ALW NO.	A-LEAGUE CRITERIA GRADE	AFC NO.	AFC CRITERIA GRADE	DESCRIPTION
P.16	C	N/A	N/A	CLUB TECHNICAL DIRECTOR
<p>(1) The Licence Applicant must employ a Club Technical Director.</p> <p>(2) The Technical Director should have at least an AFC "A" coaching diploma/licence and supplementary qualities like an extensive playing and work experience at the professional club level or have been a long-serving dedicated member of the Club as a player, coach, manager or advisor.</p> <p>(3) The Technical Director must have strong management skills, be visionary and lead the technical development of the Club.</p> <p>(4) The Technical Director shall be responsible for, but not limited to, the following:</p> <ul style="list-style-type: none"> (a) establish and/or implement Club philosophy; (b) establish Youth and Player Development Structures and Programmes; (c) ensure technical standards are maintained and enhanced; (d) monitor and evaluate all technical and developmental programmes; (e) talent scouting; (f) management of Club's Youth Academies; (g) recruitment and management of coaches and talent scouts; and (h) management of match analysis processes. 				

ALW NO.	A-LEAGUE CRITERIA GRADE	AFC NO.	AFC CRITERIA GRADE	DESCRIPTION
P.17W	B	N/A	N/A	GOALKEEPER COACH OF WOMEN'S FIRST TEAM
<p>(1) The Licence Applicant must have appointed a qualified Goalkeeper Coach with a valid coaching diploma/licence for the first team.</p> <p>(2) The Goalkeeper Coach must:</p> <ul style="list-style-type: none"> (a) hold at least the minimum qualification of a "Level 2" Goalkeeping licence, as stipulated by the A-League Competition Regulations; or (b) hold a Recognition of Experience and Current Competence (RECC) issued by AFC in compliance with the RECC regulations for cases where the Goalkeeper Coach does not have the required certification as defined under (a) above; or (c) already have started the required education course, recognised by AFC, to achieve the required diploma as defined under (a) above. 				

ALW NO.	A-LEAGUE CRITERIA GRADE	AFC NO.	AFC CRITERIA GRADE	DESCRIPTION
P.18W	B	N/A	N/A	FITNESS COACH OF WOMEN'S FIRST TEAM
<p>(1) The Licence Applicant must have appointed a qualified Fitness Coach with a valid coaching diploma/licence for the first team.</p> <p>(2) The Fitness Coach must:</p> <ul style="list-style-type: none"> (a) hold at least the minimum qualification of an ASCA Level 2 Strength and Conditioning Coach Accreditation (or confirmation of accreditation by ASCA) or AFC/FA Football Conditioning Licence, as stipulated by the A-League Competition Regulations; or (b) hold a Recognition of Experience and Current Competence (RECC) issued by AFC in compliance with the RECC regulations for cases where the Fitness Coach does not have the required certification as defined under (a) above; or (c) already have started the required education course, recognised by AFC or FA, to achieve the required diploma as defined under (a) above. 				

ALW NO.	A-LEAGUE CRITERIA GRADE	AFC NO.	AFC CRITERIA GRADE	DESCRIPTION
P.19	B	N/A	N/A	SPORTS PSYCHOLOGIST / WELL-BEING MANAGER
<p>(1) The Licence Applicant must ensure that its registered players have access to a sports psychologist and/or well-being manager who is responsible for delivering confidential psychological support services.</p> <p>(2) This access may be facilitated by the services provided in conjunction with the PFA.</p>				

LEGAL CRITERIA – WOMEN

ALW NO.	A-LEAGUE CRITERIA GRADE	AFC NO.	AFC CRITERIA GRADE	DESCRIPTION
L.01	A	14	A	DECLARATION IN RESPECT OF THE PARTICIPATION IN AFC AND FA CLUB COMPETITIONS
<p>(1) The Licence Applicant must submit a legally-valid declaration confirming that the Licence Applicant:</p> <ul style="list-style-type: none"> (a) recognises as legally-binding the statutes, rules and regulations and decisions of FIFA, the AFC, Football Australia and the Australian Professional Leagues, as well as the jurisdiction of the Court of Arbitration for Sport (CAS) in Lausanne as provided in the relevant articles of the AFC Statutes; (b) recognises the exclusive jurisdiction of the Court of Arbitration for Sport (domiciled in Lausanne, Switzerland) for any dispute of international dimension and in particular involving FIFA and/or the AFC; (c) recognises the prohibition on recourse to ordinary courts under the FIFA Statutes, AFC Statutes and the FA Statutes; (d) At national level, it will play in competitions that are recognised and endorsed by Football Australia (e.g. national championship, national cup); (e) At international level, it will participate in competitions recognised and endorsed by the AFC and/or FIFA. To avoid any doubt, this provision does not relate to friendly matches; (f) will abide by and observe the provisions and conditions of the national Club Licensing Regulations; (g) Its reporting perimeter is defined in accordance with Annexure 4: Financial Criteria – Reporting Perimeter of the Regulations and it will be accountable for any consequences of an entity included in the reporting perimeter not abiding by and observing this declaration. (h) All submitted documents are complete and correct; (i) authorises the competent Licensor to examine documents and seek information and, in the event of any appeal procedure, to seek information from any relevant public authority or private body according to national law; and (j) acknowledges that FIFA, the AFC and/or FA reserve the right to execute compliance audits at national level in accordance with clause 12 of the Regulations. <p>(2) This declaration must be executed by an authorised signatory no more than three (3) months prior to the corresponding deadline for its submission to Football Australia.</p>				

ALW NO.	A-LEAGUE CRITERIA GRADE	AFC NO.	AFC CRITERIA GRADE	DESCRIPTION
L.02W	A	16	A	LEGAL DOCUMENTS – WOMEN'S TEAM
<p>The Licence Applicant must submit the following documents:</p> <ul style="list-style-type: none"> (a) a copy of its current company articles, constitution, statutes or similar-type governing document; (b) an extract from a public register (e.g. trade register) which demonstrates that the Licence Applicant is a legal entity which contains the following minimum information; <ul style="list-style-type: none"> (i) registered name; (ii) popular name; (iii) address of headquarters; (iv) legal form; (v) list of authorised signatories; and (vi) type of signature (e.g. individual, collective). (c) (If applicable) the agreement between the Licence Applicant and the relevant member which has the right to participate in affiliated competitions of Football Australia. 				

ALW NO.	A-LEAGUE CRITERIA GRADE	AFC NO.	AFC CRITERIA GRADE	DESCRIPTION
L.03	A	N/A	N/A	OWNERSHIP AND CONTROL OF CLUBS
<ul style="list-style-type: none"> (1) The Licence Applicant must submit a legally-valid declaration outlining the ownership structure and Control mechanism of the Club. (2) These declarations must be executed by an authorised signatory no more than three (3) months prior to the corresponding deadline for its submission to Football Australia. 				

ALW NO.	A-LEAGUE CRITERIA GRADE	AFC NO.	AFC CRITERIA GRADE	DESCRIPTION
L.04	A	N/A	N/A	LEGAL GROUP STRUCTURE AND ULTIMATE CONTROLLING PARTY
<ul style="list-style-type: none"> (1) The Licence Applicant must provide Football Australia (FA) with information on the legal Group structure at the Statutory Closing Date prior to the deadline for the submission of the application to FA. It must be presented in a chart and duly approved by management. FA must be informed of any changes there may have been to the legal 				

Group structure during the period between the Statutory Closing Date and the submission of the chart to FA.

- (2) This document must clearly identify and include information on:
- (a) the Licence Applicant and, if different, the Registered Member of Football Australia;
 - (b) any Subsidiary of the Licence Applicant and, if different, the Registered Member of Football Australia;
 - (c) any Associate entity of the Licence Applicant and, if different, the Registered Member of Football Australia;
 - (d) any direct or indirect Controlling entity of the Licence Applicant, up to and including the ultimate Controlling party;
 - (e) any party that has 10% or greater direct or indirect ownership of the Licence Applicant, or 10% or greater voting rights;
 - (f) any party with a Significant Influence over the Licence Applicant;
 - (g) any other football club, in respect of which any of the parties identified in (a) to (f) or any of their key management personnel have any ownership interest, voting rights, and/or any involvement or influence whatsoever in relation to the governance of its financial and operating policies; and
 - (h) The reporting perimeter as defined in Annexure 4: Financial Criteria – Reporting Perimeter must also be clearly identified in the document.
- (3) If deemed relevant, FA may request the Licence Applicant/Licensee to provide additional information other than that listed above (e.g. information about any subsidiaries and/or Associates of the ultimate Controlling entity and/or direct Controlling entity).
- (4) The following information must be provided in relation to all entities included in the legal Group structure:
- (a) name of legal entity;
 - (b) type of legal entity;
 - (c) main activity of legal entity; and
 - (d) percentage of ownership interest (and, if different, percentage of voting power held).
- (5) For any Subsidiary of the Licence Applicant/Licensee and, if different, the Registered Member of Football Australia, the following information must also be provided:
- (a) share capital;
 - (b) total assets;
 - (c) total revenues; and
 - (d) total equity.

ALW NO.	A-LEAGUE CRITERIA GRADE	AFC NO.	AFC CRITERIA GRADE	DESCRIPTION
L.05W	A	15	A	WRITTEN CONTRACT WITH WOMEN'S PROFESSIONAL PLAYERS
<p>The professional players of the Licence Applicant must have a written contract with the Licence Applicant in accordance with the relevant provisions of the FIFA Regulations for the Status and Transfer of Players and shall incorporate all key provisions required by the relevant national law and of FIFA, the AFC and Football Australia.</p>				

ALW NO.	A-LEAGUE CRITERIA GRADE	AFC NO.	AFC CRITERIA GRADE	DESCRIPTION
L.06	B	N/A	N/A	DISCIPLINARY PROCEDURE AND CODE OF CONDUCT FOR PLAYERS AND OFFICIALS
<p>(1) The Licence Applicant must establish a legally binding code of conduct for players and officials in compliance with the relevant national law, and the Statutes of FIFA, the AFC and Football Australia.</p> <p>(2) The code of conduct should be supplemented by a legally binding disciplinary regulation under which the infringement of the code of conduct, Club rules, Club regulations, and Club decisions shall be prosecuted, and sanctions may be applied.</p>				

ALW NO.	A-LEAGUE CRITERIA GRADE	AFC NO.	AFC CRITERIA GRADE	DESCRIPTION
L.07	A	N/A	N/A	FIT AND PROPER PERSON TEST
<p>The Licence Applicant must submit valid declarations outlining that no:</p> <ul style="list-style-type: none"> (a) Director; or (b) Shareholder who meets the reporting threshold of 5% or greater ownership <p>is subject to a Disqualifying Condition.</p>				

SUBSEQUENT INFORMATION

Criteria L.08 and L.09 apply to all Licensees after the licensing decision.

ALW NO.	A-LEAGUE CRITERIA GRADE	AFC NO.	AFC CRITERIA GRADE	DESCRIPTION
L.08	A	N/A	N/A	UPDATES TO LEGAL DOCUMENTS AND OWNERSHIP / CONTROL OF CLUBS
<p>(1) Following the licensing decision, if a change in the ownership or company structure of the Licensee occurs that meets the reporting threshold, the Licensee must submit:</p> <p>(a) updated legal documents (L.02W and L.03) that disclose the change(s) and</p> <p>(b) an updated Legal Group Structure and Ultimate Controlling Party chart (L.04).</p> <p>(2) The reporting threshold for a change of ownership is met when any entity, trust or individual obtains or procures 5% or greater ownership of the Licensee.</p> <p>(3) The change(s) must be submitted within twenty-one (21) working days of the respective event(s).</p>				

ALW NO.	A-LEAGUE CRITERIA GRADE	AFC NO.	AFC CRITERIA GRADE	DESCRIPTION
L.09	A	N/A	N/A	UPDATES TO FIT AND PROPER PERSON TEST
<p>(1) Following the licensing decision, if a change occurs in the Licensee's Directors or a change occurs in the Licensee's Shareholders that meets the reporting threshold, the Licensee must submit a valid declaration outlining that the new Director or Shareholder is not subject to a Disqualifying Condition.</p> <p>(2) The reporting threshold for a change of ownership is met when any entity, trust or individual obtains 5% or greater ownership of the Licensee.</p> <p>(3) The change(s) must be submitted within twenty-one (21) working days of the respective event(s).</p>				

FINANCIAL CRITERIA – REPORTING PERIMETER – WOMEN

REPORTING ENTITY/ENTITIES AND REPORTING PERIMETER

- (1) The Licence Applicant determines and provides to the Licensor the reporting perimeter, i.e. the entity or combination of entities in respect of which financial information (e.g. single entity, consolidated or combined financial statements) has to be provided.
- (2) The reporting perimeter must include:
 - (a) the Licence Applicant and, if different, the Registered Member of Football Australia;
 - (b) any Subsidiary of the Licence Applicant and, if different, the Registered Member of Football Australia;
 - (c) any other entity included in the legal Group structure which generates revenues and/or performs services and/or incurs costs in respect of the football activities defined in paragraphs (3)(c) to (j) below;
 - (d) any entity, irrespective of whether it is included in the legal Group structure, which generates revenues and/or performs services and/or incurs costs in respect of football activities as defined in paragraphs (3)(a) and (b) below.
- (3) Football activities include:
 - (a) employing/engaging personnel (as defined in Criteria F.04) 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 (e.g. administration, matchday activities, travel, scouting, etc.);
 - (h) financing (including financing secured or pledged against the assets of the Licence Applicant);
 - (i) use and management of Stadium and Training Facilities; and
 - (j) youth sector.
- (4) An entity may be excluded from the reporting perimeter only if:
 - (a) its activities are entirely unrelated to the football activities defined in paragraph c) above and/or the locations, assets or brand of the football club; or
 - (b) it is immaterial compared with all the entities that form the reporting perimeter and it does not perform any of the football activities defined in paragraph (3)(a) and (b) above; or
 - (c) the football activities it performs are already entirely reflected in the financial statements of one of the entities included in the reporting perimeter.
- (5) The Licence Applicant must submit a declaration by an authorised signatory which confirms:

-
- (a) that all revenues and costs related to each of the football activities indicated in paragraph (3) have been included in the reporting perimeter and provide a detailed explanation should this not be the case; and
 - (b) whether any entity included in the legal Group structure has been excluded from the reporting perimeter, justifying any such exclusion with reference to paragraph (4) immediately above.

For further information on mandatory reporting period and minimum requirements on the format of reporting and accounting as well as detailed explanation of each of the criterion below, please refer to the Football Australia Club Licensing Manual (which is promulgated by Football Australia from time to time and may be made available again on request), the AFC Club Licensing Financial Handbook and/or the AFC Financial Handbook Reference Library (both of which are available on the AFC's website).

FINANCIAL CRITERIA – WOMEN

ALW NO.	A-LEAGUE CRITERIA GRADE	AFC NO.	AFC CRITERIA GRADE	DESCRIPTION
F.01W	A	17	A	ANNUAL FINANCIAL STATEMENTS - AUDITED
<p>(1) Regardless of the legal structure of the Licence Applicant, Annual Financial Statements based on the local legislation for incorporated companies shall be prepared and Audited by an Independent Auditor.</p> <p>(2) The Audited Annual Financial Statements submitted for AFC shall be in respect of the Statutory Closing Date immediately prior to the deadline for submission of the List of Licensing Decisions to AFC (i.e. FY2022 for the 2022/23 cycle). The Audited Financial Statements submitted for the A-League for the 2022 cycle shall be in respect of the 2021 fiscal year (i.e. 1 July 2020 – 30 June 2021). The statements must consist of:</p> <ul style="list-style-type: none"> (a) a balance sheet; (b) a profit and loss account; (c) a cash flow statement; (d) notes, comprising a summary of significant Accounting Policies and other explanatory notes; and (e) a financial review by management. <p>(3) These Audited Financial Statements shall meet the minimum disclosure requirements and accounting principles defined by the AFC Club Licensing Financial Handbook.</p> <p>(4) If the Audited Financial Statements do not meet the minimum disclosure requirements and accounting principles defined by the AFC Club Licensing Financial Handbook, then Supplementary Information must be prepared by the Licence Applicant and assessed by the auditor.</p>				

ALW NO.	A-LEAGUE CRITERIA GRADE	AFC NO.	AFC CRITERIA GRADE	DESCRIPTION
F.03	A	19	A	NO OVERDUE PAYABLES TOWARDS FOOTBALL CLUBS ARISING FROM TRANSFER ACTIVITIES

A-LEAGUE CRITERIA:

The Licence Applicant must prove that it has no overdue payables towards football Clubs arising from transfer activities as at 30 April preceding the Season to be Licensed, unless by the following 30 June they have been fully settled, deferred by mutual agreement with the creditor or are subject to a not obviously unfounded dispute submitted to a competent authority.

AFC CRITERIA:

The Licence Applicant must prove that it has no overdue payables towards football Clubs, employees and social/tax authorities, as set out in Article 20 F.03 and F.04 of the AFC Club Licensing Regulations. For the purpose of this provision, the term "employees" includes all professional players according to the applicable FIFA Regulations on the Status and Transfer of Players as well as the administrative, technical and medical staff under the AFC Personnel and Administrative Criteria 7-11.

ALW NO.	A-LEAGUE CRITERIA GRADE	AFC NO.	AFC CRITERIA GRADE	DESCRIPTION
F.04	A	19	A	NO OVERDUE PAYABLES TOWARDS EMPLOYEES AND SOCIAL/TAX AUTHORITIES

A-LEAGUE CRITERIA:

- (1) The Licence Applicant must prove that, in respect of contractual and legal obligations with its current/former employees and social/tax authorities it has no overdue payables at 30 April preceding the Season to be Licensed, unless by the following 30 June they have been fully settled, deferred by mutual agreement with the creditor or are subject to a not obviously unfounded dispute submitted to a competent authority.
- (2) The term "employees" shall include but not be limited to:
 - (a) all professional players according to the applicable FIFA Regulations on the Status and Transfer of players; and
 - (b) the administrative, technical, medical and security staff specified in the FA Club Licensing Regulations.

AFC CRITERIA:

The Licence Applicant must prove that it has no overdue payables towards football Clubs, employees and social/tax authorities, as set out in Article 20 F.03 and F.04 of the AFC Club Licensing Regulations. For the purpose of this provision, the term "employees" includes all professional players according to the applicable FIFA Regulations on the Status and Transfer of

Players as well as the administrative, technical and medical staff under the AFC Personnel and Administrative Criteria 7-11.

ALW NO.	A-LEAGUE CRITERIA GRADE	AFC NO.	AFC CRITERIA GRADE	DESCRIPTION
F.05	A	N/A	N/A	WRITTEN REPRESENTATIONS PRIOR TO THE LICENSING DECISION
<p>(1) Within seven (7) days prior to the date on which the licensing decision is to be made by the First Instance Body, the Licence Applicant must make written representations to Football Australia.</p> <p>(2) The written representations shall confirm:</p> <p>(a) That all documents submitted to the Licensor are complete and correct;</p> <p>(b) Whether or not any Significant Change in relation to all the licensing Criteria has occurred;</p> <p>(c) Whether or not any Events or Conditions of Major Economic importance have occurred that may have an adverse impact on the Licence Applicant's financial position since the balance sheet date of the preceding Audited Annual Financial Statements or Reviewed Interim Financial Statements (if applicable). If any Events or Conditions of Major Economic Importance have occurred, the management representations letter must include a description of the nature of the event or condition and an estimate of its financial effect, or a statement that such an estimate cannot be made; and</p> <p>(d) Whether or not the Licence Applicant (or the Registered Member of Football Australia which has a contractual relationship with the Licence Applicant within the meaning of clause 7.1) or any Parent company of the Licence Applicant included in the reporting perimeter is seeking or has received protection from its creditors pursuant to laws or regulations within the 12 months preceding the Licensing Season.</p> <p>(3) Approval by management must be evidenced by way of a signature on behalf of the executive body of the Licence Applicant.</p>				

ALW NO.	A-LEAGUE CRITERIA GRADE	AFC NO.	AFC CRITERIA GRADE	DESCRIPTION
F.06	A	N/A	N/A	FUTURE FINANCIAL INFORMATION
<p>(1) The Licence Applicant must prepare and submit Future Financial Information in order to demonstrate to Football Australia its ability to continue as a Going Concern until the end of the Licensing Season if it has breached any of the indicators defined in (2) below.</p> <p>(2) If a Licence Applicant exhibits any of the conditions described by indicator 1 or 2, it is considered in breach of the indicator:</p>				

(a) Indicator 1: Going Concern

The auditor's report in respect of the Annual Financial Statements submitted in accordance with F.01W includes an emphasis of matter or a qualified opinion/conclusion in respect of Going Concern.

(b) Indicator 2: Negative Equity

The Annual Financial Statements (including, where required, the Supplementary Information) submitted in accordance with F.01W disclose a net liabilities position that has deteriorated relative to the comparative figure contained in the previous year's Annual Financial Statements.

- (3) For the A-League in the 2022 cycle, Future Financial Information must be submitted for the period of 01/07/2022 to 30/06/2023.
- (4) Future Financial Information consists of:
- (a) a budgeted profit and loss account, with comparative figures for the immediately preceding Financial Year;
 - (b) a budgeted cash flow, with comparative figures for the immediately preceding Financial Year; and
 - (c) explanatory notes, including a brief description of each of the significant assumptions (with reference to the relevant aspects of Historic Financial Information) that have been used to prepare the budgeted profit and loss account and cash flow statement, as well as of the key risks that may affect the future financial results.
- (5) Future Financial Information must be prepared, as a minimum, on a quarterly basis.
- (6) Future Financial Information must be prepared on a consistent basis with the audited Annual Financial Statements and follow 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 must be disclosed.
- (7) Future Financial Information must meet the minimum disclosure requirements as set out in the AFC Club Licensing Financial Handbook. Additional line items or notes must be included if they provide clarification or if their omission would make the Future Financial Information misleading.
- (8) Future Financial Information with the assumptions upon which they are based must be approved by management and this must be evidenced by way of a brief statement and signature on behalf of the executive body of the Reporting Entity.

ALW NO.	A-LEAGUE CRITERIA GRADE	AFC NO.	AFC CRITERIA GRADE	DESCRIPTION
F.07W	A	18	A	ANNUAL BUDGET – WOMEN'S
<p>The Licence Applicant must submit its annual Budget before the start of the season. It should state the following:</p> <ul style="list-style-type: none"> (a) projected income for the coming Financial Year; (b) projected expenditure for the coming Financial Year; (c) all the sources of revenues and income projected for the coming Financial Year along with the amount; and (d) all the sources of expenditures projected for the coming Financial Year along with the amount. 				

SUBSEQUENT INFORMATION

Criteria F.08 applies to all Licensees after the licensing decision.

ALW NO.	A-LEAGUE CRITERIA GRADE	AFC NO.	AFC CRITERIA GRADE	DESCRIPTION
F.08	A	N/A	N/A	DUTY TO NOTIFY SUBSEQUENT EVENTS
<ul style="list-style-type: none"> (1) Following the licensing decision by the decision-making body, the Licensee must promptly notify Football Australia in writing about any Subsequent Events that may cast significant doubt upon the Licensee's ability to continue as a Going Concern until at least the end of the season for which the Licence has been granted. (2) Compliance with this criterion shall be assessed by Football Australia in respect of the following Licensing Cycle. 				

Annexure 5: Table of Minimum Sanctions

No.	Type of Club Licensing Breach	Minimum Sanction: 2022 Licensing Cycle only	Minimum Sanction
1.	Unfulfilled "B" Criterion	Formal Reprimand	\$10,000 per criterion
2.	Submission of documentation, materials or evidence required for the satisfaction of criteria after the submit deadline outlined in the applicable Core Process	Formal Reprimand	\$2000 per criterion
3.	Failure to cooperate with the Licensing Administration	\$7,500	\$20,000
4.	Three (3) or more unfulfilled "B" Criteria in the same Licensing Cycle	\$5,000 per criterion	\$15,000 per criterion
5.	Same "B" Criterion not fulfilled for two (2) consecutive Licensing Cycles	N/A	\$20,000 per criterion