



Women's Super League Football Handbook

PGA Rules

PROFESSIONAL GAME ACADEMY RULES

Contents for PGA Rules

SECTION I: AUTHORITY AND ADMINISTRATION	4
SECTION II: PGA PLAYER REGISTRATION	5
General	5
Length of Registration	5
Expiry of Registration	6
Cancellation of Registration	6
Trialists	7
Squad Category and PGA Squad Cap	7
PGA Squad List	7
Changes to the PGA Squad List	8
PGA Squad Cap - Exceptions	8
Home Grown Players	9
Approaches and Inducements	9
SECTION III: RETENTION	11
General	11
PGA Players in the U16, U19 or U20 Age Group	11
PGA Players in the U18 Age Group	12
PGA Players in the U21 Age Group	13
Players Registered after PGA Club Retention Decision Deadline	14
Disputes regarding a Retention Offer / Offer of a Playing Contract	15
SECTION IV: RECOGNITION	16
Obligation to pay a Recognition Fee	16
Recognition Fees	16
SECTION V: BREACHES OF THE PGA RULES	18
Appendices	
APPENDIX 1: DEFINITIONS	19
APPENDIX 2: PGA PLAYER REGISTRATION AND RETENTION LINE	21
APPENDIX 3: RECOGNITION FEES	24

Preamble

These PGA Rules have been formulated to regulate the registration and movement of players trained and developed within the new Professional Game Academy ("**PGA**") system, which forms part of the England Talent Pathway and the Women's Professional Game.

These PGA Rules covers matters relating to player registration, player retention, and recognition fee payments, and are intended to work alongside the criteria set by The FA in relation to the PGAs, and the PGA Competition Rules (as amended from time to time).

These PGA Rules have been developed to create a bespoke set of provisions applicable to the Women's PGA system, which establish a proportionate and suitably robust regulatory framework for this elite level of the Women's Professional Game. Amongst other key issues, the framework acknowledges the growing necessity for Women's Professional Game Clubs to be financially recognised for their commitment to training, developing and caring for talented young players in order to ensure the long-term viability and sustainability of that commitment.

SECTION I: AUTHORITY AND ADMINISTRATION

1. The administration of these PGA Rules shall be carried out by the Board and the Executive Operational Committee in accordance with these PGA Rules.
2. The Board has appointed the Executive Operational Committee to administer these PGA Rules and the Executive Operational Committee shall have the powers set out under these PGA Rules until such time as the Board determines otherwise.
3. Unless otherwise stated or unless otherwise specified by the Board, decisions of the Executive Operational Committee made pursuant to the powers contained in these PGA Rules shall not require ratification.

SECTION II: PGA PLAYER REGISTRATION

General

4. Subject to FA Rule C, a PGA Club may register a player as a PGA Player at any time during a PGA Registration Period.

Guidance: Notwithstanding registration as a PGA Player, a player's ability to play for the PGA Club in a competition remains subject to fulfilment of any applicable registration and / or eligibility requirements provided for in the rules of that competition.

5. A PGA Club must register each of its PGA Players on the Player Registration System.

Guidance: The Player Registration System will allocate each PGA Player to their relevant Age Group based on their age on 31 August of the PGA Registration Period during which they are registered (see Table 1 below).

The Player Registration System will also allocate each PGA Player into a Squad Category depending on their Age Group (see PGA Rule 16 below).

Notwithstanding the Age Group or Squad Category that a PGA Player is allocated to for the purposes of these PGA Rules, the rules of a competition may permit that PGA Player to 'play up' or 'play down' into a different age group.

Subject to the PGA Player's registration being subsequently approved, the registration will commence on the date the PGA Club applied to register the PGA Player on the Player Registration System (as opposed to commencing on any date that appears on any supporting document uploaded as part of that registration). This will be the registration start date used for the purposes of calculating any Recognition Fee due in respect of that player.

6. A PGA Club must upload to the Player Registration System any document or form relevant to or referred to in these PGA Rules either: (a) within five days of signature or receipt (as applicable), or (b) by the applicable deadline prescribed by these PGA Rules, whichever is earlier.

Guidance: This includes, but is not limited to, PGA Player registration forms, Retention Offers, responses to Retention Offers and mutual cancellation forms.

7. A Player shall not be eligible to play for a PGA Club in any Match unless the player is registered to play for the PGA Club and is included in the PGA Club's PGA Squad List in accordance with these PGA Rules.

Length of Registration

8. The default length of a PGA Player's registration at a PGA Club shall be as set out in Table 1 below.

Table 1

Age of PGA Player on 31 August of PGA Registration Period	Age Group	Length of Registration
14	Under 15	2 PGA Registration Periods
15	Under 16	1 PGA Registration Period
16	Under 17	2 PGA Registration Periods
17	Under 18	1 or 2 PGA Registration Periods
18-20	Under 19-21	1 PGA Registration Period

Guidance: The default lengths of registration are intended to align with the length of the PGA Player's current course of educational study at the point of registration. For example, a PGA Player in the Under 15 Age Group must be registered for 2 PGA Registration Periods so that their registration is aligned with their Key Stage 4 studies.

9. Subject to PGA Rule 10, where a PGA Player is registered after a PGA Registration Period begins, they shall be registered until the end of that PGA Registration Period and, where required by PGA Rule 8, the end of the following PGA Registration Period.

Expiry of Registration

10. The registration of a PGA Player shall expire on either:
- 10.1 31 May in the final PGA Registration Period of their registration where either (a) the PGA Player has not received a Retention Offer, (b) the PGA Player rejected a Retention Offer (or failed to respond to a Retention Offer by the deadline set out in PGA Rule 39), (c) the PGA Player has not received an offer of a Playing Contract made in accordance with PGA Rule 52.1, (d) the PGA Player rejected an offer of a Playing Contract made in accordance with PGA Rule 52.1 (or failed to respond to an offer of a Playing Contract by the deadline set out in PGA Rule 55), or (e) the circumstances of PGA Rule 61 apply; or
- 10.2 30 June in the final PGA Registration Period of their registration where the PGA Player has either (a) accepted a Retention Offer or, (b) accepted an offer to enter into a Playing Contract.

Cancellation of Registration

11. The registration of a PGA Player may be cancelled prior to its expiry:
- 11.1 by the Executive Operational Committee, upon written application of either the PGA Player (signed by the PGA Player, and their parent(s) or carer(s) if the PGA Player is under 18 years old) or the PGA Club; or
- 11.2 by mutual agreement between the PGA Player and the PGA Club, in the form prescribed by the Executive Operational Committee from time to time.

Guidance: As part of any mutual agreement between a PGA Player and a PGA Club to cancel the PGA Player's registration prior to its expiry, a Recognition Fee will only be due if the requirements in Rule 63 have been met. A PGA Club can agree to waive its right to receive a Recognition Fee in relation to that PGA Player (in accordance with PGA Rule 65).

12. Where a written application is received in accordance with PGA Rule 11.1, the Executive Operational Committee shall:
- 12.1 provide the PGA Player (and their parent(s) or carer(s) if the PGA Player is under 18 years old) and the PGA Club the opportunity to make representations to it in relation to the application; and
- 12.2 determine the application in such manner as it sees fit, and in doing so shall confirm whether or not, and the extent to which, the PGA Club shall be entitled to a Recognition Fee in accordance with PGA Rule 64.1 below.

Guidance: The Executive Operational Committee may, for example, vary the value of any Recognition Fee that may be due to the PGA Club and / or vary the time period during which the PGA Club would be entitled to a Recognition Fee.

13. Where the registration of a PGA Player is cancelled in accordance with PGA Rule 11, the PGA Player shall be automatically removed from the PGA Squad Cap of the PGA Club to which they were registered.

14. Where a PGA Club ceases to hold a valid PGA Licence, the registrations of its PGA Players shall be automatically cancelled.

Trialists

15. Subject to FA Rule C and PGA Rule 32, a Player (a) registered at another club, or (b) not previously registered to a club, can trial at a PGA Club.

Guidance: For the avoidance of doubt, a PGA Player can trial at a PGA Club not holding that Player's registration provided that: (a) the PGA Club complies with the relevant provisions of FA Rule C, and (b) one of the conditions set out in Table 3 below is satisfied and any communication with the PGA Club to which the PGA Player is registered occurs on or after the corresponding date.

Squad Category and PGA Squad Cap

16. Each PGA Player shall be automatically allocated to a Squad Category by the Player Registration System, as set out in Table 2 below:

Table 2

Age Group	Squad Category
Under 15	U16
Under 16	
Under 17	U21
Under 18	
Under 19-21	

Guidance: A PGA Club with a PGA Player in the Under 16 Age Group is permitted to re-allocate that Player to the U21 Squad Category if they wish to do so.

17. During each PGA Registration Period, a PGA Club must comply with the PGA Squad Cap in relation to each Squad Category.

PGA Squad List

18. Except as provided in PGA Rule 25, each Player included in a PGA Club's PGA Squad Cap must be included in the PGA Squad List. As set out in PGA Rule 7, a Player shall not be eligible to play for a PGA Club in any Match unless the Player is included in the PGA Club's PGA Squad List.
19. Each PGA Club shall submit to the Competition Secretary its PGA Squad List for the upcoming Season via the Player Registration System not later than 24 hours before its first Match of any Season. Any changes to the PGA Squad List during the Season must be made in conformity with these PGA Rules.
20. The PGA Squad List must be broken down by Squad Category, and the total number of Players included in the PGA Squad List must not exceed the PGA Squad Cap (save where a successful application under Rule 26.4 applies).

Adding Players to the PGA Squad List

- 21. A PGA Club with fewer Players in its PGA Squad List than is permitted by the PGA Squad Cap at any one time during a Season may, subject to compliance with these PGA Rules, add Players to its PGA Squad List provided that it does not exceed the PGA Squad Cap at any one time during the Season.
- 22. A Player shall be treated as automatically added to the PGA Squad List where the Player's re-addition to the PGA Club's PGA Squad Cap is approved by the Executive Operational Committee following an application under PGA Rule 27.

Removing Players from the PGA Squad List

- 23. A Player shall be automatically removed from the PGA Club's PGA Squad List:
 - 23.1 if they are no longer registered with the PGA Club, including where the Player's registration with the PGA Club is cancelled in accordance with PGA Rule 11 (in which case the Player shall also be automatically removed from the PGA Club's PGA Squad Cap in accordance with PGA Rule 13); or
 - 23.2 where the Player's exclusion from the PGA Club's PGA Squad Cap is approved by the Executive Operational Committee following an application under PGA Rules 26.1 to 26.3 (inclusive).

Changes to the PGA Squad List

- 24. If, in accordance with the provisions of these PGA Rules, there are any changes to the Players that make up a PGA Club's PGA Squad List, the PGA Club shall submit an updated PGA Squad List to the Competition Secretary via the Player Registration System:
 - 24.1 in the event that change occurs between the time at which the PGA Club has submitted its PGA Squad List pursuant to PGA Rule 19 and the start of the Season, immediately on the change occurring; or
 - 24.2 if the change occurs during the Season as soon as possible and in any event not less than four hours before the scheduled kick-off time of the PGA Club's next Match or, if the PGA Club's next Match is on a Saturday, Sunday or bank holiday, by 16:00 on the last week-day before the PGA Club's next Match. In exceptional circumstances, an extension to this deadline may be granted by the Executive Operational Committee.

PGA Squad Cap - Exceptions

- 25. A PGA Club may submit an application to the Executive Operational Committee requesting the exclusion of a Player from its PGA Squad Cap for the remainder of the PGA Registration Period during which the application is made.
- 26. A PGA Club may only submit an application under PGA Rule 25 in one of the following circumstances:
 - 26.1 The Player is deemed to have a Long Term Injury, as confirmed in writing by an appropriately qualified medical practitioner instructed by the PGA Club.
 - 26.2 The Player is pregnant, as confirmed in writing by an appropriately qualified medical practitioner instructed by the PGA Club or a midwife.
 - 26.3 The Player is on maternity leave.
 - 26.4 The Player has joined (or is to join) the PGA Club after having been part of another PGA Club which has had its Participation Agreement and / or its PGA Licence terminated within the current or previous Season.

Guidance: If an application under Rule 26.4 is successful, the Player shall remain on the PGA Squad List for the applicable PGA Club, but shall be excluded from its PGA Squad Cap, and this shall continue until the end of the fixed initial length of that Player's registration at the applicable PGA Club (as set out in Rule 8) even if this extends beyond the remainder of the PGA Registration Period during which the application is made. If the applicable PGA Club were to subsequently renew or extend that Player's registration beyond the fixed initial length, then the Player shall no longer be excluded from the PGA Squad Cap.

27. Where a Player is removed from the PGA Squad Cap following an application made to the Executive Operational Committee under Rules 26.1 to 26.3 (inclusive) above, the relevant PGA Club must promptly apply to the Executive Operational Committee for the Player to be re-added to the PGA Squad Cap where:
 - 27.1 a qualified doctor confirms the Player does not have a long-term injury or illness; or
 - 27.2 when the Player, or their parent(s) or carer(s) if the Player is under 18 years old, confirms the Player is ready to return to playing competitive football for the PGA Club.
28. Any application made in accordance with PGA Rule 25 or 27 must be submitted in writing to the Competition Secretary, together with any supporting information.
29. The Executive Operational Committee may approve or reject any application made in accordance with PGA Rule 25 or 27 at its absolute discretion, and make any approval subject to such limitations, restrictions or conditions as it sees fit, save that the Executive Operational Committee shall not approve any application made in accordance with PGA Rule 27 if the addition of the re-added Player would lead to the PGA Club having more Players on its PGA Squad Cap than is permitted.

Home Grown Players

30. During each PGA Registration Period, a PGA Club must ensure that at least 80% of its PGA Players are Home Grown Players.

Approaches and Inducements

31. Subject to PGA Rule 32, a PGA Club shall not (without the prior written consent of the Club at which the PGA player is registered), either directly or indirectly, approach or communicate with a PGA Player registered with another PGA Club.

Guidance: A public statement made by a representative or agent of a PGA Club expressing interest in a PGA Player registered with a PGA Club shall be deemed an indirect approach of that PGA Player.

32. A PGA Club may only, directly or indirectly, approach or communicate with a PGA Player registered with a PGA Club during a PGA Registration Period on or after the dates set out in Table 3 below and subject to the stated condition:

Table 3

Condition	Date	PGA Rule Reference
The PGA Player has received confirmation that they shall be released at the expiry of their registration	1 January	o Rule 45 (U18)
	2 March	o Rule 37 (U16, U19 or U20) o Rule 53 (U21)
	On or after the later of:	o Rule 49 (U18)

Condition	Date	PGA Rule Reference
The PGA Player has rejected a Retention Offer or an offer of a Playing Contract (as applicable)	(a) 1 January; or (b) the date the Retention Offer is rejected	
	On or after the later of: (a) 2 March; or (b) the date the Retention Offer or an offer of a Playing Contract is rejected	○ Rule 41 (U16, U19 or U20) ○ Rule 57 (U21)
The PGA Player has failed to respond to a Retention Offer or an offer of a Playing Contract (as applicable)	2 April	○ Rule 42 (U16, U19 or U20) ○ Rule 49 (U18) ○ Rule 58 (U21)

Guidance: Where a PGA Club wishes to make an approach to a PGA Player in any of these circumstances, the PGA Club should approach the PGA Player's PGA Club directly to confirm the outcome of the retention process in relation to that PGA Player. Any subsequent contact with the PGA Player by the PGA Club should be in line with PGA Club safeguarding processes.

Guidance: For the avoidance of doubt, any approach to a PGA Player made in accordance with PGA Rule 32 may only be made with a view to: (a) registering the PGA Player for the next PGA Registration Period (i.e. following the expiry of their registration pursuant to PGA Rule 10.1) and / or (b) trialling the PGA Player.

SECTION III: RETENTION

General

- 33. A PGA Club may make a Retention Offer to a PGA Player from 1 September in the final PGA Registration Period of their registration (save in relation to a PGA Player in the U21 Age Group).
- 34. Where permitted to do so by FA Rule C, a PGA Club may offer to enter into a Playing Contract with a PGA Player at any time during a PGA Registration Period.
- 35. Within five days of a PGA Club making either (a) a Retention Offer, or (b) an offer of a Playing Contract, it must lodge a copy of the Retention Offer or offer of a Playing Contract on the Player Registration System.

PGA Players in the U16, U19 or U20 Age Group

PGA Club Retention Decision Deadline

- 36. By 1 March in each PGA Registration Period, a PGA Club with PGA Players in the U16, U19 or U20 Age Group must in relation to each PGA Player in the final PGA Registration Period of their registration either:
 - 36.1 make a Retention Offer; or
 - 36.2 confirm that the PGA Player shall be released at the expiry of their registration.
- 37. Where a PGA Player has received confirmation pursuant to PGA Rule 36.2, they shall be free to seek registration at another PGA Club or club (following the expiry of their registration pursuant to PGA Rule 10.1) on or after 2 March.

Guidance: Where a PGA Club confirms to a PGA Player that they will be released when their current registration expires, the PGA Club should, where possible, explain the reasons behind the decision, provide individual feedback in relation to areas of development and inform the PGA Player where they can seek transition and well-being support.

Guidance: An offer of a Playing Contract to a PGA Player (where permissible) is not considered a valid retention offer for those in the U16, U19 or U20 Age Groups. PGA Clubs are therefore encouraged to follow the retention process set out in this Section, regardless of whether the PGA Player is to be offered a Playing Contract or not.

Reporting Retention Decisions

- 38. By 6 March in each PGA Registration Period (or an alternative date as determined by the Executive Operational Committee), a PGA Club must, via the Player Registration System:
 - 38.1 confirm which PGA Players have been made a Retention Offer pursuant to PGA Rule 36.1 and which PGA Players shall be released at the expiry of their registration; and
 - 38.2 upload a copy of each Retention Offer it has made.

Retention Offers

PGA Player Response Deadline

- 39. By 1 April in a PGA Registration Period, a PGA Player in receipt of a Retention Offer made pursuant to PGA Rule 36.1 must confirm to their PGA Club whether they accept or reject the Retention Offer.

Guidance: A PGA Player must provide its response to a Retention Offer by completing the response section at the end of the form used by the PGA Club to make its Retention Offer.

Acceptance

40. Where a PGA Player accepts a Retention Offer made pursuant to PGA Rule 36.1, they shall be automatically registered for the PGA Club at the beginning of the following PGA Registration Period.

Rejection / Failure to Respond

41. Where a PGA Player rejects a Retention Offer made pursuant to PGA Rule 36.1, that PGA Player shall be free to seek registration at another PGA Club (following the expiry of their registration pursuant to PGA Rule 10.1) on or after the later of: (a) 2 March, or (b) the date the Retention Offer is rejected.
42. Where a PGA Player fails to respond to a Retention Offer by the deadline set out in PGA Rule 39, that PGA Player shall be free to seek registration at another PGA Club (following the expiry of their registration pursuant to PGA Rule 10.1) on or after 2 April.

Reporting PGA Player Response

43. By 6 April in the PGA Registration Period (or an alternative date as determined by the Executive Operational Committee), the PGA Club must confirm to the Competition Secretary whether the PGA Player has accepted, rejected or failed to respond to the Retention Offer.

PGA Players in the U18 Age Group

PGA Club Retention Decision Deadline

44. By 31 December in each PGA Registration Period, a PGA Club with PGA Players in the U18 Age Group must in relation to each PGA Player in the final PGA Registration Period of their registration either:
- 44.1 make a Retention Offer; or
 - 44.2 confirm that the PGA Player shall be released at the expiry of their registration.
45. Where a PGA Player has received confirmation pursuant to PGA Rule 44.2, they shall be free to seek registration at another PGA Club or club (following the expiry of their registration pursuant to PGA Rule 10.1) on or after 1 January in that PGA Registration Period.

Guidance: Where a PGA Club confirms to a PGA Player that they will be released when their current registration expires, the PGA Club should, where possible, explain the reasons behind the decision, provide individual feedback in relation to areas of development and inform the PGA Player where they can seek transition and well-being support.

Guidance: An offer of a Playing Contract to a PGA Player (where permissible) is not considered a valid retention offer for those in the U18 Age Group. PGA Clubs are therefore encouraged to follow the retention process set out in this Section, regardless of whether the PGA Player is to be offered a Playing Contract or not.

Reporting Retention Decisions

46. By 5 January in each PGA Registration Period (or an alternative date as determined by the Executive Operational Committee), a PGA Club must, via the Player Registration System:
- 46.1 confirm which PGA Players have been made a Retention Offer pursuant to PGA Rule 44.1 and which PGA Players shall be released at the expiry of their registration; and
 - 46.2 upload a copy of each Retention Offer it has made.

Retention Offers

PGA Player Response Deadline

47. By 1 April in a PGA Registration Period, a PGA Player in receipt of a Retention Offer made pursuant to PGA Rule 44.1 must confirm to their PGA Club whether they accept or reject the Retention Offer.

Guidance: A PGA Player must provide its response to a Retention Offer by completing the response section at the end of the form used by the PGA Club to make its Retention Offer.

Acceptance

48. Where a PGA Player accepts a Retention Offer made pursuant to PGA Rule 44.1, they shall be automatically registered for the PGA Club at the beginning of the following PGA Registration Period.

Rejection / Failure to Respond

49. Where a PGA Player rejects a Retention Offer made pursuant to PGA Rule 44.1, that PGA Player shall be free to seek registration at another PGA Club (following the expiry of their registration pursuant to PGA Rule 10.1) on or after the later of: (a) 1 January, or (b) the date the Retention Offer is rejected.
50. Where a PGA Player fails to respond to an offer of a Playing Contract by the deadline set out in PGA Rule 47, that PGA Player shall be free to seek registration at another PGA Club (following the expiry of their registration pursuant to PGA Rule 10.1) on or after 2 April.

Reporting PGA Player Response

51. By 6 April in the PGA Registration Period (or an alternative date as determined by the Executive Operational Committee), the PGA Club must confirm to the Competition Secretary whether the PGA Player has accepted, rejected or failed to respond to the Retention Offer.

PGA Players in the U21 Age Group

PGA Club Retention Decision Deadline

52. By 1 March in each PGA Registration Period, a PGA Club with PGA Players in the U21 Age Group must in relation to each PGA Player in the final PGA Registration Period of their registration either:
- 52.1 offer to enter into a Playing Contract with the PGA Player; or
 - 52.2 confirm that the PGA Player shall be released at the expiry of their registration.
53. Where a PGA Player has received confirmation pursuant to PGA Rule 52.2, they shall be free to seek registration at another PGA Club or club (following the expiry of their registration pursuant to PGA Rule 10.1) on or after 2 March.

Guidance: Where a PGA Club confirms to a PGA Player that they will be released when their current registration expires, the PGA Club should, where possible, explain the reasons behind the decision, provide individual feedback in relation to areas of development and inform the PGA Player where they can seek transition and well-being support.

Guidance: Notwithstanding the expiry of the PGA Player's registration, a PGA Club may still seek to subsequently register that player as a Non-Contract Player (outside of the PGA framework).

Reporting Retention Decisions

54. By 6 March in each PGA Registration Period (or an alternative date as determined by the Executive Operational Committee), a PGA Club must, via the Player Registration System:

- 54.1 confirm which PGA Players have been offered a Playing Contract pursuant to PGA Rule 52.1 and which PGA Players shall be released at the expiry of their registration; and
- 54.2 upload a copy of each Playing Contract it has offered.

Playing Contract Offers

PGA Player Response Deadline

- 55. By 1 April in a PGA Registration Period, a PGA Player in receipt of an offer to enter into a Playing Contract made pursuant to PGA Rule 52.1 must confirm to their PGA Club whether they accept or reject the offer.

Acceptance

- 56. Where a PGA Player accepts an offer of a Playing Contract made pursuant to PGA Rule 52.1, they shall be automatically registered for the PGA Club at the beginning of the following PGA Registration Period.

Rejection / Failure to Respond

- 57. Where a PGA Player rejects an offer of a Playing Contract made pursuant to PGA Rule 52.1, that PGA Player shall be free to seek registration at another PGA Club (following the expiry of their registration pursuant to PGA Rule 10.1) on or after the later of: (a) 2 March, or (b) the date the Retention Offer is rejected.
- 58. Where a PGA Player fails to respond to an offer of a Playing Contract by the deadline set out in PGA Rule 55, that PGA Player shall be free to seek registration at another PGA Club (following the expiry of their registration pursuant to PGA Rule 10.1) on or after 2 April.

Reporting PGA Player Response

- 59. By 6 April in the PGA Registration Period (or an alternative date as determined by the Executive Operational Committee), the PGA Club must confirm to the Competition Secretary whether the PGA Player has accepted, rejected or failed to respond to the offer of a Playing Contract.

Players Registered after PGA Club Retention Decision Deadline

- 60. Where a PGA Club registers: (a) a PGA Player in the U16, U19 or U20 Age Group after the deadline in PGA Rule 36, (b) a PGA Player in the U18 Age Group after the deadline in PGA Rule 44, or (c) a PGA Player in the U21 Age Group after the deadline in PGA Rule 52, and in circumstances where that PGA Player's registration will expire at the end of that PGA Registration Period in accordance with PGA Rule 9:
 - 60.1 The PGA Club may make a Retention Offer or offer a Playing Contract to that PGA Player (as applicable) provided that the Retention Offer or offer of a Playing Contract is made to the PGA Player and reported via the Player Registration System by the fourth Thursday in March in that PGA Registration Period.
 - 60.2 Thereafter, PGA Rules 39 to 41, PGA Rule 47 to 51 or PGA Rules 55 to 57 (as applicable) shall apply mutatis mutandis.
- 61. Where a PGA Player is registered: (a) after the fourth Thursday in March in a PGA Registration Period, and (b) in circumstances where their registration will expire at the end of that PGA Registration Period, that PGA Player shall fall outside of the retention process set out in this Section III and their registration shall expire in accordance with PGA Rule 10.1.

Guidance: Where PGA Rule 61 applies, the PGA Club shall nevertheless be entitled to register the PGA Player again following the expiry of the PGA Player's initial registration.

Disputes regarding a Retention Offer / Offer of a Playing Contract

62. In the event of a dispute regarding whether or not: (a) a Retention Offer or offer of a Playing Contract was validly made or (b) the PGA Player accepted or rejected the Retention Offer or offer of a Playing Contract, the burden shall be on the sender of the relevant communication to establish it was received by the other party within the timeframes set out in these PGA Rules.

SECTION IV: RECOGNITION

Obligation to pay a Recognition Fee

63. Subject to PGA Rule 64, a PGA Club shall be obliged to pay a Recognition Fee to another PGA Club or a Relegated Club where a PGA Club registers a Player whose last registration was as a PGA Player with that other PGA Club or Relegated Club, provided that:
- 63.1 the Player received in the final PGA Registration Period of their registration as a PGA Player with the previous PGA Club or Relegated Club either: (a) a Retention Offer, or (b) an offer to enter into a Playing Contract (save for where the PGA Player was last registered to a Relegated Club, and that club's relegation occurred before the PGA Player's final PGA Registration Period);
 - 63.2 the Player registers for the other PGA Club within 24 months of the expiry of their registration as a PGA Player with the previous PGA Club or Relegated Club; and
 - 63.3 the previous PGA Club holds a valid PGA Licence at the time of the Player's registration (unless it is a Relegated Club).
64. Notwithstanding PGA Rule 63 and provided the previous PGA Club holds a valid PGA Licence at the time of the PGA Player's registration (unless it is a Relegated Club), the PGA Club or Relegated Club to which a PGA Player was last registered remains entitled to receive a Recognition Fee from a registering PGA Club if:
- 64.1 the PGA Player's registration was cancelled in accordance with PGA Rule 11.1 and the PGA Player registers with another PGA Club within 24 months of the former registration being cancelled (save where the Executive Operational Committee determines otherwise in accordance with PGA Rule 12.2); or
 - 64.2 the PGA Player registers with another PGA Club within 24 months of leaving the PGA Club or Relegated Club to which they were last registered in circumstances where, in the interim, the PGA Player has only registered with a club (or clubs) that are not PGA Clubs, and provided that the condition in PGA Rule 63.1 is met (if applicable).
- Guidance:** A PGA Club's obligation to pay a Recognition Fee to another PGA Club or Relegated Club in these circumstances arises regardless of whether the player is registered with that PGA Club as a PGA Player, a Contract Player or a Non-Contract Player.
65. A PGA Club or Relegated Club entitled to a Recognition Fee can waive its right to receive that Recognition Fee.
66. A PGA Club or Relegated Club waiving its right to receive a Recognition Fee in accordance with PGA Rule 65 must: (a) record any such agreement in writing, (b) ensure the agreement is signed by an Authorised Signatory of the PGA Club or Relegated Club and (c) provide a copy of the agreement to the Competition Secretary within 5 days of signature.

Recognition Fees

67. The relevant Recognition Fee payable by the registering PGA Club shall be as set out in Appendix 3.
68. The Recognition Fee payable shall be calculated by multiplying the relevant figure from the final column of the table at Appendix 3 by the number of PGA Registration Periods during which the PGA Player was registered with the previous PGA Club or Relegated Club. A Relegated Club shall be treated as a PGA Club participating in the Women's Super League 2 for these purposes.

69. Where a PGA Player has only spent part of a PGA Registration Period at a PGA Club or Relegated Club, the Recognition Fee payable in relation to that PGA Registration Period shall be calculated pro rata.

Guidance: Example Recognition Fee calculation:

- o Player A is 16 years old and registers as a PGA Player for Club A (a PGA Club participating in the WSL) on 1 January.
- o As per Table 1, Player A is allocated to the U17 Age Group and registers with Club A for two PGA Registration Periods.
- o During Player A's second and final PGA Registration Period, they reject Club A's Retention Offer.
- o Player A registers with Club B (another PGA Club participating in the WSL) on 1 June.
- o The Recognition Fee due to Club A from Club B is £6,888, calculated as follows:

- First PGA Registration Period with Club A: $(£5,000 / 396^*) \times 181$ days [i.e. 1 January to 30 June] = £2285 (rounded to nearest £)

PLUS

- second PGA Registration Period with Club A: $(£5,000 / 365) \times 336$ days [i.e. 1 July to 31 May] = £4603 (rounded to nearest £)

* The first PGA Registration Period under these PGA Rules (2023 / 24 season) runs for 396 days (i.e. 1 June to 30 June, and covers a leap year). Those that follow run from 1 July to 30 June (i.e. 365 days, or 366 days in any leap year)

Guidance: For the avoidance of doubt, a Recognition Fee shall only accrue during the time that the PGA Club or Relegated Club holds a valid PGA Licence

70. Subject to receiving an appropriate invoice, a PGA Club must pay any Recognition Fee due under these PGA Rules to another PGA Club or Relegated Club within 28 days of the Player's registration with that PGA Club being confirmed (as applicable).

SECTION V: BREACHES OF THE PGA RULES

- 71.** The Executive Operational Committee shall have the power to deal with any suspected or alleged breach of these PGA Rules by either:
 - 71.1** exercising its summary jurisdiction in accordance with the Women's Super League and Women's Super League 2 Competition Rules; or
 - 71.2** referring the matter to an Independent Tribunal in accordance with the Women's Super League and Women's Super League 2 Competition Rules.

Appendix 1: Definitions

"Affiliated Association" shall have the meaning given to it in the Women's Super League and Women's Super League 2 Competition Rules.

"Age Group" means an age group to which PGA Players are automatically allocated by the Player Registration System.

"Board" shall have the meaning given to it in the Women's Super League and Women's Super League 2 Competition Rules.

"Club" has the meaning given to it in the Competition Rules (Chapter 1). Where reference is made to "each Club" or "the Club" it shall be construed as referring to "a Club" to whom the reference applies from time to time as the context requires.

"Competition Secretary" shall have the meaning given to it in the Women's Super League and Women's Super League 2 Competition Rules.

"Contract Player" shall have the meaning given to it in the Women's Super League and Women's Super League 2 Competition Rules.

"Executive Operational Committee" means the sub-committee appointed by the Board to carry out the day to day management and administration of the Competitions.

"FA Rules" means the Rules of The Football Association Limited as amended from time to time.

"Home Grown Player" shall have the meaning given to it in the Women's Super League and Women's Super League 2 Competition Rules.

"Leagues OpCo" means Leagues OpCo Limited (company number 15731019) whose registered address is at Wembley Stadium, Wembley, London, United Kingdom, HA9 0WS, unless the Competitions become directly owned and operated by Women's Professional Leagues Limited (of which Leagues OpCo Limited is a wholly owned subsidiary), in which case such reference to Leagues OpCo shall refer to Women's Professional Leagues Limited.

"Long Term Injury" means an injury or illness which renders a PGA Player unable to take part in full training or play matches for their PGA Club for a consecutive period of three months.

"Match" shall have the meaning given to it in the PGA Competition Rules.

"Non Contract Player" shall have the meaning given to it in the Women's Super League and Women's Super League 2 Competition Rules.

"PGA Club" means a Club with permission to operate a PGA under a Participation Agreement.

"PGA Competition Rules" means the competition rules for the PGA Competitions, as specified by Leagues OpCo from time to time, as set out in Chapter 12.

"PGA Licence" means a licence issued by Leagues OpCo in a Participation Agreement giving permission to the applicable Club to operate a PGA.

"PGA Player" means a female Player (other than a Non Contract Player or a Contract Player) aged between 14 and 20 years old on 31 August of a PGA Registration Period that is registered with a PGA Club.

"PGA Registration Period" means 1 July to 30 June.

"PGA Rules" means these Professional Game Academy Rules.

"PGA Squad Cap" means a maximum of 25 Players per Squad Category at any one time during a PGA Registration Period, which may comprise any combination of PGA Players, Contract Players and Non Contract Players (provided that the Contract Players and Non Contract Players are aged 20 years old or younger on 31 August of a PGA Registration Period).

"PGA Squad List" means a list of Players, broken down by Squad Category, prepared by a PGA Club and submitted to the Competition Secretary in accordance with Rules 18-24 of these PGA Rules.

"PGA" an academy licensed by Leagues OpCo to provide a training and playing environment for players of particular ages.

"Player Registration System" means the relevant Player Registration System as determined by the Executive Operational Committee from time to time.

"Player" shall have the meaning given to it in the PGA Competition Rules.

"Playing Contract" shall have the meaning given to it in the Women's Super League and Women's Super League 2 Competition Rules.

"Recognition Fee" means a fee payable by one PGA Club to another PGA Club in recognition of the training and development of a Player.

"Relegated Club" means a club relegated from the Women's Super League 2 pursuant to Women's Super League and Women's Super League 2 Competition Rule at the end of any of the two previous Seasons and which remains relegated.

"Retention Offer" means a written offer (on the form prescribed by the Executive Operational Committee from time to time) made by a PGA Club to a registered PGA Player in the final year of their registration indicating that the PGA Club wishes to retain the registration of the PGA Player for the following PGA Registration Period.

"Season" means the period between the date on which the first competitive fixture in the PGA Competition is played each year until the date on which the last competitive fixture in the PGA Competition is played.

"Squad Category" means a squad category to which (a) PGA Players are automatically allocated by the Player Registration System with reference to their Age Group, as set out in Table 2, and (b) a PGA Club may allocate Contract Players or Non Contract Players aged 20 years old or younger on 31 August of a PGA Registration Period.

"The FA" means The Football Association Limited (company number 00077797) which is the governing body for football in England.

"Transfer Window, First Transfer Window and Second Transfer Window" shall have the meaning given to those terms in the Women's Super League and Women's Super League 2 Competition Rules.

"Women's Professional Leagues Limited" means Women's Professional Leagues Limited (company number 15675947) whose registered address is at Wembley Stadium, Wembley, London, HA9 0WS.

"Women's Super League and Women's Super League 2 Competition Rules" means the Competition Rules at Chapter 1

Appendix 2: PGA player registration and retention line

The timelines set out in this Appendix 2 are only intended as a summary of the relevant PGA Rules. PGA Clubs and PGA Players should ensure they refer to the PGA Rules in full for a complete understanding of the relevant timelines.

In the event of conflict between this Appendix 2 and the main body of the PGA Rules, the main body of the PGA Rules shall apply.

A. U16, U19, U20 PGA Players

Date	Event	PGA Rule Reference
1 July	PGA Club can register players as PGA Players	Rule 4
1 September	PGA Club can make Retention Offer	Rule 33
1 March	Retention Decision Deadline (PGA Club to make Retention Offer or confirm release of PGA Player at expiry of registration)	Rule 36
2 March	PGA Player being released can speak to other clubs	Rule 37
On or after the later of: (a) 2 March; or (b) the date the Retention Offer is rejected	PGA Player that rejects a Retention Offer can speak to other clubs	Rule 41
6 March	PGA Club to report Retention Decision via Player Registration System	Rule 38
1 April	PGA Player Response Deadline (PGA Player to accept or reject Retention Offer)	Rule 39
2 April	PGA Player that fails to respond to Retention Offer can speak to other clubs	Rule 42
6 April	PGA Club to report to the Competition Secretary whether a PGA Player has accepted, rejected or failed to respond to Retention Offer	Rule 43
31 May	PGA Player's registration expires (if released, rejected / failed to respond to Retention Offer)	Rule 10.1
30 June	PGA Player's registration expires (if accepted Retention Offer)	Rule 10.2

B. U18 PGA Players

Date	Event	PGA Rule Reference
1 July	PGA Club can register players as PGA Players	Rule 4
1 September	PGA Club can make Retention Offer	Rule 34
31 December	Retention Decision Deadline (PGA Club to make Retention Offer or confirm release of PGA Player at expiry of registration)	Rule 44

Date	Event	PGA Rule Reference
1 January	PGA Player being released can speak to other clubs	Rule 45
On or after the later of: (a) 1 January; or (b) the date the Retention Offer is rejected	PGA Player that rejects a Retention Offer can speak to other clubs	Rule 49
5 January	PGA Club to report Retention Decision via the Player Registration System	Rule 46
1 April	PGA Player Response Deadline (PGA Player to accept or reject Retention Offer)	Rule 47
2 April	PGA Player that fails to respond to Retention Offer can speak to other clubs	Rule 50
6 April	PGA Club to report to the Competition Secretary whether a PGA Player has accepted, rejected or failed to respond to Retention Offer	Rule 51
31 May	PGA Player's registration expires (if released, rejected / failed to respond to Retention Offer)	Rule 10.1
30 June	PGA Player's registration expires (if accepted Retention Offer)	Rule 10.2

C. U21 PGA Players

Date	Event	PGA Rule Reference
1 July	PGA Club can register players as PGA Players	Rule 4
1 July	PGA Club can offer to enter into a Playing Contract with the PGA Player	Rule 34
1 March	Retention Decision Deadline (PGA Club to offer to enter into a Playing Contract or confirm release of PGA Player at expiry of registration)	Rule 52
2 March	PGA Player being released can speak to other clubs	Rule 53
On or after the later of: (a) 2 March; or (b) the date the offer of a Playing Contract is rejected	PGA Player that rejects offer of a Playing Contract can speak to other clubs	Rule 57
6 March	PGA Club to report Retention Decision via the Player Registration System	Rule 54
1 April	PGA Player Response Deadline (PGA Player to accept or reject offer of a Playing Contract)	Rule 55
2 April	PGA Player that fails to respond to offer of a Playing Contract can speak to other clubs	Rule 58

6 April	PGA Club to report to the Competition Secretary whether a PGA Player has accepted, rejected or failed to respond to offer of a Playing Contract	Rule 59
31 May	PGA Player's registration expires (if released, rejected / failed to respond to offer of a Playing Contract)	Rule 10.1
30 June	PGA Player's registration expires (if accepted offer of a Playing Contract)	Rule 10.2

Appendix 3: Recognition fees

Competition in which registering PGA Club participates	Competition in which previous PGA Club participates	Recognition Fee (per PGA Registration Period)
WSL	WSL	£5,000
WSL	WSL 2*	£2,500
WSL 2	WSL	£1,000
WSL 2	WSL 2*	£500

* Or any Competition below the WSL 2 where the previous PGA Club is a Relegated Club (see PGA Rule 68).