



REPORT PREPARED BY ANALYTICS FC LTD

BREXITBALL

**AN INDEPENDENT IMPACT ANALYSIS
UPON BRITISH FOOTBALL
OF THE GOVERNING BODY ENDORSEMENT
REGULATIONS SINCE BREXIT**

IN COLLABORATION WITH FRAGOMEN LLP

FRAGOMEN

WHO WE ARE



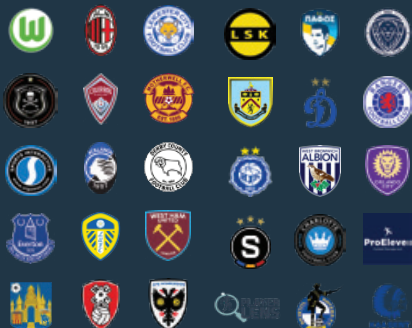
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Analytics FC is a globally recognised football strategy and analytics specialist with proven experience in delivering data-driven solutions. We fuse performance data models, market analytics and business acumen to support clients in achieving their strategic goals.

We connect football strategy and data to give clients the opportunity to support decision-making with truly objective information. Our customized data models and experienced industry specialists allow us to deliver unrivalled insight.

Our current clients include 25% of the Clubs in the English Premier League, as well as a number of top continental Clubs in both men's and women's football as well as federations and industry investors. Our projects have also included some ground-breaking innovations, such as providing data-driven contract advisory and career development analytics to some of the biggest players in world football such as Kevin De Bruyne and Héctor Bellerín.

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- ▶ Applications and management of Home Office Sponsor Licences
- ▶ International Sportsperson and Skilled Worker Visa applications for players and staff
- ▶ Application process for GBE from the FA and SFA
- ▶ Advising clubs on right to work checks Sponsor Licence compliance obligations

OUR APPROACH

This report assesses the impact of the Governing Body Endorsement (GBE) regulations upon various facets of the footballing landscape in the United Kingdom (UK). It will show how market trends have changed since the regulations were adopted in January 2021 and will trace the ramifications across both the Men's and Women's game. It will analyse both the impact upon playing staff and non-playing staff.

In doing so, as with all Analytics FC research and reports, we attempt to provide purely objective analysis with limited subjective interjection. In this case, the report is largely descriptive rather than prescriptive, although there are some recommendations offered in conclusion.



KEY FINDINGS

& Policy Implications

PART I

1



Pre- to Post-Brexit Recruitment in England

- ◆ Reduction in overall overseas market by 90% in Europe.
- ◆ Expansion in South America is yet to be exploited by English clubs.
- ◆ Lower leagues are using foreign markets even less than before.
- ◆ Buying players for a fee is now far less common in the Championship.
- ◆ The number of Band 4 players imported into the Premier League is higher than the two pre-Brexit seasons.
- ◆ The Premier League has shown a decrease in player purchases and a decrease in domestic player purchases since Brexit rules were enforced.

2



Scotland

- ◆ Over 25 transfers in the 2021/22 season went through in Scotland that didn't comply with the GBE regulations.
- ◆ 21% of all transfers in Scotland could not have been completed by clubs in England.
- ◆ Recruitment teams in Scotland are actively scouting Band 4-6 for players on the likelihood that they will be accepted.

3



The Women's Game

- ◆ Overseas transfers into WSL reduced from 35% to 27% of all transfers pre- and post-Brexit.
- ◆ Championship overseas imports are very low (4% of all transfers).
- ◆ Transfers into the Championship changed from almost all Band 2 to almost all Band 1.
- ◆ Unknown how staffing will be affected until a larger sample size can be tested.

KEY FINDINGS & Policy Implications PART 2

4



Non-Playing Staff

- ♦ From a small sample size it seems as though non-British managerial appointments in the Premier League have remained broadly the same as pre-Brexit.
- ♦ Indeed, there has been negligible change across the pyramid, including in the Women's game. However, one or two appointments don't appear to fit the criteria.
- ♦ The effect on other non-playing staff is difficult to quantify on a macro level due to a lack of data. However, there are examples in the media of assistant managers not being able to be hired because of GBE Regulations.

5



Domestic Player Minutes

- ♦ Early indications are that more British players are being used by their clubs in the Premier League and Championship.
- ♦ The 2021/22 figures show an 18% increase in British players playing some Premier League minutes from 2019/20 and a 20% increase in the Championship for the same metric.
- ♦ In the Premier League, though, this has not equated to more minutes. Minutes played by British players dropped 6% in 2021/22 compared to 2019/20.
- ♦ In The Championship, minutes played by British players have increased by 9.3% in 2021/22.

6



Exporting Talent

- ♦ There has been a substantial drop-off in the number of British players leaving England in favour of the EU. The data suggests that this is around 50% from the 2019/20 season to the current one.
- ♦ The biggest drop in numbers and percentage come from PL2, which is mainly young players coming to the end of their contracts and wanting/needing a chance to develop their professional career elsewhere.

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Introduction

At 11pm on the 31st of January 2020, the United Kingdom withdrew from the European Union (EU). One of the stated aims of the campaign in favour of withdrawing from the EU was to “take back control of UK borders”. This was interpreted by many to mean a change in immigration policy. One of the consequences of leaving the EU would indeed necessitate a change in immigration policy, as it would mean an end to the freedom of movement for European nationals between the UK and EU member states. After Brexit, any non-settled person wanting to work in the UK would need a work permit.

In 2018, the UK Government put forward a white paper proposing a “skills-based immigration system” that prioritised “skilled migrants”. This would eventually prove to be the approach to immigration adopted by the Government post-Brexit. On 1st of January 2021, free movement between the UK and the EU ended (as well as with EEA member states and Switzerland) and a revised “points-based system” also governed work-related migration for European nationals.

Relative to its size, the UK football industry is a big importer of foreign workers. For example, since 2017, over 50% of incoming Premier League transfers have been non-UK players. As a result, the new rules surrounding immigration in a post-Brexit landscape will have a big impact on football clubs.

Attracting the best football players and non-playing staff from around the world is a key aspect to maintaining the Premier League as one of the most successful sports leagues

globally and ensuring that its clubs can compete (and win) against the best in the world. Recruitment of the best players and non-playing staff (regardless of nationality) is also a key component of how football clubs attempt to gain a competitive edge across all UK professional football leagues, in both Men’s and Women’s football.

In January 2021, the UK Government accepted a proposal from the FA, the Premier League, and the EFL to introduce a Governing Body Endorsement (GBE) system that would require any non-UK player or non-playing staff member to pass a threshold of points to be able to play or work in football at any level in the United Kingdom.

As the specifics of these regulations were only released in December 2020—a month before freedom of movement ended—many football clubs had little time to properly analyse and implement the new regulations within their player and staff recruitment strategies. In fact, many club officials still report some confusion around the details of the GBE regulations even 18 months after they were introduced.

In light of the pervasive impact that the GBE regulations have had on football within the UK, Analytics FC Ltd, in collaboration with Frago-men LLP, have undertaken an independent investigation into the post-Brexit football landscape to determine the longer-term effects of the regulations upon the football player and staff recruitment markets and to assess the impact of GBE regulations upon UK football clubs.

PREXFTBALL

SETTING THE SCENE

SETTING THE SCENE: The GBE Regulations

The GBE operates according to a points-based system in which non-UK players brought into the UK to play professional football are required to pass a threshold of points over a series of qualifying criteria.

These criteria can be summarised under the following headings:

- Appearances for senior and/or youth international teams.
- Quality of the selling club, defined by the league the club competes in, their position within that league at a prescribed point in time, and progression in continental competitions.
- Club appearances, based on minutes played in domestic league and continental competitions.

First and foremost, international appearances take priority. Any player who plays regularly in their national team (70% of minutes) for a country ranked in the Top 50 of FIFA's rankings automatically passes the required threshold. If this doesn't apply to a player, then the points system comes into play.

Although the men's and women's games have different points thresholds to become eligible for a GBE—15 points for the men, 24 points for the women—they operate on a parallel system.

The main factor for accruing points is the standing of the league that the player plays in, along with how often they play. The world's leagues have been divided into 'Bands': six Bands in the Men's game and two in the Women's.



Beyond this, a player's appearances in continental competition may also contribute to their points tally. Each continental tournament also has a Band according to the prestige of the tournament.

Here is how RB Salzburg's Mohamed Camara accrues the points to hit the GBE threshold:

Mohamed Camara		
International Appearances	Mali:40%	0
Domestic Minutes	Band 4: 61%	3
Continental Minutes	Band 1: 100%	10
League Position	Austrian Bundesliga - Title Winner	3
Continental Progression	UEFA ChL: Group Stage	5
League Quality	Bundesliga	6

WHAT IF A PLAYER FALLS SHORT OF THE POINTS THRESHOLD?

In England, the regulations state that if a player reaches 10-14 points through the criteria stated above then an exceptions panel can be convened. The panel will then decide whether a player can receive a GBE, but the club must provide evidence of "exceptional circumstances" as to why that player didn't reach 15 points.

The rules differ slightly for youth players (Under 21). Players don't have to pass the criteria but a panel must find that the player shows "significant potential and is of sufficient quality" to justify a GBE.

This is similar to the language used by the Scottish FA in their exceptions panel section. The Scottish approach to the exceptions panel is covered more widely in a later section.

NON-PLAYING STAFF

The rules for non-playing staff are slightly different. A manager or head coach will successfully receive a GBE if they have "had overall responsibility for" a team, or multiple teams, for 3 years in total, or 2 consecutive years, in Bands 1-5 of the Men's league banding in the last five years. In addition, a coach will also qualify if they have managed an international team in the FIFA Top 50 (on average) for either 36 months of the last five years or 24 months consecutively in the last five years. Coaches must also have a UEFA Pro licence (or equivalent), can only be appointed to a team without a manager, and must have clear responsibility for the first team.

SETTING THE SCENE: The Pre-Brexit Market

In order to assess the impact that Brexit has had upon the UK football market, it is important for us to assess the state of the market before the GBE regulations came into force. Looking at the transfer activity in the top four tiers of English football since the 2017/18 season uncovers a number of key findings:



Taking the figures league by league, it is also clear that some divisions have changed more than others.

The Premier League and Championship have seen a substantial reduction in permanent transfer activity.

Here is the breakdown league-by-league:

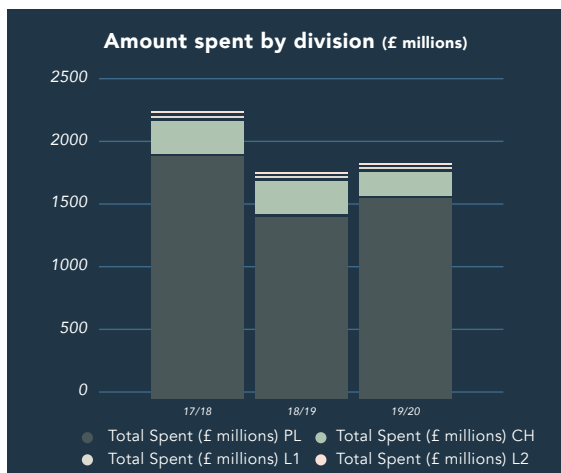
	Players Transferred In			
	PL	CH	L1	L2
17/18	147	215	189	201
18/19	125	141	173	179
19/20	115	161	146	173

The Premier League saw a 22% decrease from the 2017/18 high to the 2019/20 season.

The Championship decrease was even more steep at 25% and even League One (23%) and League Two (14%) showed that the trend was a fairly solid one.



ENGLISH CLUBS ARE SPENDING A LOT ON TRANSFER FEES FOR PLAYERS



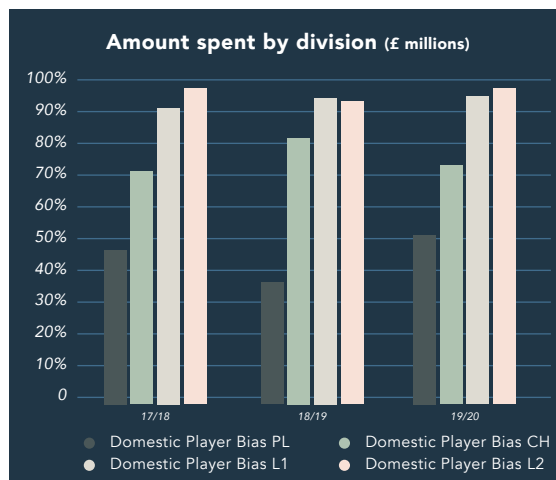
The Premier League spends the most money of any league in the world on transfers in, so it is important to observe the trend that the 20 clubs are spending less on transfer fees than the 2017/18 peak.

THE CHAMPIONSHIP

The financial difficulties that are being felt by Championship clubs such as Derby County and Reading are likely to be only the tip of the iceberg. The reality of fighting for promotion to the Premier League is taking its toll on the balance sheet of the vast majority of Championship clubs.

This is the first indication that the Championship may be the league that will suffer most from the changes in work permit requirements.

DOMESTIC PLAYERS NOT TARGETED BY PREMIER LEAGUE CLUBS



The Premier League clubs have been concentrating on non-domestic players to strengthen. 2019/20 did see a rise to around 50% and it will be interesting to observe if this uptick continues following the introduction of the post-Brexit GBE regulations..

The Championship does mainly use domestic players to strengthen: around 20%-30% of the 24 clubs' incoming transfers are non-domestic.

The lower leagues bring in over 90% of their players from the domestic market.

THE POOL OF EU PLAYERS IS SIZEABLE

Previous to January 2021, any EU citizen footballer playing in the EU or Schengen area (which includes some non-EU member states such as Norway, Switzerland, Iceland, and Liechtenstein) was a potential target for recruitment into the UK without requiring an additional visa or work permit, but non-EU citizens playing football would still have required a permit.

This meant that talent scouting networks could cover hundreds of leagues and tens of thousands of players within them without worrying about the players' eligibility to work in the UK. When one considers the youth and reserve leagues as well, the possibilities were extensive.

By our estimation, there were around 60,000 professional players playing in Europe who had the right to work and play football in the UK prior to Brexit.



SETTING THE SCENE: The Post-Brexit Market

With the implementation of GBE regulations from 1st January 2021, the market of players available for work permits in the UK was reduced significantly.

The easiest way for a player to now be eligible to play football in the UK is via an Auto Pass. This is gained by international minutes played and the percentage of minutes required for an autopass is set out in its entirety below:
















FIFA World Ranking					
International Appearances	1-10	11-20	21-30	31-50	51+
90-100%	Auto Pass	Auto Pass	Auto Pass	Auto Pass	2 points
80-89%	Auto Pass	Auto Pass	Auto Pass	Auto Pass	1 points
70-79%	Auto Pass	Auto Pass	Auto Pass	Auto Pass	0 points
60-69%	Auto Pass	Auto Pass	Auto Pass	10 points	0 points
50-59%	Auto Pass	Auto Pass	10 points	8 points	0 points
40-49%	Auto Pass	Auto Pass	9 points	7 points	0 points
30-39%	Auto Pass	10 points	8 points	6 points	0 points
20-29%	10 points	9 points	7 points	0 points	0 points
10-19%	9 points	8 points	0 points	0 points	0 points
1-9%	8 points	7 points	0 points	0 points	0 points

If a player does not meet this criteria then they must accrue 15 points or more through the other criteria. Firstly, the quality of the league in which they play:

BANDS 1-3

The table below demonstrates how many points are automatically given to players playing for a club in a league that has been given a Band 1, 2, or 3 designation. For players in Band 1 and 2, their GBE is relatively easy to attain as long as they are a regular squad member.

Band 3 players should be very important in their sides to achieve a GBE through league quality and domestic minutes alone.

Band	League	League Quality Points	Domestic Mins Required for GBE Threshold
1	 Premier League  Serie A  La Liga  Ligue 1  German Bundesliga	12	30%
2	 Championship  Turkish Super Lig  Eredivisie  Belgian First Division A  Primeira Liga	12	40%
3	 Scottish Premiership  Brasileiro Série A  Primera División of Argentina  Russian Premier League  Liga MX	12	80%

BANDS 4-6

In terms of League Quality, Band 4 league players receive 6 points, Band 5 league players receive 4 points, and Band 6 league players receive 2 points. For players accruing the maximum number of Domestic Minutes in these leagues, the maximum number of points available is shown in the table:

Band	League Quality Points	Domestic Mins Maximum	Maximum Total Points	Points Required for Threshold
4	6 points	6 points	12 points	3 points
5	4 points	4 points	8 points	7 points
6	2 points	2 points	4 points	11 points

For players in Bands 4-6, therefore, the only way they can hope to acquire a GBE is through accruing points elsewhere or by going through an Exceptions Panel (of which more later).

The whole breakdown of domestic minutes points available to players is displayed below. Again, this serves to highlight the difficulty of gaining points from lower band leagues.



Domestic Minutes	BAND 1	BAND 2	BAND 3	BAND 4	BAND 5	BAND 6
90-100%	12 points	10 points	8 points	6 points	4 points	2 points
80-89%	11 points	9 points	7 points	5 points	3 points	1 points
70-79%	10 points	8 points	6 points	4 points	2 points	0 points
60-69%	9 points	7 points	5 points	3 points	1 points	0 points
50-59%	8 points	6 points	4 points	2 points	0 points	0 points
40-49%	7 points	5 points	3 points	1 points	0 points	0 points
30-39%	6 points	4 points	2 points	0 points	0 points	0 points
20-29%	0 points	0 points	0 points	0 points	0 points	0 points
10-19%	0 points	0 points	0 points	0 points	0 points	0 points
1-9%	0 points	0 points	0 points	0 points	0 points	0 points

Beyond this, the only way that Band 4-6 league players can pick up points is through the Final League Position criteria, Continental Minutes, and Continental Progression.

When it comes to Final League Position, the points break down like this:

Final League Position	BAND 4	BAND 5	BAND 6
Title	3 points	2 points	1 points
Group Stages (Band 1)	2 points	1 points	0 points
Qualifiers (Band 1)	1 points	0 points	0 points
Group Stages (Band 2)	0 points	0 points	0 points
Qualifiers (Band 2)	0 points	0 points	0 points
Mid-table	0 points	0 points	0 points
Relegated	0 points	0 points	0 points
Promoted	1 points	1 points	1 points

A point of clarification needs to be made here. When it comes to attaining continental competition qualification, the bands referred to (Band 1 and 2) refer to a separate banding system for continental competitions as follows:

- BAND 1:** UEFA Champions League and the Copa Libertadores.

- BAND 2:** UEFA Europa League and the Copa Sudamerica.

- BAND 3:** Any other continental competition not classified as Band 1 or 2 above, is classified as Band 3.



Upon qualification for continental competition, there are up to 10 points available for Continental Minutes accrued in Band 1 competitions, up to 5 points in Band 2 competitions, and up to 2 points available for Continental Minutes accrued in Band 3 competitions.

Also as clubs progress in continental competition there are a further possible 10 points available for Continental Progression in Band 1 competitions, up to 7 points available in Band 2 competitions, and up to 2 points in Band 3 competitions.

In addition, players from Band 4-6 leagues whose clubs qualify for the Champions League or Europa League and who play the majority of the minutes available in these competitions are set to be some of the greatest benefactors when it comes to GBE attainment.

Expect to see smart clubs further down the football pyramid in the United Kingdom keeping a close eye on Band 4-6 clubs who appear in continental competitions both in Europe and in South America to pick up any talent that other clubs might not recognise is available to them.

WHAT DOES IT ALL MEAN?

Basically, the market has changed. There are undoubtedly fewer players overall for UK clubs to buy from non-domestic markets and players who play in leagues outside of Bands 1-3 must rely on an Auto Pass from international minutes or a continental competition run to qualify.

Using TransferLab (a data-scouting and analytics platform) and GBE calculator tools developed by Analytics FC, we can break down the players eligible to play in the UK after the introduction of GBE rules. Below is a table that concentrates on Bands 1-3 showing the number of players in each league who would qualify without requiring an exceptions panel to be convened.

Also in this table we have included the current UEFA coefficient for the leagues. This is included for comparison with the Bands in which the leagues appear in.

Intriguingly, Argentina and Brazil, despite their Band 3 status, have a lot of players available for GBE passes. The data so far suggests that UK clubs haven't yet tried to exploit this information.

The table demonstrates that there are players in Europe that can be brought in by UK clubs that meet the GBE criteria. However, this is still only a fraction of what was available before within the EU. This issue is exacerbated when we observe the availability within the other Bands.
































Similarly to the Band 1-3 table it is noticeable that the South American countries all have a lot of eligible players compared to others in their band. This is primarily as a result of the wide scope of the Copa Libertadores and Copa Sudamericana competitions which grant good points.

The table as a whole really clearly demonstrates the remarkable change. From a situation where an estimated 60,000 professional players were playing in European Leagues, the vast majority of whom were eligible to be recruited by British clubs, to only around 5000 players who would likely gain a permit, is a substantial change. It is, in fact, a 92% decrease. Of course, the vast majority of the original players would never be targets for professional English or British clubs anyway, but they were still technically available if anyone so desired.

A change of this magnitude is likely to result in a drastic impact on the market landscape. It should come as no surprise, therefore, that UK clubs have started adopting different strategies in the player and staff recruitment marketplace.

Here are some of the trends which have stood out so far:

19th JULY 2022

		NUMBER OF PLAYERS ELIGIBLE	UEFA COEFFICIENT
BAND 1	Bundesliga 	384	4
	La Liga 	408	2
	Ligue 1 	404	5
	Serie A 	406	3
BAND 2	Belgium 	250	13
	Netherlands 	231	7
	Portugal 	238	6
	Turkey 	286	20
BAND 3	Argentina 	372	
	Brazil 	436	
	Mexico 	122	
	Russia 	118	10
	Czech 	14	16
BAND 4	Croatia 	19	19
	Switzerland 	34	14
	Ukraine 	22	12
	Greece 	28	15
	Colombia 	85	
	MLS 	61	
	Austria 	35	8
	Denmark 	23	18
	Spain 2 	15	
	Germany 2 	19	
	France 2 	3	
	Sweden 	20	23
BAND 5	Serbia 	6	11
	Norway 	1	17
	Poland 	8	28
	Slovenia 	0	31
	Chile 	41	
	Uruguay 	12	
	China 	1	
	BAND 1-5	4102	
BAND 6	535		
TOTAL	4637		

*Figures correct as of 19th July 2022

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PRE- VS. POST-BREXIT RECRUITMENT

PRE- TO POST-BREXIT RECRUITMENT in England

The 2019/20 season was the last full season in which EU players could move to UK clubs without having to apply for a GBE. At that point, there had not yet been an announcement by any of the British FAs or the Home Office on the criteria that were going to be introduced once the Brexit process was completed. Some clubs may have been able to guess with a degree of likelihood what would happen and start to plan accordingly, but there was definitely some uncertainty as clubs looked to plan their player recruitment and trading strategies. Comparing 2019/20 with 2021/22, the first full season directly affected by the changes, then, should offer an initial benchmark as to the immediate impact of the GBE regulations on the football market.



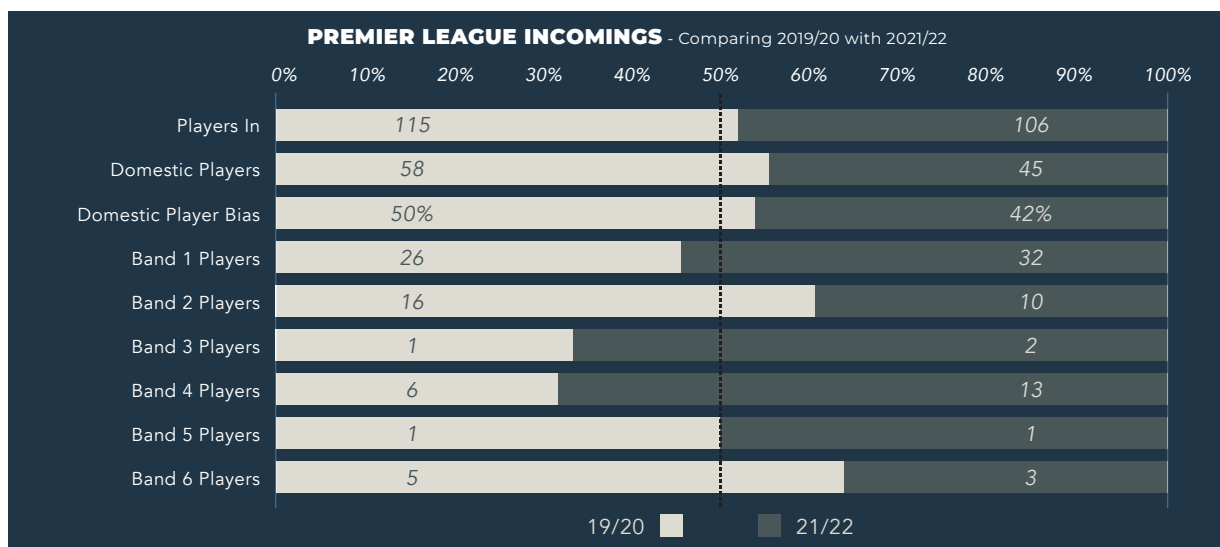
It is worth offering the caveat at this point that 2019/20 in particular was affected by the COVID pandemic and the global uncertainty that came with it. Therefore, actions in the transfer market were perhaps not what we would expect to be typical. However, even by 2021/22 the effects of the pandemic were still being felt in the budgets of some clubs, though figures suggest that player trading levels are back to a similar level.

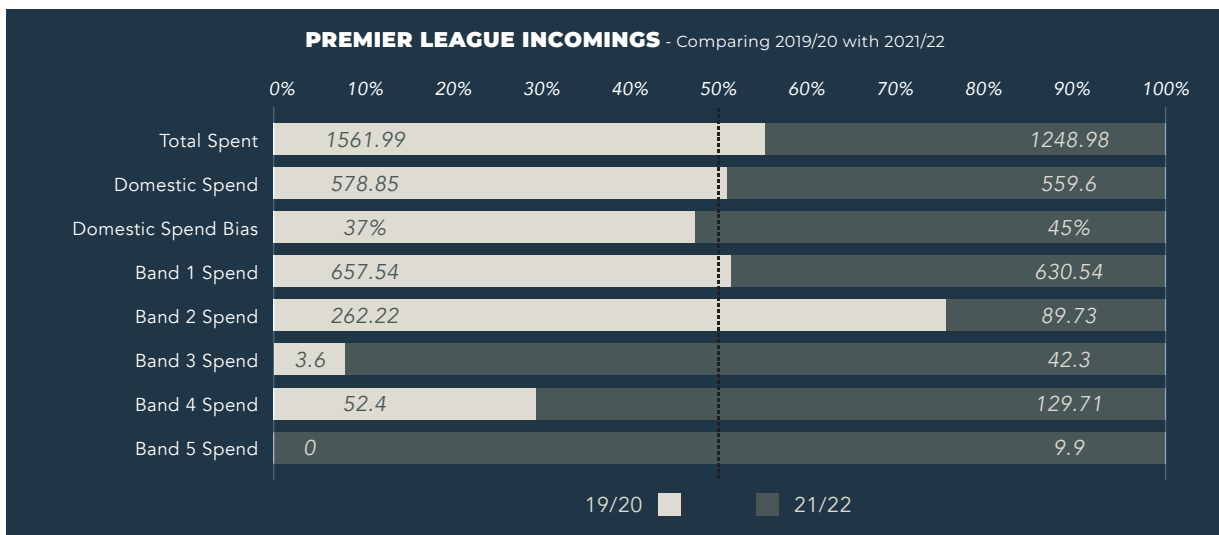
The number of players signed by Premier League clubs is slightly lower in 2021/22 but interestingly there is also less domestic bias. Fewer than half of the players brought into the league were domestic talents, going even lower than the 50% in 2019/20. This is a difficult one to explain on the surface, as the reduction of the European market may have been expected to change this the other way, but perhaps it identifies that the top of the market will be fairly unaffected by the regulations in terms of signing players.

A DIRECT COMPARISON BETWEEN 2019/20 AND 2020/21 REVEALS GBE IMPACT ACROSS ENGLISH LEAGUES

Taking the Premier League in isolation, it is fairly clear that there is a real difference in the players signed by the 20 top English clubs:

The most unusual and difficult to explain difference is that players signed from Band 4 clubs doubled. It is now more difficult to recruit those players so one might have expected that number to decrease. However, this is obviously a very small sample size and may well be a one-off incidence, certainly it is something that should be observed going forwards.



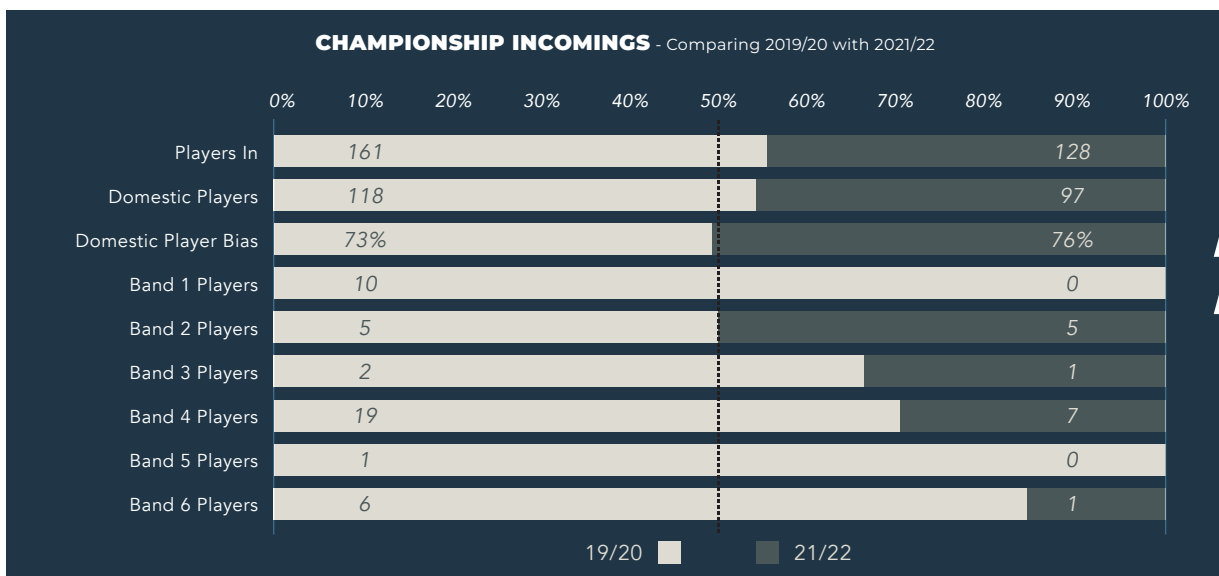


In terms of spending, a higher percentage of money spent on transfer fees was domestic, though still less than half the total spent. When contrasting this with the chart above on player numbers the percentage of money spent domestically has increased, despite the number of players involved in domestic transfers decreasing. Whilst this can be wildly affected by just one or two transfers in such a small sample, the cost of domestic transfers could explain why there have actually been

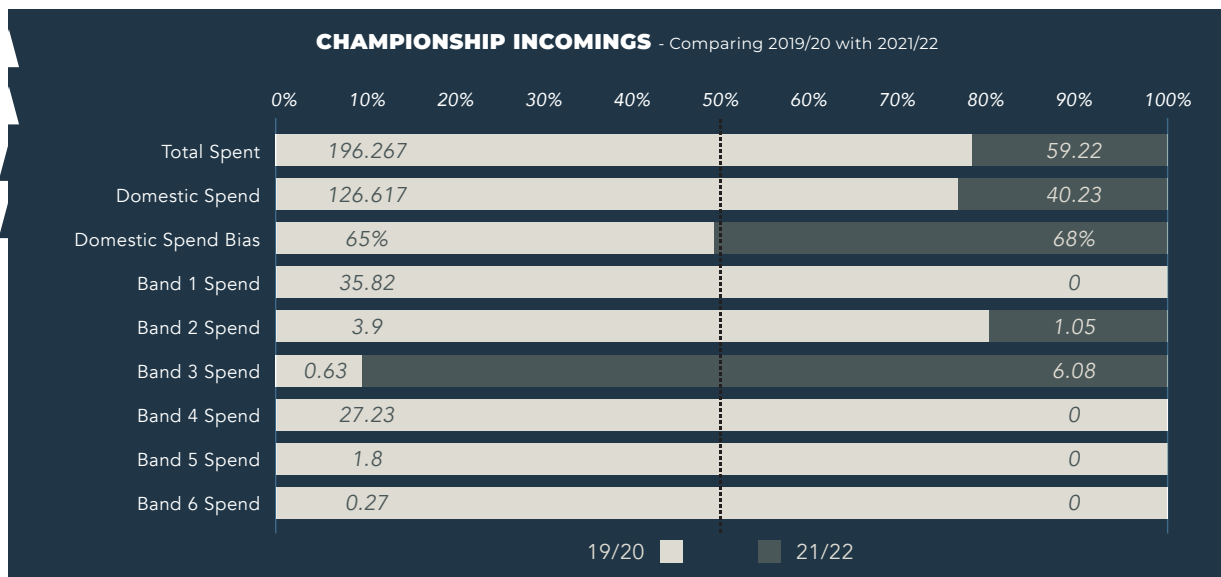
fewer of them in the Premier League. The PL clubs feel like more value is still available in different markets.

Again, more money was spent in Bands 3, 4, and 5 in 2021/22 than there was in 2019/20. This is an unexpected development.

The Championship picture is somewhat different. The number of players coming into the league, both domestic and non-domestic, has reduced quite substantially.



Since the GBE regulations were enforced, domestic bias in the Championship has risen. The smaller leagues in Bands 4, 5, and 6 have certainly not been benefited by business from The Championship. The export market of leagues such as German 2.Bundesliga, French Ligue 2, and the top divisions of Poland, Austria and across Scandinavia, which Championship clubs with strong European scouting networks were exploiting before Brexit, is now practically non-existent.



Indeed that trend is brought firmly into the light when considering the spend of Championship clubs. Only £7m was spent overseas, most of that on Martin Payero by Middlesbrough in Band 3. No money was spent in Band 1, or Bands 4-6.

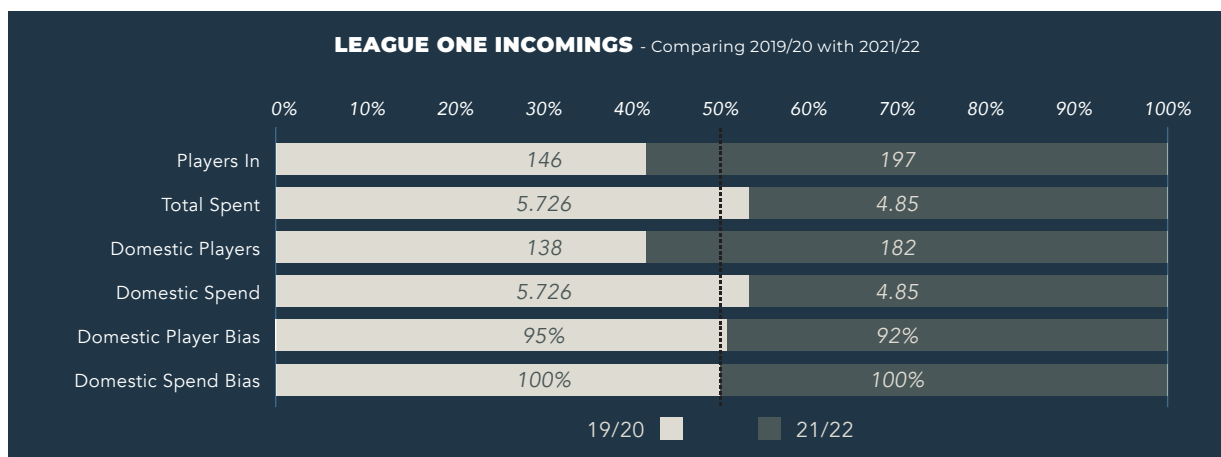
In a trend that is the exact opposite to the Premier League, more money is being spent domestically than it was before.

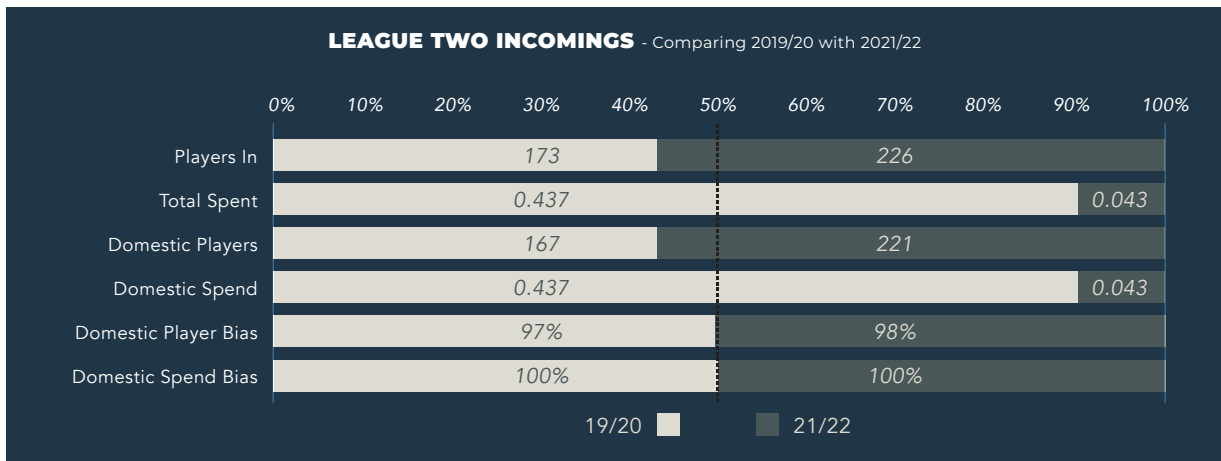
A trend which makes slightly less sense on the face of it is that Band 1 transfers have disappeared. Squad players from the top divisions may still be on the radar for Championship clubs but none moved to the division in the whole of the 20/21 season, whereas £35m was spent in this Band in 2018/19. Does this indicate an even greater premium on the best foreign players in a post-Brexit market?

The other point to bring out of the analysis is that only three players from Band 3 were

signed by English clubs. This implies that, despite decent availability of players from this sector, clubs just aren't confident in dealing in these leagues. This is certainly an area to keep an eye on to observe whether this changes or not.

With Leagues One and Two, the effects of the COVID pandemic are more apparent. The reticence to sign players in Winter 2020 may be clearer to see in comparison to the business of the season just gone, as both leagues have seen an uptick in the number of players signed. There has been little impact from Brexit, however, as few transfers were non-domestic in these leagues prior to Brexit. The most noticeable trend is that the transfer fees being paid are diminishing, even as the number of moves made are increasing i.e. more players are simply seeing out their contracts or are being jettisoned for free.



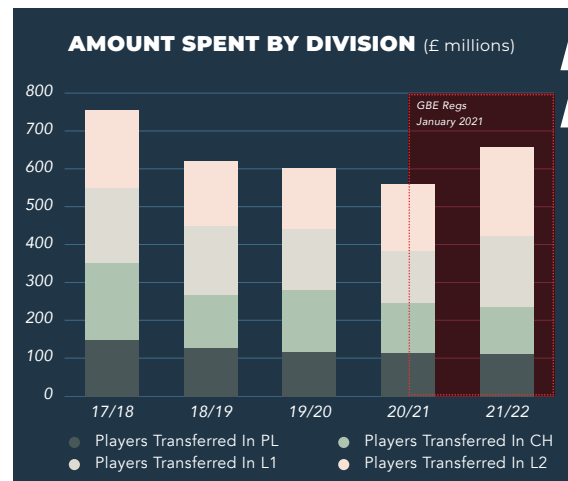


CHAMPIONSHIP CLUBS CONTINUE TO CONDUCT FEWER TRANSFERS

Taking the market as a whole there are a some trends worth highlighting.

League One and League Two inbound transfers have actually increased, returning back towards 2017/18 levels. However, The Championship have maintained a lower number of incoming transfers since the legislation came into force. The Premier League initially looked as though it would follow suit with The Championship but the Summer 2022 window changed that completely.

The initial decrease in both Premier League and Championship transfers and spending is, obviously not solely a Brexit issue. However, it is interesting that the Premier League took perhaps longer to reach pre-Brexit levels of spending and, more interesting still, that The Championship has not recovered at all. Another indication perhaps that The Championship is the league more affected by the legislation.



PLAYERS TRANSFERRED IN

17/18	147	215	189	201
18/19	125	141	173	179
19/20	115	161	146	173
20/21	105	132	151	170
21/22	106	128	197	226
% Change (17/18-21/22)	-28%	-40%	4%	12%
	PL	CH	L1	L2

CHAMPIONSHIP CLUBS REDUCED SPENDING ON TRANSFER FEES FOR PLAYERS

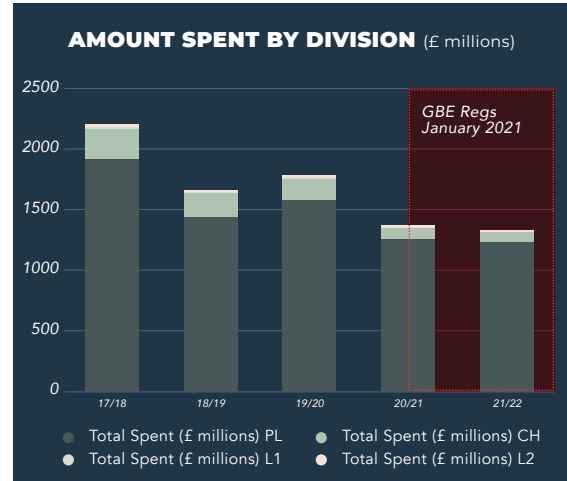
A reduction of spending from the 2017/18 had already been seen, but the trend continued downwards in the post-Brexit market.

This is most notable in the Championship. Fees have reduced substantially in the last couple of years, down to under £60m, less than £3m on average per club. It is highly unusual to find a fee paid in League Two, but League One is the only league reporting an increase from 2017/18 figures. This is perhaps explained by some of the teams in that league during the 2020/21 campaign, namely Sheffield Wednesday, Sunderland, Portsmouth, and Ipswich Town. There is a traffic jam at the top of League One at the moment and until that is resolved in some way we may well see the trend continue.

DOMESTIC PLAYERS NOT TARGETED BY PREMIER LEAGUE CLUBS

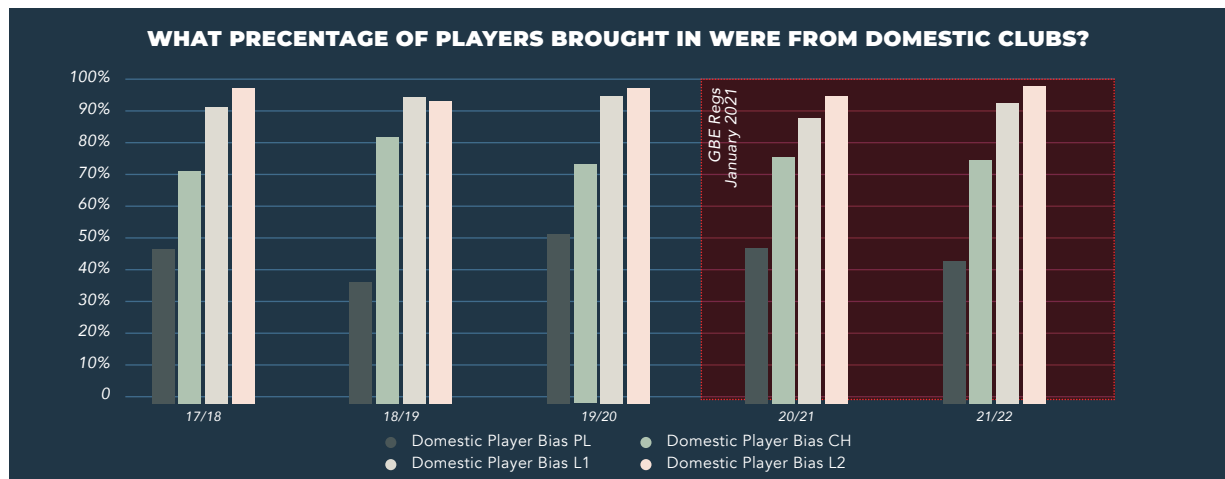
Another indication of a slight divergence between the Premier League and the Championship is the fact that the percentage of players recruited domestically has actually reduced since Brexit. This was perhaps the opposite of what was expected and is certainly the opposite of what has happened in the Championship.

The percentage increase in the Championship isn't huge, and indeed when combined with the overall reduction in players recruited it actually constitutes a decrease in domestic players signed.

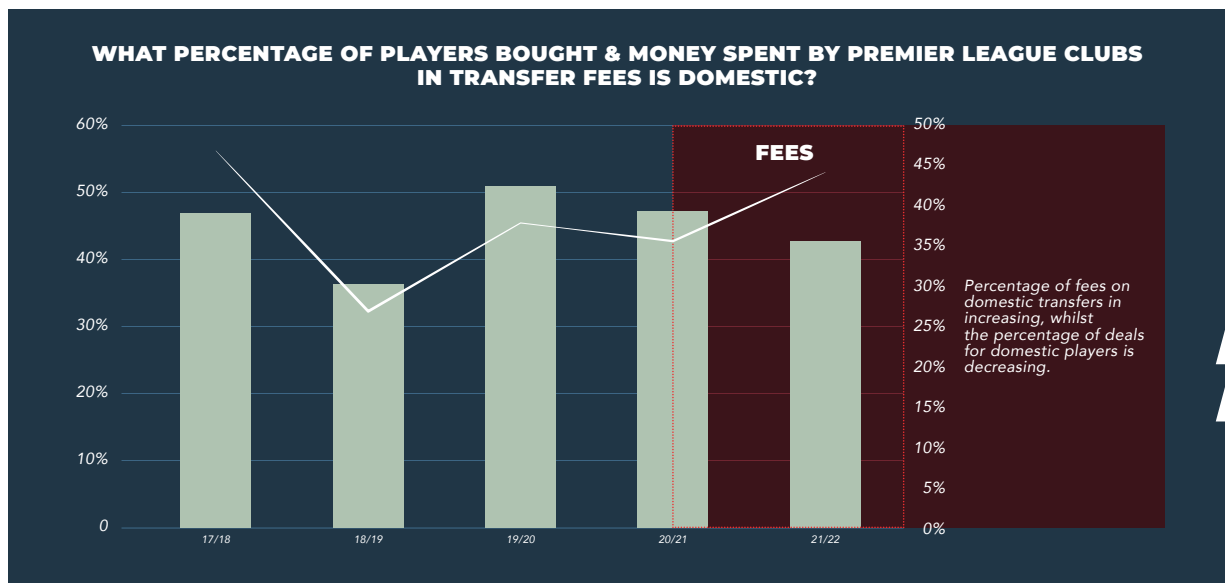


TOTAL SPENT (£ MILLIONS)

Season	PL	CH	L1	L2
17/18	1928.3	255.09	4.61	0.448
18/19	1457	203.53	6.857	0.756
19/20	1562	196.27	5.726	0.437
20/21	1299.5	70.963	3.995	0
21/22	1249	59.22	4.85	0.043
% Change (17/18-21/22)	-35%	-77%	5%	-90%



DOMESTIC PLAYER BIAS				
Season	PL	CH	L1	L2
17/18	47%	71%	90%	97%
18/19	37%	81%	94%	93%
19/20	50%	73%	95%	97%
20/21	48%	76%	88%	95%
21/22	42%	76%	92%	98%
% Change (17/18-21/22)	-4%	5%	2%	1%



A closer look into the Premier League brings out another trend to observe: the number of players brought in from the domestic market is reducing but the amount of money being spent in the domestic market is actually on an upwards trajectory.

This suggests that domestic players are costing more money for Premier League clubs to buy. However, the sample size is too small to call this a trend. It is possible that one domestic player simply cost a lot of money to buy in this period, in this instance, Jack Grealish. Further study in years to come will be necessary to observe if this trend continues.

INCREASED COMPLICATION AND VOLATILITY IN THE AVAILABILITY OF PLAYERS

The final aspect of the GBE system which should be highlighted is the volatility it introduces into the market. By using a league-based system which also takes into account continental competition, there is much more fluctuation in the player recruitment market than there previously was. After a promotion or relegation, a player might become more or less eligible and the situation

can change very quickly with points being lost or gained instantly.

For some clubs, this volatility might put them off analysing the market in its minutiae, as the time and effort could be perceived as a high resource, low-reward option. For other clubs, usually those bigger clubs with more staff and time, there could be an advantage to be had in investing in internal or third party technologies to track players who are currently (or on the cusp) of eligibility.

When it comes to foreign imports into the UK football markets, the shape of clubs' transfer policies is primarily formed by supply and demand. Often, the supply can best be met by importing players, in which case immigration rules become very important. Therefore, under the current regulations, the points that a player can acquire in their league matter a great deal. If players from a certain league are more likely to be able to acquire a work permit, then expect more players from that league to arrive in the UK. Matching up the quality of a league, and the players within it, with the appropriate capability to earn the points required to fulfil the demand of UK clubs, is therefore key to the impact of this policy.

PREXFTTBALL

THE SCOTTISH EXCEPTION



THE EXCEPTION PANEL AND THE SCOTTISH EXCEPTION

Exception Panels have been mentioned above on a few occasions. In the regulations literature an Exceptions Panel may be requested by a club under certain conditions. In England, clubs need to show “exceptional circumstances” as to why a player did not achieve the

required 15 points. However, if the player is a youth player, the English club must evidence that the player shows “significant potential” and is of “sufficient quality to enhance the development of the game in England”.

In the Scottish FA’s GBE regulation, it is different for senior players. There is a glaring omission in the text: where the English FA clearly stipulates that players going before an Exceptions Panel must achieve “between 10 and 14 points”, the Scottish FA’s regulation only states that a player going before the Exceptions Panel must only “not achieve 15 points”.

Beyond this, there are other differences, of course. For example, what are the “exceptional circumstances” cited by the English FA? And what is the “significant potential” or “sufficient quality” spoken about with regards to youth players? How are the Scottish FA defining “the highest calibre” or how to judge a player’s potential “to contribute significantly to the development of the game at the top level in Scotland”?


























No-one working in the game actually knows the answer to this, yet, and it may require some sort of challenge to establish the actual meaning of these phrases.

In practice, what is developing is a completely different set of transfer markets between England and Scotland. Scottish recruitment teams, especially in the Scottish Premiership, and even more markedly, the teams qualifying for continental competition, have flung their nets far and wide in search of talent.

As long as they can entice a player that gets somewhere near the target of 10-14 points then clubs are confident that they can close the deal at an Exceptions Panel. This has opened a schism between the two nations: transfers can be made in Scotland which simply cannot occur in England.

Our research suggests that the table below presents all of the player transfers into Scotland in the 2021/22 season that wouldn’t have passed GBE restrictions in England. These constitute 25 transfers from a total of 119. This means that **21% of all transfers into Scotland are ones that would not have been successfully approved in England.**



PLAYER	CLUB	MINS PLAYED	% OF MINS PLAYED
Christian Ramirez 	Aberdeen	2949	86.23%
Vicente Besuijen 	Aberdeen	1394	81.52%
Daizen Maeda 	Celtic	1171	68.48%
Nathaniel Atkinson 	Hearts	1154	67.49%
Ilmari Niskanen 	Dundee United	2237	65.41%
Liel Abada 	Celtic	2185	63.89%
Stephane Omeonga 	Livingston	2118	61.93%
Reo Hatate 	Celtic	1057	61.81%
Josip Juranovic 	Celtic	2062	60.29%
Cameron Devlin 	Hearts	1863	54.47%
Sondre Johansen 	Motherwell	1805	52.78%
Juhani Ojala 	Motherwell	1416	41.40%
Kyogo Furuhashi 	Celtic	1208	35.32%
Elias Melkersen 	Hibernian	599	35.03%
Christopher Mueller 	Hibernian	544	31.81%
David Cancola 	Ross County	916	26.78%
Dante Polvara 	Aberdeen	186	10.88%
Ivan Konovalov 	Livingston	270	7.89%
Theo Bair 	St Johnstone	111	6.49%
Eetu Vertainen 	St Johnstone	210	6.14%
Victor Nirennold 	Motherwell	73	4.27%
Yosuke Ideguchi 	Celtic	50	2.92%
Mathew Cudjoe 	Dundee United	67	2.23%
Mateusz Zukowski 	Rangers	0	0.00%
Carljohan Eriksson 	Dundee United	0	0.00%

HOW WILL THIS AFFECT TRANSFER BUSINESS MOVING FORWARDS?

The success of these transfers has generally been quite high. Eleven of 25 have played over 50% available minutes for their team, while some have played very little, but recruitment is an inexact science and this will happen with most samples of signings.

What we have not yet seen, but have had only three transfer windows to observe, is the suspected moves of the successful players into England, either to Premier League or The Championship. It is likely that in future we will see this migration of Scotland's best to England; this is more a question of time than eventual likelihood.

The system that has been created by the legislation definitely facilitates the movement of players to Scotland who then become available to England as a result of that move.

PREXITBALL

THE IMPACT ON WOMEN'S FOOTBALL



WHAT LEGISLATION HAS BEEN ENACTED FOR THE WOMEN'S GAME?

Initially, there are big similarities between the legislation introduced for the Women's game with that in the Men's game. In both cases, applicants have to reach a threshold of points determined by a series of factors. But where the men have to pass the 15 points threshold, women are assessed at a 24-point threshold.

This doesn't necessarily mean that it is more difficult for women to qualify; the points are allocated a little differently, and also, because the makeup of the market is very different in the Women's game, there are different considerations to take into account.

Firstly, there are the Auto Pass players. These are players who will be granted an endorsement based on their record playing international football for their country.

For players who don't fall into this category the points are earned via:

- The league quality of the domestic league in which they they
- The percentage of minutes they play for their club
- The finishing position in the league of the club they last played for
- Their club's participation in continental competition
- Their club's progress in continental competition
- The percentage of minutes they play for their club in continental competition

The last four seasons of transfers into the WSL have been analysed and some initial trends can be inferred at this stage.

	BAND 1	BAND 2	FOREIGN TRANSFERS IN	TOTAL TRANSFERS IN	% FOREIGN TRANSFERS
18/19	13	6	19	66	28.79%
19/20	17	10	27	73	36.99%
20/21	28	8	36	97	37.11%
21/22	18	9	27	99	27.27%
TOTAL	76	33	109	335	32.54%
Pre-Brexit	53	22	75	211	35.55%
Post-Brexit	23	11	34	124	27.42%

Firstly, the transfer market is becoming more active in England over time. The number of moves made by the 12 Women's Super League (WSL) clubs has gone up by 50% from 2018/19.

However, 2021/22 has the lowest proportion of foreign transfers in this period. Interestingly, though, the reduction in transfers appears to come from Band 1 leagues not Band 2. There is a reduction in the percentage of foreign transfers into the WSL of around 8% based on the data so far.

This basic investigation demonstrates that if the documentation was designed to lower the number of imports from abroad then, so far, it hasn't worked. The number of players coming from abroad has remained consistent, although as a percentage of the total number of transfers it has reduced.

WOMEN'S FOOTBALL: GBE BANDING

The women's game uses a very different league banding system. The system is simplified to only two bands, Band 1 and Band 2. Essentially, the effect of this is to narrow the market to the top performing leagues in the world.

THE POINTS SYSTEM

Unlike the Men's GBE regulations, the Women's leagues are only split into two bands. In essence, it is relatively straightforward to sign regular players from Band 1 clubs. Much more difficult to sign outside of that.

BAND 1

Australian W-League
 French Feminine Div 1
 Italian Femminile Serie A
 German Frauen Bundesliga
 National WSL (USA)
 Spanish Women's Primera Division
 Swedish Damallsvenskan

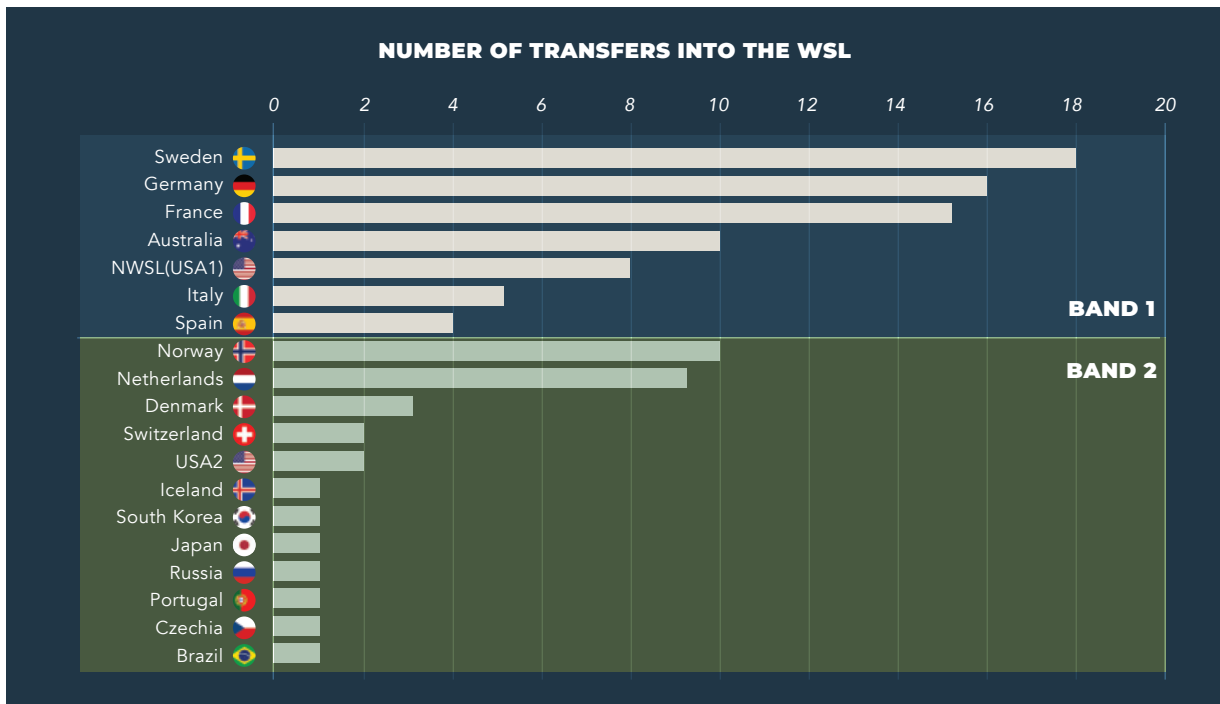
10 PTS

BAND 2

Any other league

5 PTS

However, there is an interesting conundrum that this throws up. There are a couple of leagues that are absent from the Band 1 list that have been heavy recruiting markets for WSL clubs in particular, as demonstrated below.



Would it be possible to consider a three tier system with a middle tier consisting of Italy/Spain/Norway/Netherlands/Denmark/Switzerland/USA?

WOMEN'S FOOTBALL:

The quality of imports

Even though Sweden has been the most popular league to import from in recent years, the record of the players that come from that league, based on average minutes played, doesn't seem particularly strong.

Indeed, the Swedish Damallsvenskan is the Band 1 league with the worst record of minutes per player in the WSL after their arrival.

The US based NWSL (National Women's Soccer League) has proven itself to be a rich recruiting ground for WSL clubs with all players imported from the top US league playing a good number of minutes for their club.

In another positive for Norway, players brought in from the Norwegian top division tend to acclimatise well and play a lot of minutes for their WSL clubs, providing a lot of value.

THE IMPACT ON THE WOMEN'S CHAMPIONSHIP

	TOTAL TRANSFERS MADE	FROM OVERSEAS	PERCENTAGE
Pre-Brexit	189	5	2.65%
Post-Brexit	150	6	4.00%
Total	339	11	3.24%

As can be seen in the data above, the English Championship isn't a league in which many transfers arrive from overseas. There are plenty of players picked up—usually at the end of contracts—but only a small percentage of them are brought in from a foreign league.

Interestingly, there has been a higher percentage of foreign transfers made post-Brexit. This finding does not appear to be particularly related to anything attributable to Brexit, though. The increasing professionalisation and investment into the Women's game means that a "levelling up" of the game is occurring. The standard of play—and players—is increasing. The standard of infrastructure is too.

Recruitment teams at clubs are also becoming bigger, better resourced, and more professional.

LEAGUE OF ORIGIN	NUMBER OF TRANSFERS TO WSL	MINS	MINS %
Spain 🇪🇸	3	5746	82.91
Czechia 🇨🇪	1	2577	65.08
NWSL (USA1) 🇺🇸	8	15357	64.63
Iceland 🇮🇸	1	2479	62.6
Norway 🇳🇴	10	17827	54.57
Other USA 🇺🇸	2	3177	53.48
Japan 🇯🇵	1	981	49.55
Germany 🇩🇪	16	29901	48.22
France 🇫🇷	15	17847	43.97
Australia 🇦🇺	10	11102	43.13
Netherlands 🇳🇱	9	8954	41.11
Brazil 🇧🇷	1	399	40.3
Switzerland 🇨🇭	2	3266	36.66
Denmark 🇩🇰	3	2459	35.48
Sweden 🇸🇪	18	8955	32.31
Italy 🇮🇹	3	2151	27.16
Portugal 🇵🇹	1	523	26.41
South Korea 🇰🇷	1	44	2.22
Russia 🇷🇺	1	5	0.51

WHAT DIFFERENCES WILL WE SEE MOVING FORWARDS?

Due to the increasing professionalisation of the Women's game in both playing and non-playing structure it is likely that there will be greater emphasis on quality recruitment.

It is important, therefore, that the structure of the regulations strike the correct balance between being able to grow and improve the standard across the divisions and also allowing home-grown talent the space to play.

It is likely that recruitment from abroad will grow - perhaps slowly - in the second tier, whereas the WSL may take some time to assess where their squads are at and be more circumspect. What is certain though is that the recruitment teams will be looking into overseas recruitment.

PREXFTBALL

NON-PLAYING STAFF

APPOINTING NON-PLAYING STAFF

The essence of the regulations for coaches and managers is as follows: an individual will successfully receive a GBE if they have “had overall responsibility for” a team, or multiple teams, for 3 years in total, or 2 consecutive years, in a Band 1-5 league within the last five years.

Unlike for the players, there is no “points” requirement. There is also no differentiation in the first place between managing in Band 1 as compared to Band 5.

It’s also important to note that managers or coaches will only receive a GBE if they have a UEFA Pro Licence (or equivalent), if the club

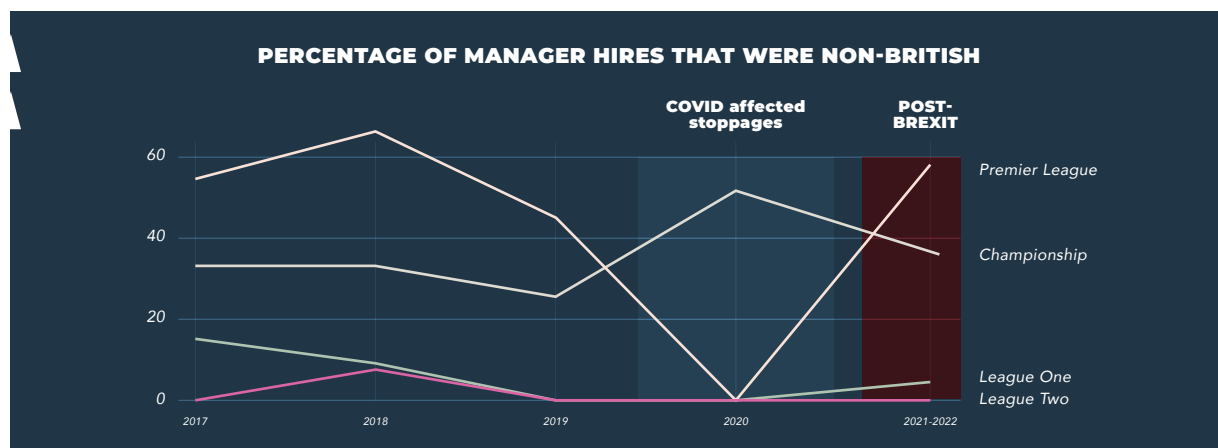
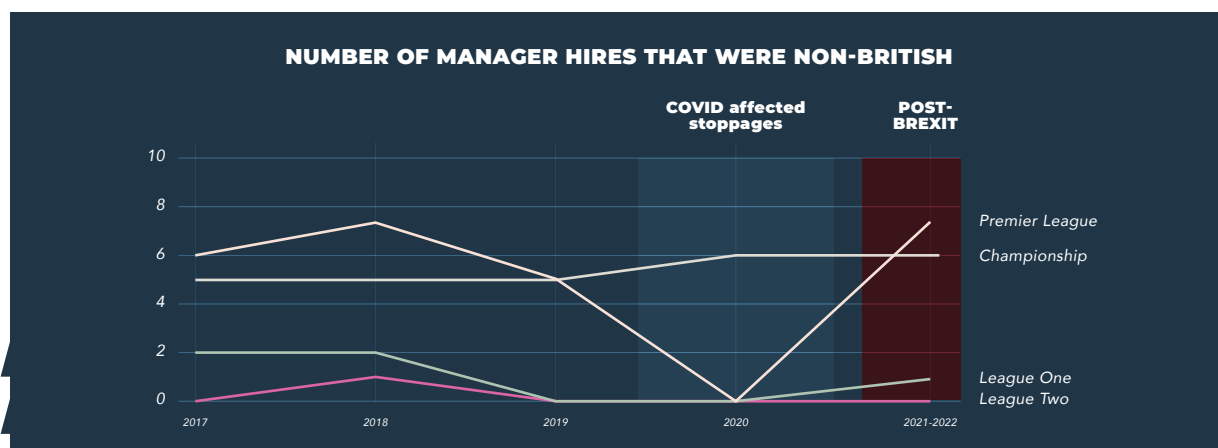
they are joining has no manager at that point in time, and if they are being given clear overall responsibility for the first team of the club they are joining.

The data so far suggests that there has been little change in terms of actual managers hired by clubs in England. Indeed the ratio of British to non-British in the upper echelons of the game has slightly edged towards more non-British managers.

However, it is impossible to know how much of a problem the clubs that were hiring found the legislation to work around when shortlisting their candidates.


	PRE-BREXIT (2017-2020)				POST-BREXIT (2021-NOW)				DIFFERENCE
	BRITISH	NON-BRITISH	BRITISH	NON-BRITISH	BRITISH	NON-BRITISH	BRITISH	NON-BRITISH	NON-BRITISH
PREMIER LEAGUE	15	18	45.5%	54.5%	6	8	42.9%	57.1%	2.6%
CHAMPIONSHIP	40	21	65.6%	34.4%	26	9	74.3%	25.7%	-8.7%
LEAGUE ONE	56	4	93.3%	6.7%	28	1	96.6%	3.4%	-3.2%
LEAGUE TWO	52	1	98.1%	1.9%	33	0	100%	0%	-2%

*Correct as of July 2022



The COVID pandemic impacted on the trends of manager hires, simply because managers weren’t hired or fired during the time that the

clubs weren’t playing. The period after football recommenced was also slow for manager changes.



MANAGER	3 YEARS MANAGEMENT IN BAND 1-5	2 YEARS CONSECUTIVE IN BAND 1-5	EXCEPTIONS PANEL
Tuchel	PSG & Dortmund		
Lage		Benfica (1 year, 5 months)	
Silva	Hull City, Watford & Everton		
Vieira	New York City & Nice		
Conte	Chelsea & Inter Milan		
Asbaghi		IFK Goteborg	
Rangnick			
Arveladze			
Marsch	Salzburg & Leipzig		
Tomasson		Malmö (2 years)	
Kompany		Anderlecht (1 year, 10 months)	

*Correct as of May 2022

DOES THE GBE DOCUMENTATION FOR MANAGERS ALWAYS APPLY?

As evidenced in the table above, Shota Arveladze doesn't actually have any of the designated criteria fulfilled. Ralf Rangnick didn't either of course, but the rationale for Rangnick to be successful in a Exceptions Panel is fairly easy to substantiate. He has high level coaching experience close to the timeframe and his likely impact on the English game could have been big based on his history in the game. Although Arveladze had a high level playing career, his managerial career hasn't yet had the impact that would obviously get through the exceptions panel.

The Georgian was very successful in Uzbekistan, winning the league and cup double and lasting two seasons. However, this all took place in a Band 6 league. Previously, Arveladze had performed relatively poorly in Turkey and Israel and had not managed the requisite time in those leagues, regardless of them being outside of the timeframe of the last five years anyway.

As a result, it's unclear how Shota Arveladze attained his work permit, and this calls into question the validity of the system. If a club really wants a manager who doesn't automatically pass the criteria, it may well be worth going to the Home Office either via the Exceptions Panel or perhaps ahead of time to see what would be required to get the target a work permit. It certainly seems to have worked for Hull City and their owners.

APPOINTING NON-PLAYING STAFF

It is clear that the appointment of backroom staff has caused some issues, especially with managers that have been appointed from overseas and who want to bring staff with them.

"Rangnick had in mind a former player with proven Premier League experience who could relate to the younger generation to join him as his assistant but Brexit regulations meant a work permit was not possible." (Laurie Whitwell, *The Athletic*)

WHAT DIFFERENCES WILL WE SEE MOVING FORWARDS?

It seems as though we will see very little difference in the ratio of domestic to foreign managers in the Premier League. The majority of head coaches that are employed in the Premier League are experienced and qualified by nature of the league.

Things may change somewhat in The Championship where the European-style model of management, coaching and recruitment was beginning to become popular. Also, the difficulties in bringing a team of support staff may also contribute to fewer non-domestic appointments being made in the head coach role.

PRETEXTBALL

THE EFFECT ON YOUNG BRITISH TALENT

THE EFFECT ON YOUNG BRITISH TALENT

The trend as displayed in the data is that there are now more English (& British) players playing Premier League football than there have been at any stage in the last six seasons.

HOW MANY BRITISH PLAYERS ARE PLAYING IN THE PREMIER LEAGUE?

	English	Scottish	Welsh	N.Irish	British
2016/17	229	19	17	6	271
2017/18	215	14	17	5	251
2018/19	206	11	11	3	231
2019/20	237	17	12	6	272
2020/21	251	20	16	7	294
2021/22	273	27	15	7	322

However, the minutes played by British players aren't at their maximum post-Brexit. The 2021/22 number of minutes is actually lower than the previous two seasons.

HOW MANY MINUTES ARE PLAYED BY BRITISH PLAYERS IN THE PREMIER LEAGUE?

	English	Scottish	Welsh	N.Irish	British
2016/17	237,447	26,180	19,707	12,412	295,746
2017/18	246,868	16,698	17,678	6,692	287,936
2018/19	221,686	23,950	10,951	5,190	261,777
2019/20	264,105	29,934	9,608	11,242	314,889
2020/21	277,845	31,326	9,460	10,299	328,930
2021/22	253,528	26,975	8,302	6,939	295,744

The Championship is perhaps a better example of the effects of the regulations in terms of the effects on British players. Almost immediately there has been a jump of how many British players played in the league.

HOW MANY BRITISH PLAYERS ARE PLAYING IN THE CHAMPIONSHIP?

	English	Scottish	Welsh	N.Irish	British
2016/17	368	48	40	17	473
2017/18	365	45	35	21	466
2018/19	394	45	44	21	504
2019/20	390	38	37	15	480
2020/21	440	43	54	17	554
2021/22	475	37	52	13	577

On this occasion the number of minutes follows the trend. 10% more minutes have been played by British players in the 21/22 season than the average number across the previous five seasons.

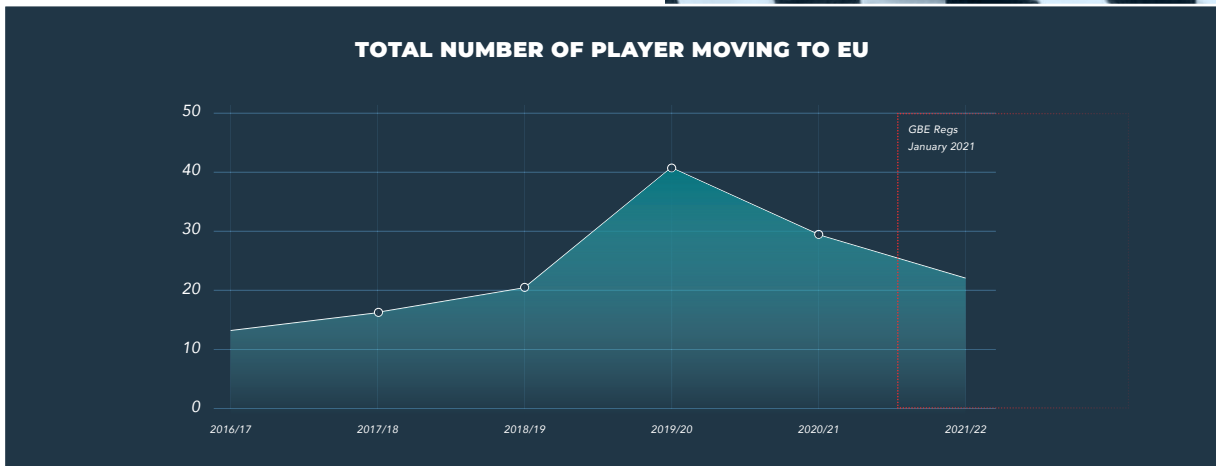
HOW MANY MINUTES ARE PLAYED BY BRITISH PLAYERS IN THE CHAMPIONSHIP?

	English	Scottish	Welsh	N.Irish	British
2016/17	496,980	80,057	62,802	21,156	660,995
2017/18	505,552	75,830	51,391	25,174	657,947
2018/19	518,552	73,437	59,982	31,563	683,534
2019/20	554,329	56,243	49,750	20,163	680,485
2020/21	544,535	69,292	49,319	15,519	678,665
2021/22	604,854	61,651	55,675	21,513	743,693

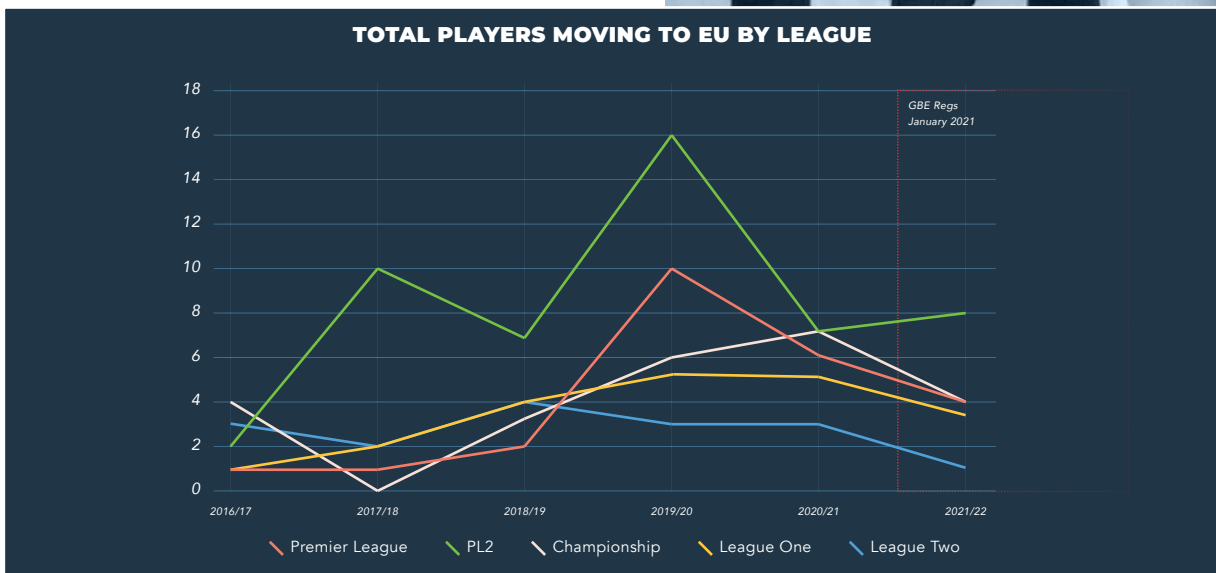
HAS THERE BEEN AN EFFECT ON EXPORTING PLAYERS FROM THE UK TO THE EU?

Data was gathered from all exports from the English market over the last six seasons. The data was then cleaned to just include players of a British nationality. Only permanent transfers and end of contract moves were included in the data, no loans.

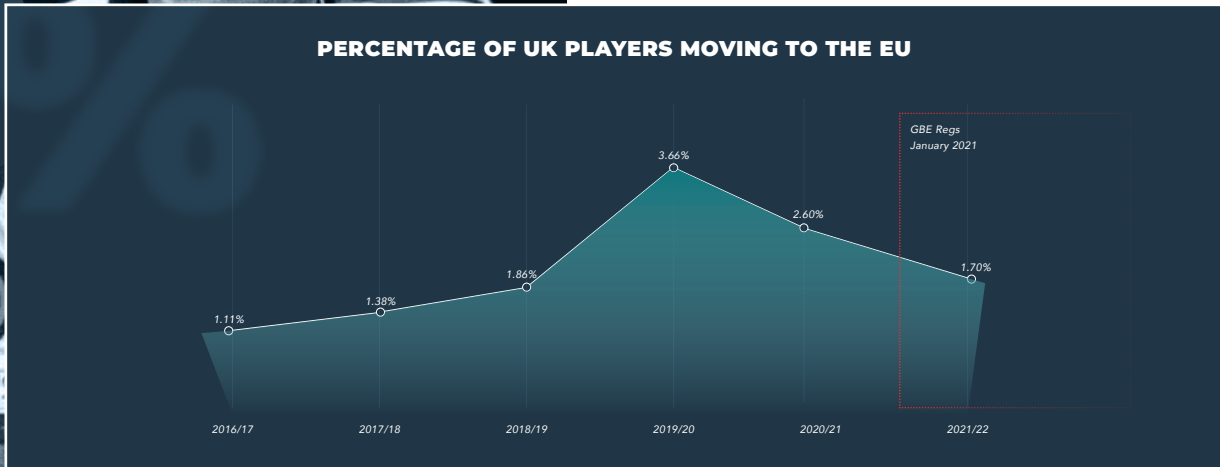
The results suggest that Europe was becoming a more popular option for British players as their next move in the game. This was until the 2020/21 season in which the Brexit rules were enforced. It is at this point that we see a downturn, albeit, at the present moment, the level of overall exports of British players to the EU is at 2018/19 levels and has not yet descended to 2016-2018 levels.



When the data are broken down by league we can see that the PL2 is the English league that sees the most moves to Europe. The numbers of players leaving to the EU though has halved since Brexit. All other leagues have also seen a reduction in the number of players leaving to go to the EU.

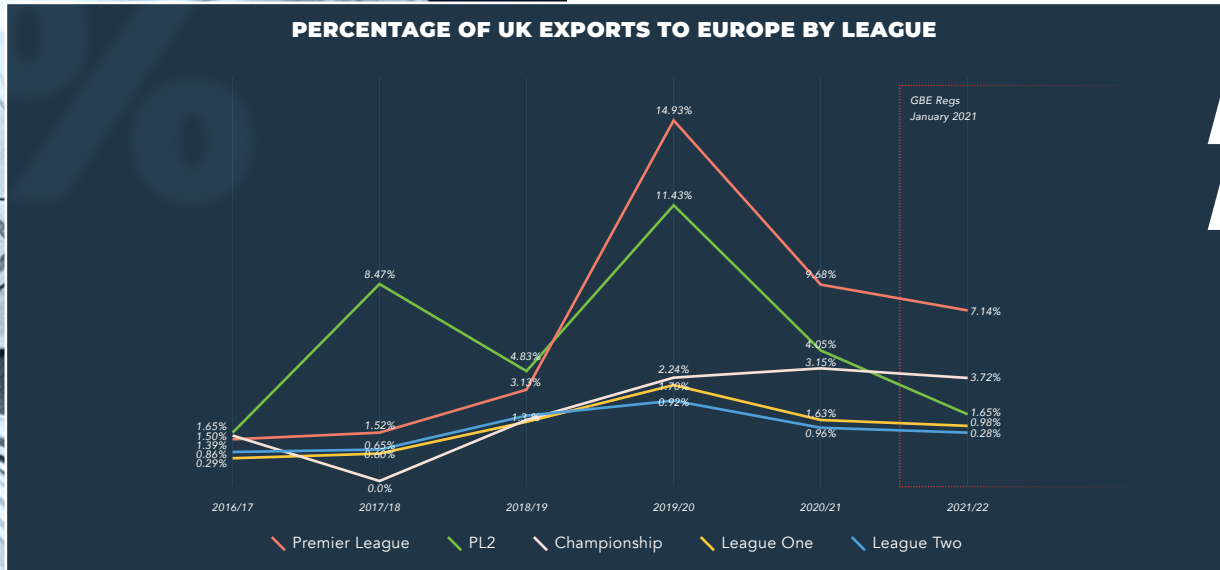


However, overall, this is a very small percentage of the transfer market. The highest percentage of transfers that this sector represented was 3.7% in 2019/20. The percentage is back down below 2% now.



It is interesting to note that as a percentage of transfers out, the Premier League has maintained a fairly high percentage at 7%. It is worth noting, though, that this has also halved from the 15% peak in 2019/20.

The percentage of PL2 players has dropped through the floor from 11% in 2019/20 to 4% now, the lowest seasonal figure since 2016/17.



The change has affected the way that players, and their representatives, plan the careers of young players. Phil Korklin, co-owner & director of Momentum Sports Management, assessed the opportunities to go into Europe for young players as follows:

"I don't think it's changed from a player's point-of-view. There has been no change to their openness and willingness, just their ability to make the move due to the lack of freedom of movement."

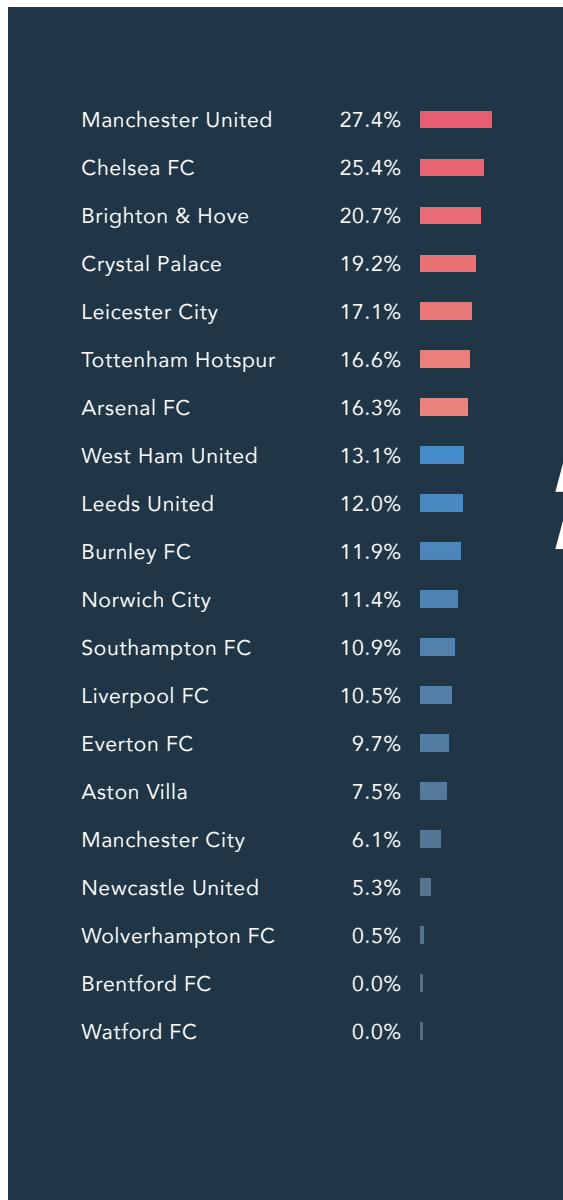
Some players want to explore different cultures and perhaps test themselves in foreign countries. For some players, their style is better suited to a European game. For other players, it is their last chance at salvaging their careers and making a life for themselves., To be denied these opportunities is tough for them to take.

WHAT DIFFERENCES WILL WE SEE MOVING FORWARDS?

We have already seen above how buying domestic players in England is often expensive. Therefore the use of players already owned by the club will be a key piece of analysis to be undertaken over the next few years.

As per CIES (The International Centre for Sports Studies), the percentage of minutes played by youth products from their own Academy are shown below. Though Academy products aren't always domestic, the rules as they stand are very stringent on bringing Under-18 players to the country, therefore these numbers will be worth tracking through the next few seasons to observe the trends.

It is clear that many Premier League clubs use a different model than others when it comes to the development of young players at the moment. As the market forces shift and if recruitment becomes more challenging will the way that young players are developed and used by the Premier League clubs change?



PREXITBALL

FUTURE RESEARCH

POTENTIAL FUTURE RESEARCH

Research for this report concluded in early Summer 2022; therefore, there are many aspects which have not yet been fully explored. There are a host of potential future areas of research that could be undertaken.

Business conducted in the UK transfer window in Summer 2022 will give us a larger and more detailed picture of the movement of players (and money) both into and out of the UK.

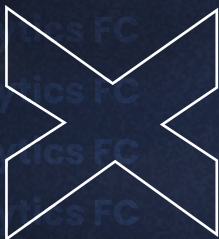
There are some interesting trends which point towards a greater depth and breadth of issues which could develop for England's second tier, The Championship. We have recently seen, for example, Blackburn Rovers hire a Head of European Scouting, this despite initially abandoning a similar role two years previously. Clearly some Championship clubs do not believe that recruitment from Europe is a lost cause and are happy to devote further resources to it. Following this league closely in the next few seasons would be an interesting avenue of research.

There is room for more innovation in this area too. How could the picture look if the regulations were changed? Modelling different scenarios and the possible impact of changes would be a really intriguing exercise. For example, what would be the impact of lowering the points tariff? What would

happen if more leagues were moved into Band 2 or Band 3? If Under-18s were included in certain exemptions in the same way as Under-21s would that have a negative impact on the career opportunities of young domestic players?

The obvious continued and strong growth occurring in the Women's game will surely mean that the scrutiny on player and staff recruitment will increase. Recruitment teams in women's football are growing and becoming more sophisticated. Greater budgets are being allocated within clubs, and this means that information on foreign markets will be deeper and more prevalent as data providers are requested or pre-emptively decide to collect and code data on more Women's leagues. The opportunities for more research in this area are vast and it would be wise for relevant stakeholders to keep track of it.


Undoubtedly, the picture around Brexit and GBE will change constantly moving forwards. Political sentiment and governments are always shifting. Opportunity for well thought out lobbying supported by objective data to change or adjust regulations will be important. Analytics FC will continue to be at the forefront of analysis to measure the impact of GBE on markets.




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