



# CHARTER FOR ACADEMY PLAYERS AND PARENTS

EFL YOUTH DEVELOPMENT  
PLAYERS' AND PARENTS' GUIDE  
SEASON 2020/21



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 10-12 West Cliff  
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**T** 01772 326870

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Brunel Building  
 57 N Wharf Road  
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**T** 0207 8649000

premierleague.com

### THE FOOTBALL ASSOCIATION (FA)

Wembley Stadium  
 PO Box 1966  
 London  
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**T** 0844 9808200

TheFA.com

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20 Oxford Court  
 Bishopsgate  
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 M2 3WQ

**T** 0161 2360575

thepfa.co.uk

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# WELCOME

**Joining the academy system is a wonderful opportunity for any young player. On behalf of everyone at the English Football League (EFL), we wish you good luck as you begin your journey.**

You should expect the quality of coaching, the standard of education and the all-round experience to be outstanding. We expect all Academy Players to show commitment to and respect for their fellow players of all ages, for their coaches and their Club, and for both the rules and the spirit of the game.

The EFL operates the Academy system on behalf of its Clubs, and also works closely with, the Premier League, The Football Association (FA) and the Professional Footballers' Association (PFA).

There are many things you will need to know as an Academy Player or as a parent of a player. This Charter is designed to provide you with an introduction to the Academy system and information on how it works.





# 1 THE ACADEMY SYSTEM

## OUR VISION

### WHAT WE WANT TO ACHIEVE

We want to produce more and better home-grown players and for the experiences in the Academy system to be positive in helping to develop the person as well as the player.

We want our players to be technically excellent and tactically astute independent decision-makers on and off the field, equipped for a successful career as professional footballers. We want to develop the world's leading youth coaches, provide inspirational facilities and world-class support services.

## OUR MISSION

### WHAT WE DO

The aim of the Academy system is to help young players maximise their potential in football, education and life.

It puts well-being and personal development at the heart of everything we do. Our aim is to develop well-rounded individuals as well as high quality players.

Clubs provide expert services, support and advice to Academy Players and their parents, and every young player should enjoy and value their Academy experience.

## YOUR OPPORTUNITY

### WHAT IS THERE FOR YOU

Participating in the Academy system is an achievement to be proud of, however it is important to maintain a balance between the demands of life outside of football, including your education. Ensure that you maintain interests beyond the football pitch and manage expectations of a professional football career because only a few Academy Players will go on to become professional footballers.



## THE PERFORMANCE PATHWAY

We call the development journey of an Academy Player the Performance Pathway.

Players can join and leave at different ages or points and can progress into the professional game or another career. Your Club coaches, backed by a wide range of other specialist services, support Academy Players through each phase of the Pathway.

### THE PERFORMANCE PATHWAY HAS 3 PHASES

<b>FOUNDATION PHASE</b>	Under 9 (U9) to Under 11 (U11)
<b>YOUTH DEVELOPMENT PHASE</b>	Under 12 (U12) to Under 16 (U16)
<b>PROFESSIONAL DEVELOPMENT PHASE</b>	Under 17 (U17) to Under 21 (U21)

## UNDERSTANDING ACADEMY CLASSIFICATION

Each Academy is independently audited and categorised from 1 to 4. The EFL works closely with its Clubs in between audits to ensure that standards are maintained and improved where required. The different categories of Academies reflect the type of programme provided.

The environment at an Academy will differ according to the categorisation, but all categories of Academy will have a track record of producing successful professional players. Your Club will be able to provide you with their categorisation status.

ACADEMY CLASSIFICATION	DEFINITION	PERFORMANCE PATHWAY
<b>CATEGORY 1</b>	This is the highest classification awarded to an Academy. It is an elite environment where Academy Players are provided with additional access to coaching and the potential of full time education from U12. Category 1 Academies can recruit nationally from U14 provided the Academy Player is guaranteed access to a full time education programme.	U9 to U21
<b>CATEGORY 2</b>	This is an elite development environment where Academy Players are typically recruited locally but gain access to additional coaching opportunities and education support.	U9 to U21
<b>CATEGORY 3</b>	This is a development environment where Academy Players are provided with professional coaching and development opportunities.	U9 to U21
<b>CATEGORY 4</b>	Academies focus on their coaching and educational support for Academy Players in the Professional Development Phase (U17 to U21) only.	U17 to U21



## 2 PARTICIPATION

### JOINING THE ACADEMY SYSTEM

The first point of contact with your Club may have been through a scout or Intermediary.

#### WHAT IS A SCOUT?

A scout represents a Club and is responsible for identifying talented young players. Scouts must be registered with the Club who is responsible for ensuring high standards of behaviour. You should always confirm a scout's identity with the Club.

#### WHAT IS AN INTERMEDIARY?

An intermediary (formally known as an agent) acts on behalf of a player or a Club and may represent a player or a Club in contractual negotiations.

Intermediaries may not, either directly or indirectly, make any approach to, or enter into any agreement with a player in relation to any Intermediaries Activity before the first day of January in the year of the Player's sixteenth birthday. From this date, Intermediaries may provide advisory services, but are not allowed to receive any payment for those services until a player reaches the age of 18. The services of an Intermediary are not essential for a future in professional football.

The PFA also provide independent advisory services should you consider early contact.

#### GUIDANCE

Players entering into a contract with an Intermediary should consider taking independent legal advice or contacting the PFA particularly if they are unsure of any of the terms of the contract.

However, it is advisable to conduct thorough research before you sign with an Intermediary. Check the FA.com/intermediaries for a list of all registered Intermediaries or call the Intermediaries hotline 0844 9808213.

Always date any document or the contract that you sign. Ensure you receive a copy of the document/contract on the day you sign.

If a Player is signed up to an Intermediary on an exclusive basis, he should not enter into a contract with another Intermediary at the same time as he may be liable to pay commission to two (or more) different Intermediaries if he does so.

A Player cannot be represented by an Intermediary before the 1st day in January on the year of their 16th birthday.

Representation Contracts between Players and Intermediaries under the age of 18 must also be signed by the Player's parent or legal guardian.

If you are concerned about an approach from a scout or Intermediary, contact your Club's Designated Safeguarding Officer immediately.



### ACADEMY REGISTRATION

Registration is when you commit to a Club's Academy, and the Club commits to you. All parties must complete a registration form and once the form has been signed you will no longer be able to play grass roots football. You remain attached to the Club for a period of time that depends on your age, and you join an age group determined by the age you will be on 31st August.

The initial duration of your registration will be determined by the time of year when the Club approaches you to register.

#### DURATION OF REGISTRATION

<b>U9, U10 and U11</b>	Registration period of up to 1 year
<b>U12, U14 and U16</b>	Registration period of up to 1 year
<b>U13 and U15</b>	Registration period of up to 2 years

Once the registration is established it will continue thereafter for successive periods of a year (or 2 years) unless either the club and/or the player terminate in accordance with the youth development rules.

The EFL and your Club see registration as a crucial time when independent advice is important for Academy Players and their parents (see section 7).

#### CONTACTS

Intermediaries in England are registered and monitored by the Financial Regulation team at The FA.

You can contact them here:

**Intermediaries Hotline:**

0844 980 8213

**E-mail queries:**

intermediaries.queries@thefa.com

**Fax:** 0844 980 0679

**Postal address:**

Financial Regulation,  
 Wembley Stadium,  
 PO BOX 1966, SW1P 9EQ



## SCHOLARSHIP OFFERS

A Scholarship is a 2-year agreement between the Club and the Academy Player which provides a full-time football development and education programme. This is also sometimes referred to as an apprenticeship.

An offer of a Scholarship may be officially recorded at any time on or after 1st January in the year in which you reach the age of 14. For those Academy Players in the Under 16 age group, it shall be offered on or before 1st March in your Under 16 season. Following receipt of this offer, you must respond within 28 days, otherwise it is considered that you have not accepted the offer. Serious consideration should be given to this long term commitment to a Club.

Information about the PFA Independence Advisory Service available to you regarding registration and contractual offers can be found in section 7 (on page 27).



### REGISTRATION PROCESS

Once you have signed a registration form, The EFL will process your registration. If you choose to cancel the agreement, you must contact the EFL within 7 days. You may be coached by, and play for, the Club during this initial 7-day period as you are officially registered with the Club.

### APPROACHES AND CONTACTS

You are not permitted to contact any other Premier League or EFL Clubs during the initial 7-day period, nor throughout your agreed registration period. Likewise, other Premier League or EFL Clubs, scouts and intermediaries must not make an approach to you or any person connected with you.

### INDUCEMENTS

Similarly, no club may attempt to induce you to register with it (whether by offering money or other benefit in kind to you or anyone connected to you) and you must not accept any such inducements that is offered to you.

Any such inducements could be deemed a breach of the EFL Rules, and for clarity, this covers both the registration with a new club, or resigning with a Club you may already be registered with.

Inducements can be wide ranging, from cash payments to the payment or reimbursement of accommodation or travel costs. It is of course appreciated that some expenses are legitimate and guidance is available upon request outlining what payments are permitted. Should you have any doubts as to whether an inducement is being offered, you or your parents should contact the EFL before proceeding. Remember, should you be found to have accepted an inducement, there could be serious ramifications for your career, including a potential sanction from the Leagues and /or termination or refusal of your registration.

### CODE OF CONDUCT

Your registration means you accept personal responsibility for maintaining standards of behaviour set out by your Club, Academy and EFL.

### TIME/DISTANCE REGULATIONS

Between Under 9 and Under 16, you can generally only be registered with a Club if you live within a limited travel time of the Club's location. From Under 17 to Under 21 there are no travel time restrictions and there is no travel limit for the Academy players engaged in the Full-Time Training Model at Category 1 Academies in the U14, U15 and U16 age groups.



	U9 to U11	U12 to U16	National Recruitment U14 to U16	National Recruitment U17 to U21
<b>CATEGORY 1 ACADEMY</b>	1 Hour	1 ½ Hours	Full time	No restriction
<b>CATEGORY 2 ACADEMY</b>	1 Hour	1 ½ Hours	Not applicable	No restriction
<b>CATEGORY 3 ACADEMY</b>	1 Hour	1 ½ Hours	Not applicable	No restriction
<b>CATEGORY 4 ACADEMY</b>	Not applicable	Not applicable	Not applicable	No restriction



Information about the PFA Independence Advisory Service available to you regarding registration and contractual offers can be found in section 7.



## ACADEMY INDUCTION

Your Academy will tell you about the provision of coaching, education and support as well as what you can expect following registration. You will find out about your personal coaching and games programmes, and how your education programme and school liaison will be managed.

Induction is an important chance to get to know key people at the Academy, and for them to get to know you. Make the most of the opportunity to ask questions and to note names and contact details which you can record on page 29.

### END OF SEASON PROCEDURES

Towards the end of each registration period, your Club will write to you with its plan for your registration for the next season(s). If your Club intends to renew your registration, you must decide whether you want to accept or refuse their offer.

### RENEWING YOUR REGISTRATION

If you are happy to remain registered at the Club you do not need to take any action. Your Club will notify the EFL, and your registration will be retained for a further period (as determined by your age).

### DECLINING EXTENDED REGISTRATION

If you choose to decline the offer of an extended registration period and seek to be released, you must inform both your Club and EFL in writing by the first Saturday in June. Following receipt of confirmation from the EFL, you will then be able to seek registration at another Club, subject to the Rules relating to travel distance.

If you refuse an offer of retention and a new Club wishes to sign you, they may have to pay compensation to your previous Club(s). If you are offered a professional contract and achieve a number of first team appearances, your previous Club may also be entitled to claim extra payments.

Your club may offer you a professional contract to commence from the age of 17 at any time from 1st November following the commencement of your under 16 year.

### COMPENSATION

Compensation is money paid by your new Club to your previous one to cover training and development costs if you decline an offer of extended registration. If compensation is due, and any amounts are not agreed between clubs, your new club may be required to calculate compensation based upon an annual fixed fee which relates to the age group of the Academy Player and the category of Academy the player was registered with. The current fees are as shown in the table below.

Compensation for Academy Players who have been offered a scholarship by their club and for players in the Under 17 age group and older may be determined under the Regulations of the Professional Football Compensation Committee.

Academy Players and their parents are not liable for paying these fees.

#### COMPENSATION FORMULA

Age group of the Academy Player	Category of the training Club's Academy at the relevant time	Applicable annual fixed fee
U9 to U11	All categories	£3,000
U12 to U16	Category 1	£40,000
U12 to U16	Category 2	£25,000
U12 to U16	Category 3	£12,500





**CONTINGENCY FEES – UNDER 12 OR ABOVE**

In addition, should you subsequently achieve a number of first team appearances, then your previous Club(s) may be entitled to additional fees known as contingency payments from your current Club. The fees are set according to divisional status.

**Further information is set out in the Youth Development Rules.**

**REQUESTING RELEASE**

During your registration period you may only be released if all parties are in agreement (the Club, Academy Player and parents). You should initially raise any concern you have, which may have led to your desire to leave, with the Academy Manager. Any concerns regarding a safeguarding issues should be addressed to the Academy Designated Safeguarding Officer (DSO).

As an alternative, any party may ask The Player Related Dispute Commission to provide a binding decision on a termination request by making a written application providing full reasons for the request. Detailed rules apply, full details of which can be obtained from the PFA.

If the reasons for requesting a binding decision includes a safeguarding issue, you should be aware that all poor practice safeguarding issues should be addressed to the Academy Designated Safeguarding Officer (DSO) as soon as a concern is identified. Safeguarding concerns will be dealt with separately from requests for release from registration.

You should be aware that compensation may be due to the Training Club should you wish to register with a new club.

**More information about feedback and communication, including the complaints process, can be found in section 8 (page 28).**



**MOVING TO ANOTHER ACADEMY**

If you registered with one Category 1 Academy and wish to move to another Category 1 Academy (as well as in respect of certain other movements), you (together with your parents and the two relevant Clubs) will ordinarily be required to undergo an exit interview to talk through the circumstances of your proposed move. This is a process that is intended to ensure that no Rules have been breached in relation to the move.

As part of this process, you and your parents (together with the club that you wish to move to) will also need to sign a declaration that no approach has been made to you prior to the relevant date, nor has any inducement been paid or offered to you or anyone connected with you to encourage you to move Academy.

Following this process, you may be required to provide certain documents and/or other information to the EFL to ensure that all rules have been complied with. As an example, phone records and bank statements covering the last year may be requested.

You should be aware that this process can potentially take a matter of weeks and while it is ongoing, you will not be able to train with or play for the new Club's Academy. We appreciate this can be inconvenient

and can be a time of uncertainty, but it is extremely important part of ensuring the integrity of the Academy system and the EFL and Premier League Rules. We will endeavour to ensure the process is completed as soon as possible.

Please also note that the above process may also apply to other categories of Academy in certain circumstances.

**LEAVING THE ACADEMY**

Release of an Academy Player from registration can be a difficult time. Academy Players and parents should remember that involvement in the programme is a tremendous achievement in itself. No Academy can guarantee that a player will become a professional. If your Club does not wish to extend your registration, it is expected to provide support by, for example, helping identify opportunities for you to continue your football career elsewhere. League Football Education (LFE) also provides support for players released at the end of their Scholarships.

**For further details on opportunities to attend the U16 Assessment Trials and U18 Assessment Trials can be found on page 37.**



# 3 ACADEMY PERFORMANCE PLAN

Each Academy has a performance plan which follows the Club's guiding principles, values, playing style and tactical approach. This encompasses a games programme, education programmes, sports science and medicine services support as well as coaching on the pitch. Your Academy has a designated team of specialist medical and sports science staff to provide a high level of medical care during training sessions and games. Your Academy Manager will introduce you to these specialist staff at your induction.

## COACHING PROGRAMME

The age group you are in will, to an extent, determine the coaching contact time you will receive. The number of coaching sessions available to you should increase as you progress along the Performance Pathway. The Club will advise you which coaching programmes will be available to you; these vary in terms of the number of hours of coaching received each week and when in the day those sessions take place (see Education Programme on page 20).

Close integration with your education and welfare programmes will be paramount in building an effective coaching programme for you. The Club will continually monitor your progression via regular performance reviews (see page 24). Once you join the Academy, your progress will be recorded on a performance clock. This is your record of personal progress and achievement available to you through your coaches.

**N.B. These coaching contact times are a guide and your coach will adjust your weekly programme according to your specific needs and the individual programme that you are on.**

Category	Foundation Phase U9 to U11	Youth Development Phase U12 to U16	Professional Development Phase U17 to U21
1	4 coaching hours per week rising to 8 hours for older Academy Players.	10 coaching hours per week rising to 12 hours for older Academy Players.	14 coaching hours per week reducing to 12 hours for Academy Players who have commitments to the professional squad during the Professional Development Phase.
2	3 coaching hours per week rising to 5 hours for older Academy Players.	6 coaching hours per week rising to 12 hours for older Academy Players.	14 coaching hours per week reducing to 12 hours for Academy Players who have commitments to the professional squad during the Professional Development Phase.
3	3 coaching hours per week.	4 coaching hours per week rising to 6 hours for older Academy Players.	12 coaching hours per week.
4	Not applicable	Not applicable	14 coaching hours per week reducing to 12 hours for Academy Players who have commitments to the professional squad during the Professional Development Phase Games Programme.





## GAMES PROGRAMME

### FOUNDATION PHASE: U9 TO U11

- Foundation Phase games are played locally, usually on Sundays, and may include regular festivals that involve 3 or more Clubs.
- The focus in this phase is fun and developing mastery of the ball.
- Games take place on age-appropriate pitches. Matches are small-sided games for each age group.
- Subject to fitness, you will participate in at least 50% of match playing time reasonably spread out in any one season.
- Category 1 and 2 Academies participate in a regional indoor season during December and February.

### YOUTH DEVELOPMENT PHASE: U12 TO U16

- Youth Development Phase games are usually played at weekends and may include regular festivals throughout the season.
- Games are usually arranged on a regional basis, but Category 1 and 2 Academies may be involved in national and international competitions.
- Subject to fitness, in the U12 to U14 age groups you will participate in at least 50% of match playing time reasonably spread out in any one season.
- Subject to fitness, in the U15 and U16 age groups you will play in at least 20 'authorised games' per season and participate in at least 50% of the game time.
- The focus in this phase is on building technical skills, game understanding and tactical awareness. Academy Players may be introduced to tournament football from U12 to U16.

### PROFESSIONAL DEVELOPMENT PHASE: U17 TO U21

The Professional Development Phase aims to prepare you for professional life in the Club's first team. Depending on age and Academy Category, you will join a bespoke U18 League or a Professional Development League.

U18 League games take place on Saturdays.

Premier League 2 consists of Category 1 Academies, each playing a proportion of matches at the Club's main stadium. A Professional Development League is also provided for the Category 2 Clubs with a proportion of matches being played in the main stadium.

A development League which provides playing opportunities for players at some Category 3 and 4 Academies is also in operation.



#### THE FOUNDATION PHASE (U9 TO U11) GAME FORMATS

Age	Format	Pitch size (yards)	Goal size (feet)	Ball size
U9	5 v 5 or 7 v 7	30 x 20 to 40 x 30 or 50 x 30 to 60 x 40	12 x 6	3 or 4
U10	7 v 7	50 x 30 to 60 x 40	12 x 6 to 16 x 7	4
U11	9 v 9	70 x 40 to 80 x 50	16 x 7	4
U9 to U11	Futsal (5 v 5)	25 x 15 to 33 x 18m	3 x 2m	3 to 4

#### THE YOUTH DEVELOPMENT PHASE (U12 TO U16) GAME FORMATS

Age	Format	Pitch size (yards)	Goal size (feet)	Ball size
U12 & U13	11 v 11	90 x 60	21 x 7	4
U14 & U15	11 v 11	90 x 60 to 100 x 60	24 x 8	5
U16	11 v 11	100 x 60 to 110 x 70	24 x 8	5
U12 to U16	Futsal (5 v 5)	33 x 18 to 42 x 25m	3 x 2m	4





## FESTIVALS, TOURS AND TOURNAMENTS

You may have the chance to be involved in additional festivals, tours and tournaments, both domestically and abroad, some of which may be residential. These opportunities are designed to enhance your playing experience and help your technical and personal development. Your Club will provide you with specific details about these events as they are scheduled in the calendar.

## EDUCATION PROGRAMME

Your education is vitally important. Your education programme will help you achieve a productive and fulfilling career, both on and off the field. The Head of Education at your club oversees the programme and will:

- Liaise with your school to make sure your football commitments do not damage your levels of progress at school.
- Make sure you follow a formal education programme that lets you achieve your academic potential and
- Offer advice on all aspects of the education programme.

### FOUNDATION PHASE: U9 to U11

In the Foundation Phase the vast majority of Academy's operate a part time programme whereby you attend school full time and in the main attend the Academy in the evening, at weekends and during holidays. Additionally, your Academy keeps in regular contact with your school to ensure your Academy attendance is not having a detrimental impact on your educational progress.

Your Academy will report to your parents at least twice per year, outlining your progress in all areas of football development.

A limited number of Academies operate a hybrid programme in this phase.

### YOUTH DEVELOPMENT PHASE: U12 to U16

The Youth Development Phase offers 3 possible types of programme:

#### 1 Part time

- You attend school full time, and in the main you attend the Academy in the evenings, at weekends and during holidays.
- Your Academy will keep in regular contact with your school.

#### 2 Hybrid

- You are released from school to attend the Academy for part of your weekly timetable, depending on your age and your Club's programme.
- Agreement must be reached between your school, parents and Club describing the arrangements and the likely effect on your studies.
- Academies must work with your school to track your academic progress, and they must provide extra help to ensure there is no detrimental effect on your academic achievement.
- Information regarding educational progression should be recorded on at least a 12-weekly basis.

#### 3 Full-time

- If you are offered a full-time place at your Academy, you receive both your football and education programmes through the Club. Your academic needs will be met by a local school.
- Your Club will make a detailed assessment of your educational needs and work closely with your previous and new schools to ensure your curriculum meets both government requirements and your academic abilities.
- If you are offered a place on a full-time programme, your Club will also offer an extended registration that lasts up to the end of your secondary school education.
- A full educational review will take place every 12 weeks and a copy will be sent to your parents.
- Information regarding educational progression should be recorded on at least a 12-weekly basis.
- A full-time place may involve living away from home in accommodation arranged for you by the Club for instance at a boarding school, Club boarding home or with a host family.

### PROFESSIONAL DEVELOPMENT PHASE: U17 to U21

In the first two years of this phase, Academy Players must take an education component as part of their Scholarship.

Many Academy Players take the Advanced Apprenticeship in Sporting Excellence; full details of this will be provided by both your Club and League Football Education (LFE).

A full educational review will take place every 12 weeks, and will be recorded.

Although not compulsory, there may be education opportunities available to you after you turn 18 to continue your education. This may include higher level programmes, such as degree-level study.

Academy Players are expected to complete their education programme even if they sign a professional contract before the apprenticeship has run its course.

Your club may offer you a professional contract to commence from the age of 17 at any time from 1st November following the commencement of your under 16 year.





## 4 PLAYER RECOGNITION SYSTEM (PRS)

The Player Recognition System (PRS) uses identification cards to validate Player eligibility and record attendance at Academy fixtures and events. All schoolboy (U9-U16) registered players are issued with a PRS ID card and monitoring is undertaken to ensure the integrity of Academy football, in accordance with Youth Development Rules.

### The PRS has the following key objectives;

- Maintain a safe environment for Academy Players, Trialists and Staff
- Validate the integrity of the Games Programme
- Ensure the Games Programme and its Players are monitored effectively
- Allow recording of Academy Player game time

Following the 2018/19 introduction of the Player Recognition System into the EFL, it will be a statutory rule going forward for all registered Academy Players to have a PRS ID card available for inspection.

Academies intending to register a Player will be required to complete the registration forms as they do currently, with the additional requirement to provide a suitable image. The Player will then be issued with an ID card once all registration details, including image eligibility, have been verified and processed.

Games Programme Monitors are deployed across the system in order to verify Player eligibility by checking ID cards via unannounced visits to Academy fixtures/events. Cards may be inspected prior, during or after matches. Clubs will be able, and expected, to manage their fixtures through PMA.

Any lost or damaged cards must be reported to your Club immediately so that a new card can be printed and issued as soon as possible by the League.

The EFL will only record and store data deemed essential in fulfilling its role as a governing body and in support of its functions.



### In respect of PRS, once registered, the League will access the following registration data in order to produce Player ID cards:

- Player name
- Player FAS ID
- Player image
- Player registration status

The data will be used to produce the ID card to verify Player eligibility at fixtures. All stored data will be held securely alongside existing player registration data.

In order to participate in Academy fixtures and events, Academy Players will be required to have their PRS ID card available for inspection at those fixtures and events. If a valid card cannot be produced by the Player or Club when requested, it will be reported to the League for further investigation.



## 5 PLAYER DEVELOPMENT AND PROGRESSION

Making all Academy Players independent decision makers is one of the core aims of the Academy system. Athletic development, performance, lifestyle and psychology programmes will be delivered to enhance the knowledge, skills and understanding you will need to become a professional footballer both on and off the field.

### PERFORMANCE CLOCK

You are entitled to regular feedback on your progress and development at the Club. Your Academy will use a 'performance clock' to record, measure and monitor all aspects of your progress. It is your record of achievement, and you can help to develop it. If you move to another Club, you take your performance clock with you as your own personal record.

PERFORMANCE REVIEW FREQUENCY	
Foundation Phase	Every 12 weeks
Youth Development Phase	Every 6 weeks
Professional Development Phase (U17 & U18)	Every 6 weeks
Professional Development Phase (U19 – U21)	Frequency to be determined by your Club

### PERFORMANCE REVIEWS

Every Academy Player's performance is reviewed regularly. A performance review assesses your development against targets set at previous performance reviews. It identifies your need for individual coaching, all-round athletic development, educational support,

and it sets new performance targets. Each review is recorded on your performance clock.

Performance reviews are conducted by a multidisciplinary team of experts employed by your Academy which may include your Head coach, the Head of Education, the Club's sports scientist plus any other relevant Academy staff. You will be provided with details of each review and your coach will discuss future targets with you on at least four occasions each season.

Your Academy will hold parents' evenings at least twice each season to discuss your recent performance reviews in detail with your parents.

## 6 PLAYER AND SAFEGUARDING WELFARE

The EFL is committed to safeguarding the welfare of young players and expects all member clubs to endorse this commitment. Protecting young players from abuse is of paramount importance. The EFL Safeguarding Children Statement is contained in Appendix (A) of this handbook.

Each club has a duty of care to safeguard children and young players involved with their club and they will have safeguarding policies and procedures in place. These outline their commitment to safeguarding and players and parents should be made aware of them during induction and through club publications.

At your Club, there will be a person who is responsible for the welfare of young players; they may be known as the Designated Safeguarding Officer (DSO). It is their responsibility to respond to complaints of poor practice and ensure that such complaints are dealt with appropriately. The DSO also has a responsibility to refer on to the appropriate authorities allegations, disclosures or concerns of abuse or the risk of harm to a young player. Such referrals will be to the statutory agencies such as the local authority or the police and to The FA Case Management Team.

**If you have any concerns regarding the welfare of any child or young player you should report them to the DSO.**

We hope that your time at the Academy will be enjoyable, however on occasions, players and parents do have some concerns. It may be that you just need clarification

as to the youth rules or club rules regarding the Academy. It is important to try to clarify any concerns at an early stage. You should have the information you need within this guide. However, if you need clarification – then in the first instance speak to the Age Group Team Manager. You may also speak to the EFL Regional Manager whose contact details are available on page 2 of this guide. They will be able to provide information and guidance.

**If you have any concerns regarding safeguarding or the welfare of any child or young player you should report them to the Academy DSO.**

### IMAGES / VIDEO FOOTAGE – PARENTS AND PLAYERS UNDER 18 YEARS

Still images and recorded footage are used in many ways: for Club performance analysis, match-day programmes, as well as other publications and literature. Your Club will have an Images Policy.

You should ensure that you understand what the Images Policy for your club is. The parent/legal guardian of the player will be asked to sign a consent form to ensure that you understand how the images may be used.

**If parents/carers have any concerns regarding the use of images they should contact the DSO.**

### SOCIAL MEDIA COMMUNICATIONS

You should be aware that your Club will have a policy and guidance for players, parents and staff on the use and misuse of social media sites, including Facebook and Twitter. It is important that you understand what is acceptable and unacceptable.

Being registered with a professional Club means that you have a responsibility to be a positive role model in all public communications, therefore, inappropriate comments about others, including; players, parents, staff, officials or the Club will be taken seriously, may result in disciplinary action and could result in dismissal.

Parents may have seen in the media that there is a 'trend' by some young people to use social media to share inappropriate images of themselves or others. It is important to remember that on occasions the sharing of such images may be considered a criminal act. Parents should discuss with their children the risks associated with the misuse of instant imaging messaging services such as Snapchat; WhatsApp; (Direct Messenger (Twitter) and Facebook (Direct Messenger).

EFL are committed to safeguarding. Any young person found to be sending inappropriate images of other children may be reported to the police and FA Case Management Team.

Although the majority of images are appropriate and are taken in good faith, images of children can be misused and children and young people may be put at risk as a result. Parents are asked to reinforce, with young players, the importance of safe use of social media systems to protect your own and other children.

**Parents and players should ensure to read and understand the Clubs Social Media Policy.**







# THE PFA SAFETY NET

> Helping young players with the challenges of playing Academy football.

> [GO TO THEPFA-SAFETYNET.COM](https://www.thepfa-safetynet.com)

Register to access confidential advice, support & videos.

## 7 INDEPENDENT ADVICE

We pride ourselves on the quality of the Academy system and we are committed to ensuring that Academy Players, Trialists, Parents and Guardians gain the right advice and support.

An important aspect of this is the independent advice provided by the The Professional Footballers' Association (PFA). You are advised to make contact at the earliest opportunity.

**T** 0161 236 0575 **E** [youthadvisory@thepfa.co.uk](mailto:youthadvisory@thepfa.co.uk)

### THE PFA INDEPENDENT YOUTH ADVISORY SERVICE

The PFA Independent Youth Advisory Service can offer advice to Academy Players, Trialists and their parents and guardians relating to:

- Premier League and EFL Youth Development Rules
- Registration & contractual offers
- Football Association & FIFA Rules and Regulations
- Time & Distance Rules and Regulations
- Academy Inductions
- End of Season Procedure
- Requesting Release
- Player Development / Player Progression
- Coaching Programme
- Education Programme
- Compensation
- Player Welfare
- Intermediaries

The PFA was formed in 1907 and is the world's longest established professional sportspersons' union.

The aims of the PFA are to protect, improve and negotiate the conditions, rights and status of all professional players by collective bargaining agreements.

The PFA is a key figure in all aspects of the professional game that affects its members and has enhanced its reputation by upholding the principle of caring for the interests of the game as a whole, in addition to the interests of its members.

The experience and expertise the PFA has gained since its formation ensures it is able to provide you with the best, confidential independent advice and assistance.





## 8 FEEDBACK

### FEEDBACK AND OPEN COMMUNICATION

We want to minimise the risk of misunderstanding at every stage. Close and regular communication between Clubs, Academy Players and parents helps to ensure an enjoyable and productive experience for everyone. Feedback helps Clubs to identify areas for improvement that will enhance the learning environment and the playing experience. Comments, suggestions and the raising of concerns help us to manage risks and encourage better performance.

We work hard to ensure that things go well; you should always raise any concern you have with your Club in the first instance. If you wish to make a formal complaint, follow the process detailed in the complaints procedure below.

### COMPLAINTS

#### COMMUNICATION

Informally raise the issue with someone at the Club, such as your Coach, Designated Safeguarding Officer or Academy Manager; this may help you reach a satisfactory resolution quickly.

#### COMPLAINTS PROCEDURE

If the issue is not resolved, follow the Club's complaints procedure and put your complaint formally in writing to the Club.

#### ESCALATION

If having completed your Academy's complaints procedure including the appeals process, you remain dissatisfied, follow the EFL complaint process.

A copy of the policy can be found on our website or you can request a copy be sent to you by contacting EFL:

**E** [hr&businessoperations@efl.com](mailto:hr&businessoperations@efl.com)

**T** 01772 325800

#### RESPONSE

Complaints to EFL; these should be emailed to [enquiries@efl.com](mailto:enquiries@efl.com).

The EFL will respond within 7 days and will provide an outcome within 28 days, where possible.

If these timescales are not achievable, you will be kept informed.

#### WELFARE/POOR PRACTICE ISSUES AND SAFEGUARDING

The EFL expects professional clubs to deal with welfare/poor practice issues in the first instance. If the Club complaints procedure has been followed and the concern is unresolved then the EFL complaints policy and procedures should be followed. If the concern relates to the safeguarding of a child or adult at risk then the Designated Safeguarding Officer or Senior Safeguarding Manager at the Club should be informed without delay and the Club's safeguarding policies and procedures will be instigated.



## 9 KEY CONTACTS

#### ACADEMY MANAGER

Name:

Contact:

#### HEAD OF ACADEMY COACHING

Name:

Contact:

#### ACADEMY COACH

Name:

Contact:

#### CLUB DOCTOR

Name:

Contact:

#### PHYSIOTHERAPIST

Name:

Contact:

#### HEAD OF SPORTS SCIENCE AND MEDICINE

Name:

Contact:

#### HEAD OF EDUCATION

Name:

Contact:

#### ACADEMY DESIGNATED SAFEGUARDING OFFICER

Name:

Contact:

#### CLUB DESIGNATED SAFEGUARDING OFFICER

Name:

Contact:

#### EFL REGIONAL MANAGER

Name:

Contact:

#### OTHER USEFUL CONTACT

Name:

Contact:

#### OTHER USEFUL CONTACT

Name:

Contact:





## THE FA RESPECT PROGRAMME

In 2008, the Respect programme was introduced as a response to behavioural problems in football. It requires the FA, the leagues, the clubs, players and spectators to work together to ensure that a supportive and positive match day environment exists at all levels of youth football.

Key to the development of young players is that they enjoy the experience of playing and training, that they are able to respond to the guidance of their club coaches and that they learn to take independent decisions on the pitch. The Respect programme supports these outcomes.



Building society with mutual respect

*Play your best.  
Be your best.*

*Make sure you and everyone around you has a good time on and off the pitch.*

### Play Your Part (Code of Conduct)

#### Young Players

Play your part and support The FA's Code of Respect:

When playing football, I will:

- Always play my best for the benefit of the team
- Play fairly and be friendly
- Play by the rules and respect the Referee
- Shake hands with the other team - win or lose
- Listen carefully to what my coach tells me
- Understand that a coach has to do what's best for the team
- Talk to someone I trust or the club welfare officer if I'm unhappy about anything at my club
- Encourage my team mates
- Respect the facilities home & away

I understand that if I do not follow the Code, I may:

- Be asked to apologise to whoever I've upset
- Receive a formal warning
- Be dropped, substituted or suspended from training



Building society with mutual respect

*We ONLY do Positive.*



*If we behave positively during practice and matches, our children will too.*

*By setting a good example, we'll help build a supportive environment in which everyone can enjoy themselves.*

**Play Your Part**  
(Code of Conduct)

**Spectators and Parents/Carers**

**Play your part and support The FA's Code of Respect:**

- Have fun; it's what we're all here for!
- Celebrate effort and good play from both sides
- Always respect the Referee and coaches and encourage players to do the same
- Stay behind the touchline and within the Designated Spectators' Area (where provided)
- When players make mistakes, offer them encouragement to try again next time
- Never engage in, or tolerate offensive, insulting or abusive language or behaviour

**I understand that if I do not follow the Code, I may be:**

- Issued with a verbal warning or asked to leave
- Required to meet with the club committee, league or CFA Welfare Officer
- Obligated to undertake an FA education course
- Requested not to attend future games, be suspended or have my membership removed
- Required to leave the club along with any dependents and/or issued a fine

*We ONLY do Positive.*



Building society with mutual respect





## EFL EQUALITY STATEMENT

The EFL is committed to ensuring that football is inclusive of all communities and free from all forms of discrimination. We are dedicated to promoting equality on the grounds of any protected characteristic as defined in the Equality Act 2010.

Everyone has the right to be treated with dignity and respect, and the EFL is committed to eliminating all forms of discrimination incorporating direct, indirect, associative or perceptive discrimination and all forms of bullying, harassment and victimisation. The EFL actively promotes equality, inclusion and diversity and an ongoing commitment to tackling discrimination and hate crime on grounds of age, cultural background, class, race, ethnicity, ability or disability, gender, sexual orientation, gender reassignment, faith, religion and marital status.

The EFL and member clubs introduced regulatory commitments for all clubs including academies to implement the Equality Code of Practice. The Equality Code of Practice sets out key areas all EFL clubs should look to address to ensure they are inclusive across all areas of their business. In June 2016 the EFL introduced ground-breaking new regulations aimed at tackling the under-representation of Black, Asian and Minority Ethnic (BAME) managers and coaches employed by clubs. The EFL also introduced Academy Audits and promotes and supports work concerning other areas such as women and girls' attendance, LGB&T (Lesbian, Gay, Bisexual and Transgender) awareness, mental health and other FA, PL and PFA led initiatives.



### REPORTING DISCRIMINATION

The EFL has a reporting pathway to deal with any allegations of hate crime, prejudicial and/or discriminatory behaviour or conduct to ensure that all individuals can raise their issue through the channels explained in this charter.

The EFL also works closely with Kick it Out which provides a reporting service for discriminatory behaviour through its 'kick it out app'. The free app provides users with the ability to confidentially report incidents they may see, hear or witness at a match. By attaching video, photo and audio evidence to complaints this can help support investigations into discriminatory abuse and behaviour across football (for more information please visit [www.kickitout.org](http://www.kickitout.org) or download the free app via the Apple or Android store).



# REPORT IT. KICK IT OUT OF FOOTBALL.



DOWNLOAD OUR FREE REPORTING APP



FACEBOOK/KICKITOUTOFFICIAL



@KICKITOUT  
@KICKITOUTREPORT



@KICKITOUT



REPORT@KICKITOUT.ORG



0800 169 9414



## FA EDUCATION AND WELFARE STATEMENT

The opportunity for any player to register at an Academy is a great achievement in itself. Well done! Players of all ages must always be aware that some will become players for the long term and for a variety of reasons others may not. However, sooner or later they you will need to tap into your learning experiences and educational achievements, even if you stay playing until well into your 30's. Even the greatest players develop a second career in the modern game. Some will go into business, others; the media or coaching and management roles in the game. Developing alternative skillsets early and increasing knowledge and qualifications provides the best foundation for a quality life after playing.

Within an Academy, a player can look forward to the support of staff with an expertise in educational and welfare matters as well as career advice. It is important, however, that the individual player realises the need for him to make every effort to fulfil his potential and recognises the need to concentrate on his academic development as well as his football. Be all you can be in both.

Every club has people who can be asked for help on both education and welfare matters and every player should be aware of the identity of these staff members and should have no hesitation in asking for their help if required. Learning is not plan 'B' it is the foundation for plan 'A'

Good luck with your career and your lifelong development as an individual.

**Les Reed**  
 FA Technical Director



## APPRENTICESHIPS

EFL clubs sign young players from 16 years of age on a two-year scholarship agreement, which includes a condition that they must study an education programme. On behalf of the EFL and the Professional Footballers' Association, League Football Education (LFE) manages the Apprenticeship Programme that is undertaken by the vast majority of players.

The Apprenticeship offers each apprentice the chance to fulfil his dream of becoming a professional footballer by providing an opportunity to develop footballing skills whilst gaining relevant academic qualifications, which are viewed as essential by today's employers. The education programme was designed for those participating in sport at an elite level and is embraced by a number of professional and Olympic sports, as well as professional football.

LFE works closely with Academy staff at EFL clubs to support apprentices in all the education elements of the programme. This includes the Level 3 Sporting Excellence Professional (SEP) qualification, a Level 2 Coaching Certificate delivered by the FA and an education course that will be set at an appropriate level to meet individual needs and abilities. LFE also provides Life Skills and Personal Development workshops to Academy players, staff and parents, and has developed extensive transition support arrangements for apprentices that ultimately follow a different career path.

LFE delivers a programme of excellence for the benefit of individual apprentices and aims to provide every apprentice with the best opportunity to fulfil his own potential. The excellent work carried out by LFE was endorsed by Ofsted during an inspection in April 2012, when LFE was awarded 'Outstanding' in all 23 areas of inspection.

Further information on LFE and the Apprenticeship programme can be obtained at [www.lfe.org.uk](http://www.lfe.org.uk)

LFE can also be contacted by e-mail at [info@lfe.org.uk](mailto:info@lfe.org.uk) or by telephone on **01772 326870**

**Sarah Stephen**  
 Chief Executive  
 League Football Education (LFE)



## TRIALS

**The purpose of a trial is for the player to experience the academy environment and for the club to view the player ahead of potentially offering him a period of registration.**

Usually the player's trial period at a Club lasts for up to 8 consecutive weeks, but this can be extended to a maximum of 12 weeks upon a clubs application to The League.

A trial may not be offered to any player who is on trial at another academy or who is currently registered at another club (unless consent is given). Before a trial commences the required form YD8 must be completed and submitted to The League.

The maximum travel time for trials is 1 hour for Under 9 to Under 11 players. For players from Under 12 upwards please refer to Youth Development Rule 242.

### UNDER 16 ASSESSMENT TRIALS

As an Under 16 Academy player you may receive notice that the Club will not be offering you a scholarship registration. In order to provide an opportunity to obtain a further period of registration at a different club, the EFL stages Under 16 assessment trials, usually during the half term week in February. The assessment trials are attended by scouts from various clubs and education establishments and your performance at these events may provide an opportunity to join a new club or be offered a place at a college.

To be eligible to attend the trials you must have been registered at an Academy during the current season. To attend the trials you are required to be nominated by the club.

After all the trials have taken place, if any interest from the scouts has been registered with the EFL, you will be notified of each clubs' interest after the final event is held.

### LFE ASSESSMENT TRIALS

At the end of your two-year apprenticeship, if you are not offered a further period of registration with your club, you may be able to attend the LFE Assessment Trials. Managed by League Football Education, in association with the EFL and The Professional Footballers Association, the Assessment Trials provide an opportunity for players to be viewed by scouts from professional and non-league clubs. Held on a regional basis across three venues in May each year, the trials also attract representatives from European clubs and higher education institutions from both the UK and the USA.

To be eligible to attend the trials, players must have completed or be about to complete the Apprenticeship programme. After the trials have taken place, LFE will notify players if any interest from scouts has been registered in them, usually within two weeks of the final trial date having taken place.

**For more information on the Assessment Trials, please visit [www.lfe.org.uk/trials2020](http://www.lfe.org.uk/trials2020)**







# YOUTH DEVELOPMENT RULES OF THE EFL FOR SEASON 2020/21

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## GENERAL

### Definitions

Rule 1 sets out definitions used in the Youth Development Rules. All other capitalised terms used in this section of the Rules are defined in Regulation 1 of the League Regulations.

1.	In this Section of the Rules the following terms shall have the following meanings:
1.1.	<b>"Academy"</b> means an establishment for the coaching and education of Academy Players operated by a Club in accordance with the requirements of this Section of the Rules and licensed by the PGB pursuant to Rule 14;
1.2.	<b>"Academy Doctor"</b> means the Official referred to in Rule 99;
1.3.	<b>"Academy Financial Information"</b> means a budget for the following season, together with a comparison of the budgeted and actual figures for the previous season, all of which information shall be set out in the format to be prescribed by the League;
1.4.	<b>"Academy Management Team"</b> has the meaning set out in Rule 50;
1.5.	<b>"Academy Manager"</b> means the person responsible for the strategic leadership and operation of a Club's Academy, whose role and responsibilities are more particularly defined at Rules 52 to 58;
1.6.	<b>"Academy Nutritionist"</b> means the Official referred to in Rule 88;
1.7.	<b>'Academy Operations Manager'</b> means the Official referred to in Rule 60;
1.8.	<b>"Academy Performance Plan"</b> means a document which sets out: the goals, strategy and measurable short-term and long-term performance targets for all aspects of the work of the Club's Academy, such strategy and performance targets to be consistent with the Club's Vision Statement, Coaching Philosophy and Playing Philosophy and, where appropriate, details how the Academy will deliver and integrate its Coaching, Education, Games and Sports Science and Performance Support Programmes;
1.9.	<b>"Academy Player"</b> means a male player (other than an Amateur Player, Non-Contract Player (in the League) or a Trialist) who is in an age group between Under 9 to Under 21 and who is registered for and who is coached by, or plays football for or at a Club which operates an Academy pursuant to these Rules, save for any player who: <ul style="list-style-type: none"> <li>(a) the Board is satisfied has developed technical, tactical, physical, psychological and social skills of such a level that he would not benefit from continued coaching in the Academy or participating or continuing to participate in its Games Programme (which includes, for the purpose of this definition, the league competition referred to in Rules 161 to 168; and</li> <li>(b) has entered into a Standard Contract with that Club;</li> </ul>
1.10.	<b>"Academy Psychologist"</b> means the Official referred to in Rule 110;
1.11.	<b>"Academy Return Date"</b> means 6 August 2020;
1.12.	<b>"Academy Secretary"</b> means the Official referred to in Rule 61;
1.13.	<b>"Academy Staff"</b> means those Officials of a Club employed or otherwise engaged to work in the Club's Academy;
1.14.	<b>"Academy Standards Application"</b> means the online system : <ul style="list-style-type: none"> <li>(a) through which Clubs are required to complete the self-assessment referred to in Rule 7, as part of the ISO process for the auditing of Academies;</li> <li>(b) through which the ISO provides feedback to Clubs as part of the multi-disciplinary assessment referred to in Rule 9.2; and through which quantitative data can be provided to Clubs;</li> </ul>
1.15.	<b>"Artificial Surface"</b> means a playing surface which in the reasonable opinion of the League meets the requirements of the FIFA Quality Programme for Football Turf and any new outdoor or indoor Artificial Surface pitch installed by a Club which operates or applies to operate a Category 1 Academy must achieve the 'FIFA Quality' rating under the FIFA Quality Programme for Football Turf;
1.16.	<b>"Authorised Games"</b> means: <ul style="list-style-type: none"> <li>(a) international matches arranged by a national association including preparation and trials therefor;</li> <li>(b) matches in which the Academy Player plays for the Club holding his registration:                     <ul style="list-style-type: none"> <li>(i) in its first teams;</li> <li>(ii) which are comprised in a Games Programme; or</li> <li>(iii) which are comprised in Festivals or Tournaments, participation in which is limited to Academy teams or which are sanctioned by The Football Association or by a foreign national association;</li> </ul> </li> <li>(c) friendly matches organised by the Club holding the Academy Player's registration and played at an Academy, participation in which is limited to Academy Players registered at an Academy or Trialists but excluding matches between two teams consisting of one Club's Academy Players;</li> <li>(d) friendly matches against any opposition played outside the season dates set out in the Games Programme Schedule in which the Academy Player plays for the Club holding his registration;</li> <li>(e) matches organised by the English Schools Football Association or Independent Schools Football Association or an association affiliated to either of such Associations in which the Academy Player plays with the prior agreement of his Parents (in the case of an Academy Player under the age of 18 years), all participation in such matches to be notified by the Academy Player to the Club holding his registration;</li> <li>(f) trial matches for other Clubs or Premier League clubs in which the Academy Player plays with the prior written permission of the Club holding his registration; or</li> <li>(g) any other match authorised by the Board;</li> </ul>
1.17.	<b>"Basic First Aid for Sport Qualification"</b> means the qualification of that name issued by or on behalf of The Football Association;



1.18.	<b>"Category"</b> means one of the four categories into which each Academy shall be assigned in accordance with the criteria and procedures set out in this section of the Rules, and "Category 1", "Category 2", "Category 3" and "Category 4" shall be construed accordingly;
1.19.	<b>"Charter for Academy Players and Parents"</b> means the information to be provided by the League to the Parent of each Academy Player upon each occasion of his registration for a Club and which will contain: (a) information about the consequences of the Academy Player becoming registered with a Club; (b) a summary of the Club's obligations to the Academy Player, and the Academy Player's obligations to the Club;
1.20.	<b>"Chief Executive"</b> means the Official referred to in Regulation 16.15.1(c) (in the case of Championship Clubs) and the equivalent Official (for League One and Two Clubs);
1.21.	<b>"Club Board"</b> means those Directors of the Club whose particulars are registered under section 162 of the Act;
1.22.	<b>"Coach Competency Framework"</b> means a document which sets out the key competencies and behaviours which the Club expects its Academy coaches to possess and demonstrate;
1.23.	<b>"Coaching Curriculum"</b> means a Club's Coaching Curriculum which must be set out in writing and include: (a) the technical, tactical, physical, psychological and social skills that the Club wishes its Academy Players to develop; (b) the appropriate means of coaching Academy Players in order that they develop those skills (having due regard to their age); and (c) specific coaching curricula for each Development Phase;
1.24.	<b>"Coaching Philosophy"</b> means a written statement which sets out in detail (including by describing the content of individual coaching sessions for each Academy Player) the means by which the Club will coach its Academy Players in each age group so that they have the best opportunity to develop the technical, tactical, physical, psychological and social skills that the Club wishes players in each position on the pitch to acquire, as set out in the Club's Playing Philosophy;
1.25.	<b>"Continued Professional Development"</b> means ongoing training for Academy Staff, relevant to their discipline, of such quality, content and frequency as is necessary to ensure that each member of Academy Staff has the necessary knowledge and expertise in order to fulfil his role;
1.26.	<b>"Core Coaching Time"</b> means between 8.30am and 5.30pm on Mondays to Fridays, save that in the Foundation Phase and Youth Development Phase it also includes between 9am and 5pm on Saturdays;
1.26A	<b>"Designated Safeguarding Officer"</b> means the Official responsible for the Academy's arrangements for the safeguarding of children and to whom any sign or suspicion of abuse relating to a child must be reported;
1.27.	<b>"Development Action Plan"</b> means an individualised plan, developed and implemented in accordance with these Rules, for the professional development of Academy Staff;
1.28.	<b>"Development Centre"</b> means an establishment operated by a Club in England or Wales for the coaching of children which is not an Academy and includes any such establishment by whatever name or title it is known;
1.29.	<b>"Development Phase"</b> means the Foundation Phase, the Youth Development Phase or the Professional Development Phase as the context requires, and "Development Phases" means all of the former;
1.30.	<b>"Duty of Care"</b> means the responsibility of each Club to promote, protect and support the individual wellbeing of each Academy Player and member of Academy Staff, within the Academy, in accordance with the following pillars: (a) Education (see Rules 173 to 189); (b) Personal development and life skills (see Rules 190 to 193); (c) Inductions and transitions (see Rules 194 to 198); (d) Academy Player and Parent voice (see Rules 199 to 200); (e) Safeguarding and mental and emotional wellbeing (see Rules 201 to 204); (f) Health and safety (see Rules 205 and 206); (g) Inclusion, diversity and equality (see Rules 207 and 208); and (h) Injury and medical (see Rules 209 to 216);
1.31.	<b>"Educational Advisor"</b> means, in respect of any Club in membership of the Premier League, experts appointed by the Premier League to support the delivery of education to Academy Players, and, in respect of any Club in membership of the League, means League Football Education;
1.32.	<b>"Education Programme"</b> has the meaning set out in Rule 173;
1.33.	<b>"EHOC"</b> means the 'Elite Heads of Coaching' programme provided by the Premier League for Heads of Coaching at Category 1, Category 2 and Category 3 Academies and in respect of which additional funding is available from the League in the event of Club participation;
1.34.	<b>"Elite Academy Managers Development Programme" or "EAM"</b> means the development programme provided by the League for Academy Managers;
1.35.	<b>"Elite Player Performance Plan"</b> means the document of that name dated May 2011;
1.36.	<b>"Emergency Action Plan"</b> means a plan detailing the medical facilities and personnel who shall be available at each Club's home matches in the Games Programmes and training venues, and the contingency plan for how any medical emergencies at such matches and training shall be dealt with;
1.37.	<b>"Emergency First Aid in Football" or "EFAIF"</b> means the qualification of that name issued by or on behalf of the Football Association;
1.38.	<b>"FA Advanced Youth Award"</b> means the advanced qualification for Academy coaches which is awarded by The Football Association;
1.39.	<b>"FA Youth Award"</b> means the non-age specific qualification for Academy coaches awarded by The Football Association;
1.40.	<b>"Festival"</b> means an event, which may be spread over more than one day, at which teams from three or more Clubs (or clubs) play a series of matches in an environment in which the matches are competitive but the results are not given any particular significance;

1.40A	<b>"Former EFL Club"</b> means a Club relegated to the National League at the end of a Season and which continues to operate an academy (but it is not an Academy) in accordance with the provisions of Regulation 64.3;
1.41.	<b>"Foundation Phase"</b> means the Under 9 to Under 11 age groups inclusive;
1.42.	<b>"Foundation Phase Games Programme"</b> means the games programmes organised by the Premier League and the League for teams in each of the Under 9 to Under 11 age groups as set out in Rules 134 to 138;
1.43.	<b>"Full Time"</b> means, when applied to a role specified under these Rules, one where the working hours are at least 35 hours per week (subject to such additional hours as the Club may require). A Full Time role may be fulfilled by more than one Official (e.g. on a job-share basis) provided that the minimum hours stated above are undertaken;
1.44.	<b>"Full Time Education"</b> means the education provided for registered pupils at primary or secondary schools or full-time equivalent students at colleges of further education;
1.45.	<b>"Full Time Training Model"</b> means: (a) in the Professional Development Phase a programme of coaching and education whereby the Academy Player's academic education shall be scheduled to enable four hours of coaching per day (which may be split into two sessions of two hours each) to take place within the Core Coaching Time; and (b) in the Youth Development Phase, a programme which complies with the following: (i) The Academy Player shall receive within the Core Coaching Time a minimum of twenty hours of education; (ii) The Academy Player shall receive a significant amount of coaching within the Core Coaching Time. The exact amount of such coaching to take place within the Core Coaching Time is to be determined by the Club for each individual Academy Player. The Club shall demonstrate the amount of coaching is significantly more than the amount of coaching in the Core Coaching Time which the Club gives to its Academy Players engaged on the Hybrid Training Model. Full details must be set out in the Academy Player's individual coaching plan referred to in Rule 118; (iii) No single coaching session shall endure for more than 90 minutes, and if there are two or more coaching sessions on a single day, there shall be a period of rest between each session sufficient to ensure that the Academy Player is fully rested, and of at least 90 minutes' duration, unless the Academy Player's individual coaching plan recognises that he may have shorter rest periods; (iv) The Club's delivery of the Full Time Training Model must comply with these Rules;
1.46.	<b>"Futsal"</b> means the variant of association football that is played in accordance with the Futsal Laws of the Game as published from time to time by FIFA (with any such variation thereto as the League may from time to time determine), the current such Laws being available at: <a href="#">FIFA Futsal Laws of the Game Link</a>
1.47.	<b>"Games Programme"</b> means the Foundation Phase Games Programme, the Youth Development Phase Games Programme, or the Professional Development Phase Games Programme;
1.48.	<b>"Games Programme Schedule"</b> means the period during which matches in the Games Programmes shall take place;
1.49.	<b>"Head of Academy Coaching"</b> means the Official referred to in Rule 63;
1.50.	<b>"Head of Education"</b> means the Official referred to in Rule 104;
1.51.	<b>"Head of Recruitment"</b> means the Official referred to in Rule 106;
1.52.	<b>"Hybrid Training Model"</b> means a programme of coaching and education whereby the coaching of an Academy Player primarily takes place outside of the Core Coaching Time save that, subject to the provisions of these Rules, he may be released from attendance at school during the School Day for a maximum of half a day a week (if he is in the Foundation Phase) or two days a week (if he is in the Youth Development Phase);
1.53.	<b>"Individual Learning Plan"</b> means an individual plan for each Academy Player setting out measurable objectives for the development that he needs to undertake and the means by which he will obtain those objectives;
1.54.	<b>"Induction and Transition Strategy"</b> means the documented plan in place at each Club, agreed by the Technical Board, designed and implemented to support Academy Players in their arrival to and departure from the Club, for whatever reason and whatever age group;
1.55.	<b>"Intermediate Trauma Medical Management in Football" or "ITMMIF"</b> means the qualification of that name issued by or on behalf of The Football Association;
1.56.	<b>"ISO"</b> means the Professional Game Academy Audit Company or such other independent standards organisation appointed from time to time by the PGB for the purposes of undertaking the ISO Audits;
1.57.	<b>"ISO Audit"</b> means the process of independent auditing of Clubs' Academies in accordance with Rules 6 to 12, including a process of self-assessment by each Club, and a multi-disciplinary assessment by the ISO;
1.58.	<b>"Learning Management System" or "LMS"</b> means the online system provided by the League for the upload and storage of educational data and information regarding Academy Players (currently known as the 'Education Management System');
1.59.	<b>"Multi-disciplinary Review"</b> means a review of all aspects of a Academy Player's football, athletic and educational performance and development and which shall include: (a) reports from all relevant Academy Staff (including from the coaching, education and sports science and medicine/performance support disciplines); (b) for Academy Players on the Full Time Training Model or the Hybrid Training Model, reports and educational data from the Academy Player's school (and where the League requests, all Academy Players on the Part Time Training Model); (c) self-assessment by the Academy Player; and (d) short, medium and long-term targets for the Academy Player's football, athletic and personal development ;
1.60.	<b>"Part Time"</b> means, when applied to a role specified under these Rules, one where the working hours are less than 35 hours per week. A Part Time role may be fulfilled by two or more Officials (e.g. on a job-share basis);



1.61.	<b>"Part Time Training Model"</b> means a Coaching Curriculum whereby the coaching of an Academy Player does not require him to miss any part of the School Day;
1.62.	<b>"Performance Analysis"</b> means the analysis of the physiological, technical and tactical performance of each individual Player and, in a game, of the team as a whole. Performance Analysis shall be undertaken by means of such video and/or IT technology as the League shall from time to time determine;
1.63.	<b>"Performance Analysts"</b> means the Officials referred to in Rules 100 and 101;
1.64.	<b>"Performance Clock"</b> means the application utilised for recording, measuring, monitoring and evidencing all aspects of an Academy Player's progression and development in accordance with the format and procedures to be set by the League;
1.65.	<b>"Performance Management Application"</b> means the online support service to be developed and maintained by the League and utilised by each Club for the purposes of assisting the management of the Academy and recording and analysing data. Such data shall include (without limitation): (a) each Academy Player's Performance Clock; (b) such information as the League may from time to time require for the purposes of national or Category-wide benchmarking; and (c) data received from The Football Association in respect of an Academy Player who plays for, or who is coached by The Football Association with a view to playing for, an England representative side;
1.66.	<b>"Personal Development and Life Skills Plan"</b> means the individual development plan for each Academy Player delivered by his Club on an ongoing basis throughout the period of his registration and which will also include (without limitation) life skills training or coaching in the following areas: (a) mental and emotional wellbeing; (b) health and nutrition; (c) careers and further education advice; (d) transition support; (e) financial management; (f) use of social media; (g) dealing with the media; (h) anti-doping; (i) gambling, anti-corruption and sporting integrity; (j) personal integrity; and (k) social skills;
1.66A	<b>"PGB"</b> means the Professional Game Board of The Football Association;
1.67.	<b>"Player Care"</b> means the adoption of a holistic approach to personal and sporting development, supporting Academy Players to achieve their potential in and out of football;
1.68.	<b>"Playing Philosophy"</b> means a written statement which sets out: (a) the principles, values, playing style and tactical approach of all of the Club's teams (including its first team); and (b) profiles detailing, for each age group and the first team, the Club's desired technical, tactical, physical, psychological and social skills of players in each position on the pitch;
1.69.	<b>"Premier League 2"</b> means the League of that name managed, organised and controlled by The Premier League;
1.70.	<b>"Productivity Methodology"</b> means the methodology developed by the League for analysing the registration and playing history of Players and, as a consequence thereof, for producing each Club's Productivity Profile;
1.71.	<b>"Productivity Profile"</b> means an analysis, provided by the League using the Productivity Methodology, of each Club's track record in developing Academy Players, that is to say: (a) the extent to which Academy Players coached by or at its Academy have progressed to become established professional Players; and accordingly; and (b) the extent to which the Club is successful in contributing to the development of established professional Players;
1.72.	<b>"Professional Development Leagues"</b> means the leagues of that name managed, organised and controlled by the Premier League (in the case of Clubs operating Category 1 and Category 2 Academies) or by the League (in the case of Clubs operating Category 3 and Category 4 Academies) and "Professional Development League 1", "Professional Development League 2" and "Professional Development League 3" shall be construed accordingly;
1.73.	<b>"Professional Development Phase"</b> means the Under 17 to Under 21 age groups inclusive;
1.74.	<b>"Professional Development Phase Games Programme"</b> means the games programmes organised by the Premier League and League for teams in the Professional Development Phase as set out in Rules 154 to 160;
1.75.	<b>"Qualified Teacher Status"</b> means the accreditation which an individual must obtain in order to teach in state-maintained schools in England and Wales;
1.76.	<b>"Scholarship Agreement"</b> means an agreement made between a Club and an Academy Player in YD11;
1.77.	<b>"School Day"</b> means the times when the pupils of a school are required to attend that school as determined by its governors;
1.77A	<b>"Scout"</b> means any person employed or engaged by a Club (whether on a Full Time or Part Time basis and whether or not they are remunerated in any way for their services) whose duties include identifying to their Club players whose registration as Academy Players the Club may wish to secure;

1.77B	<b>"Scout Identification Card"</b> means a formal means of identification to be issued by each Club to each of its registered Scouts which shall include: (a) the name of the Club which employs the Scout; and (b) a photograph of the Scout.
1.78.	<b>"Season 2019/20 Academy Closure Period"</b> means the period between 1 May 2020 and the Academy Return Date;
1.79.	<b>"Season 2019/20 Registration Extension"</b> means an agreement between an Academy Player and a Club holding his registration to extend that registration beyond the date on which it would otherwise expire under these Rules, to expire on the date falling 12 weeks after the Academy Return Date (save where a further extension of six weeks has been agreed in accordance with Rule 269.2);
1.80.	<b>"Senior Academy Physiotherapist"</b> means the Official referred to in Rule 95;
1.81.	<b>"Senior Professional Development Coach"</b> means the Official referred to in Rule 71;
1.82.	<b>"Sports Science and Medicine/Performance Support Programme"</b> means an integrated, interdisciplinary programme for the provision of sports science, medical services, performance support and analysis as more particularly described in Rules 217 to 222;
1.83.	<b>"Sports Therapist"</b> means a Person who holds at least an undergraduate degree in sports therapy;
1.84.	<b>"Technical Board"</b> has the meaning set out in Rules 28 to 30;
1.85.	<b>"Tournament"</b> means a grouping of competitive matches between three or more Clubs (or clubs whose results are given significance (e.g. there may be a winner of the Tournament) and which are typically played together at one venue and over a short period of time (e.g. one day or a few days);
1.86.	<b>"Training Camp"</b> means an event for the Academy Players of one Club and which lasts for one or more days and at which a variety of coaching and other on-pitch and off-pitch activities takes place;
1.87.	<b>"Training Model"</b> means the Full Time Training Model, the Hybrid Training Model or the Part Time Training Model;
1.88.	<b>"Trialist"</b> means a player playing in age groups Under 9 to Under 21 who is attending an Academy on trial under the provisions of Rules 235 or 236;
1.89.	<b>"Vision Statement"</b> means a written statement of the Club's desired culture, values, ambitions and strategic aims, and the behaviours and activities which the Club has adopted and will adopt (including within its Academy) in order to achieve the same;
1.90.	<b>"Youth Development Phase"</b> means the Under 12 to Under 16 age groups inclusive;
1.91.	<b>"Youth Development Phase Games Programme"</b> means the games programmes organised by the Premier League and League for teams in each of the Under 12 to Under 16 age groups, full details of which are set out in Rules 139 to 153.
2.	For the purposes of this section of these Rules: 2.1 Academy Players shall be placed in one of 13 age groups commencing with age group Under 9 and ending with age group Under 21; and 2.2 the age group into which each Academy Player shall be placed shall be determined by his age on 31 August in the year in question, save in the case of players in the Under 21 age group, who must be under the age of 21 as at 1 January in the year in which the Season concerned commences (i.e. for Season 2019/20 born on or after 1 January 1998).

## GENERAL

3.	If a Club engages in the training and development of young players then it must: 3.1 obtain a licence to operate an Academy; and 3.2 operate its Academy in accordance with this section of the Rules.
4.	The maximum term of a licence to operate an Academy shall be three years, unless revoked earlier in accordance with these Rules or extended by the PGB at its sole discretion.
5.	There shall be four Categories of Academy.

## Applications to Operate Academies

6.	Each Club which operates or applies to operate an Academy shall give the League and the ISO access to such facilities, personnel, documents and records as they reasonably require in order to undertake their responsibilities under these Rules.
7.	In accordance with such timetable as issued by the League from time to time, a Club which wishes to operate (or continue to operate) an Academy must: 7.1 submit its written application (signed on behalf of the Club by an Authorised Signatory) to do so to the ISO, and 7.2 submit a self-assessment via the Academy Standards Application to demonstrate adherence with: 7.2.1 the 'safe to operate' conditions implemented by the ISO from time to time; 7.2.2 the Rules; and 7.2.3 the standards issued by the ISO from time to time in respect of the areas set out in Rule 9.2 below (the ' <b>Standards</b> ').
8.	The PGB, acting on the advice of the ISO, (which shall be provided following a review by the ISO of the submission referred to in Rule 7) shall determine whether each applicant Club complies with the ISO's 'safe to operate' conditions and the Rules and notify each such Club of its determination by the deadline stipulated by the League.



9.	The PGB shall determine that a Club either:
9.1	does not comply with the ISO's 'safe to operate' conditions the Rules and the Standards, in which case the PGB will issue an action plan to the Club for it to address any breaches of the conditions, Rules or Standards, failure to comply with which may (at the PGB's absolute discretion) result in the refusal to grant a licence to operate an Academy, the removal of an existing licence to operate an Academy or the downgrading of the Category status of an Academy; or
9.2	does comply with the ISO's 'safe to operate' conditions, the Rules and the Standards in full, in which case the Club shall maintain the Category status of its Academy and the ISO shall conduct a further multi-disciplinary assessment of the Club's Academy over a three-year period across the following areas (utilising such assessment criteria as devised by the ISO from time to time);
9.2.1	Leadership and management;
9.2.2	Coaching;
9.2.3	Medicine/performance support;
9.2.4	Education and Player Care; and
9.2.5	Pathway and productivity.
10.	Where during or following the completion of the multi-disciplinary assessment referred to at Rule 9 above, the ISO determines that the Club is failing to or has failed to adequately fulfil any element of the assessment criteria, it may recommend to the PGB that it issues an action plan to the Club for it to address any such failure(s), failure to comply with which may (at the PGB's absolute discretion) result in the downgrading of the Category status of the Club's Academy.
11.	Where a Club wishes to apply for its Academy to obtain a higher Category status:
11.1	it must indicate the same in the submission referred to at Rule 7, above; and
11.2	the assessment processes referred to in Rules 7 and 9 will take place over the course of one year, rather than three.
	Where a Club can demonstrate at the time of submission that it is compliant with all requirements of the higher Category status, the ISO may consider awarding such higher Category status to the Club on a provisional basis whilst the one-year assessment referred to in Rule 11.2 is undertaken.
12.	Each Club shall be given no less than one weeks' notice of the dates of any element of an ISO Audit and may not change those dates save with the permission of the PGB, which shall only be granted if the PGB is satisfied there are exceptional circumstances which justify such a change.
13.	Prior to any element of an ISO Audit being presented to the PGB, the ISO shall:
13.1	give to the Club a copy of it and of the ISO's recommendation;
13.2	thereafter, if requested by the Club, hold a meeting with Officials of the Club and representatives of the League to discuss it; and
13.3	consider any representations made by the Club or the League about the Club's ISO Audit and make all appropriate amendments to the ISO Audit consequent upon those representations.
14.	The PGB, having given due consideration to a Club's ISO Audit and recommendation and to the advice of the League, shall (where appropriate) issue all licences to operate Academies and shall determine the Category of each Academy in respect of which it grants a licence.
15.	For the avoidance of doubt, a Club shall only have the right to make representations to the PGB in connection with its application for a licence to operate an Academy if it believes that the ISO Audit contains manifest error.
16.	A Club may only appeal against the decision of the PGB not to issue it a licence to operate an Academy, or against the PGB's determination of the Category of its Academy, if that decision was:
16.1	reached as a result of fraud, malice or bad faith; or
16.2	reached as a result of procedural errors so great that the rights of the Club have been clearly and substantially prejudiced; or
16.3	reached as a result of a perverse interpretation of the law; or
16.4	one which could not reasonably have been reached by any tribunal which had applied its mind properly to the facts of the case.
17.	Any appeal by a Club pursuant to Rule 16 shall be dealt with in accordance with Rule K (Arbitration) of the Rules of The Football Association.
18.	A Club that has had a licence removed may not re-apply for a licence to operate an Academy within three years of the PGB's determination unless:
18.1	the PGB is satisfied that there are exceptional circumstances which justify a further application; and
18.2	the Club bears any costs of the League, ISO and PGB reasonably incurred by any of those bodies in assessing and determining the Club's further application.
19.	Any Club or Official making a false statement (whether made verbally or in writing) or falsifying a document in connection with:
19.1	an application for a licence to operate an Academy;
19.2	the League's annual evaluation undertaken pursuant to Rule 31.2;
19.3	an ISO Audit; or
19.4	any other provision of these Rules;
	shall be in breach of these Rules and shall be liable to be dealt with in accordance with the provisions of Section 8 of the League's Rules.
20.	If, in breach of Rule 3.2, a Club fails to comply with any Rule in this section, or if a Club or Official makes a false statement or falsifies a document as set out in Rule 19, then the PGB may:
20.1	revoke the Club's licence to operate an Academy; or
20.2	suspend the Club's licence to operate an Academy for such time as it shall determine during which the Club shall have the opportunity to ensure it becomes compliant with the relevant Rule; or
20.3	determine that the Club's Academy shall have a lower Category than its current Category; or
20.4	withdraw or suspend the Club's entitlement to any central funding provided for the purposes of youth development; and
20.5	in any of the above cases require the ISO to undertake an ISO Audit of the Club's Academy as soon as reasonably practicable.
21.	Without prejudice to Rules 20, 224A and 224B, any breach of Rules 3.2, 6, 19, 26.2, 35 to 43, 47, 48, 49, 116 to 120, 123.2, 127 to 129, 131, 132, 137, 138, 151 to 153, 160 to 162, 170, 171, 173 to 189, 197, 215 to 228, 242, 244, 245, 248 to 251, 257, 263, 266, 267, 279, 282, 285 to 287, 297 to 300, 318, 321 or 325 shall be liable to be dealt with under the provisions of Section 8 of the League's Regulations.

## STRATEGY, LEADERSHIP AND MANAGEMENT OF THE ACADEMY

### Strategic Documents

22.	Each Club which operates an Academy shall document and make available to the League and to the ISO its Vision Statement, Playing Philosophy and Coaching Philosophy each of which shall be:
22.1	drawn up by the Technical Board; and
22.2	annually reviewed and approved by the Club Board.

### Academy Performance Plan

23.	Each Club which operates an Academy shall prepare and make available to the League and to the ISO, as part of the self-assessment process referred to at Rule 7, its Academy Performance Plan.
24.	The Academy Performance Plan shall be drawn up under the guidance of the Academy Manager in consultation with such Officials as the Club may consider appropriate (including, by way of example only, the Manager, the Chief Executive, the Academy Management Team and the technical director if the Club has appointed one and the Technical Board) and shall be reviewed annually by the Academy Manager.
25.	The Club Board shall:
25.1	annually review and approve the Academy Performance Plan;
25.2	ensure that the Academy Performance Plan is communicated to all relevant Officials; and
25.3	measure the performance of the Academy each year against the objectives, strategy and specific performance targets set out in the Academy Performance Plan and ensure that appropriate action is taken if the performance targets have not been met.

### Performance Management Application

26.	Each Club which operates an Academy shall:
26.1	utilise the Performance Management Application from the date of its implementation by the League and record on it the data listed in Rule 1.65;
26.2	ensure that the data held on the Performance Management Application which is within the Club's control is held securely and is only released to, or accessed by, those persons who require access to it pursuant to any of these Rules; and
26.3	provide the League with such information as it may from time to time require for the purposes of analysing and benchmarking on a national or Category-wide basis any aspect of the performance of Academy Players or Clubs.
27.	Each Club which operates an Academy shall ensure that the Performance Management Application is available for access by the following individuals:
27.1	relevant Academy Staff; and
27.2	Parents of its Academy Players aged 17 and younger, and the Academy Players themselves, in relation to information contained on the Performance Management Application which relates to that Academy Player (but excluding information which in the Club's reasonable opinion ought not to be so disclosed).

### Technical Board

28.	Each Club which operates an Academy shall establish a Technical Board.
29.	The membership of the Technical Board shall consist of such Officials as the Club Board deems necessary in order for the Technical Board to properly perform the functions with which it is tasked by these Rules, and accordingly may include:
29.1	the Chief Executive;
29.2	the Manager;
29.3	the Academy Manager;
29.4	any technical, football or sporting director employed by the Club;
29.5	such Officials as can give input from the following functional areas:
29.5.1	recruitment;
29.5.2	coaching; and
29.5.3	Professional Development Phase coaching; and
29.6	any other Official that the Club deems appropriate.
30.	The Technical Board shall provide technical advice and support in the development of the Club's Playing Philosophy, Coaching Philosophy and Coach Competency Framework, and in the development, implementation and monitoring of the Academy Performance Plan.

## EFFECTIVE MEASUREMENT

### Ongoing Monitoring by The League

31.	The League shall conduct:
31.1	on-going monitoring of each Academy; and
31.2	an annual evaluation of each Academy which shall be made available to the Club, the ISO and, if required, the PGB.
32.	A Club shall be entitled to publish the results of its ISO Audit and the Category of its Academy.



### Productivity Profile

33. Each year the League will provide each Club which operates an Academy with an up to date Productivity Profile, benchmarked (on an anonymised basis) against other Clubs (and, if appropriate, Premier League clubs).

## PERFORMANCE MANAGEMENT, PLAYER DEVELOPMENT AND PROGRESSION

### Performance Clock

34. Each Club which operates an Academy shall maintain a Performance Clock for each of its Academy Players and ensure that it is made available to:
- 34.1 the Academy Player;
  - 34.2 his Parent (and without prejudice to the generality of the foregoing the Club shall provide to the Academy Player and his Parent a copy of his Performance Clock if he ceases to be registered with the Club);
  - 34.3 the League; and
  - 34.4 the ISO.

### Individual Learning Plans and Multi-disciplinary Reviews

35. Each Club which operates an Academy shall ensure that it undertakes a Multi-disciplinary Review in respect of each Academy Player:
- 35.1 every 12 weeks (if he is in one of the Under 9 to Under 11 age groups);
  - 35.2 every 6 weeks (if he is in one of the Under 12 to Under 18 age groups); and
  - 35.3 with such frequency as is necessary according to his development needs (if he is one of the Under 19 to Under 21 age groups).
36. Each Multi-disciplinary Review shall assess the performance and development of the Academy Player against his performance targets set at previous Multi-disciplinary Reviews. At the end of each Multi-disciplinary Review the Club shall update the Academy Player's Individual Learning Plan to take account of conclusions reached at the Multi-disciplinary Review.
37. Each Club which operates an Academy shall ensure that it conducts a meeting with each of its Academy Players:
- 37.1 no fewer than four times per Season (if he is in one of the Under 12 to Under 18 age groups); and
  - 37.2 with such frequency as is necessary according to his developmental needs (if he is one of the Under 19 to Under 21 age groups).
38. At the meetings referred to in Rule 37, the Club shall:
- 38.1 discuss with the Academy Player his Individual Learning Plan; and
  - 38.2 take all appropriate action (for example by way of amending his Individual Learning Plan to set mutually agreed performance targets and/or such individual coaching, athletic development or educational support as may be necessary).
39. Each Multi-disciplinary Review shall be recorded on the Academy Player's Performance Clock.
40. Each Club which operates an Academy shall meet with the Parent of each Academy Player under the age of 18 at least twice a year and provide to and discuss with the Parent a detailed review of all aspects of the Academy Player's performance and development based on his most recent Multi-disciplinary Reviews.
41. A written record of the discussion referred to in Rule 40 shall be given to the Parent and noted on the Academy Player's Performance Clock.
42. Each Club which operates an Academy shall, between 1 May and 30 June in each year, provide to the Parent of each Academy Player under the age of 18 an annual written report on all aspects of the Academy Player's performance and development over the preceding Season.
43. Each Club shall permit a representative of the League to attend Multi-Disciplinary Reviews if so requested by the League.

## STAFF

### General

44. Each Club which operates an Academy shall establish a staffing structure for its Academy which shall:
- 44.1 subject to Rule 45 include the mandatory posts required by this section of the Rules for the Category applicable to its Academy; and
  - 44.2 have regard to the guidelines and best practice set out in the Elite Player Performance Plan.
45. Save for the Academy Manager and the coaches described in Rules 65 and 66, a Club need not employ those Academy Staff whose employment is mandatory for the Category of its Academy pursuant to these Rules provided that the Club is able to demonstrate to the reasonable satisfaction of the League, the ISO or the PGB (whichever body is appropriate), that its staffing structure includes the same expertise and achieves the same results as if all the mandatory posts required by this section of the Rules were filled.
46. The Club shall document its staffing structure in an organisational chart which shall:
- 46.1 show the reporting lines of each member of Academy Staff; and
  - 46.2 be made available to Academy Staff, the League and the ISO.

47. The relationship between a Club and each member of its Academy Staff shall be appropriately documented by way of:
- 47.1 an employment contract;
  - 47.2 a statement of terms of employment pursuant to Section 1 of the Employment Rights Act 1996; or
  - 47.3 in the case of a non-employee, a contract for services.
48. Each member of Academy Staff shall be given:
- 48.1 a written job description (which may be contained in the document referred to in Rule 47); and
  - 48.2 an annual performance appraisal.
49. Each Club which operates an Academy shall:
- 49.1 provide Continued Professional Development to members of Academy Staff where required to do so pursuant to these Rules; and
  - 49.2 take all reasonable steps to ensure that each member of Academy Staff who is required by these Rules to undertake Continued Professional Development does so.

### Academy Management Team

50. Each Club which operates an Academy shall establish an Academy Management Team which shall:
- 50.1 be led by the Academy Manager; and
  - 50.2 in addition to the Academy Manager consist of such other Officials as the Club Board deems necessary in order for the Academy Management Team to properly perform the functions with which it is tasked by these Rules and otherwise, and which may accordingly include the Head of Education, the Head of Sports Science and Medicine, the Head of Recruitment, the Head of Academy Coaching, the individual referred to at Rule 108, the Academy's Designated Safeguarding Officer, the Academy Operations Manager and the Academy Secretary.
51. The Academy Management Team shall assist the Academy Manager in running the operations of the Academy in accordance with the Club's Academy Performance Plan.

### Academy Manager

52. Each Club which operates an Academy shall employ a Full Time Academy Manager.
53. The Academy Manager's appointment shall be approved by the Club Board.
54. The Academy Manager shall report to the Chief Executive or to such other senior administrative Official of the Club as the Club Board shall approve.
55. The responsibilities of the Academy Manager shall include (unless otherwise approved by the Board):
- 55.1 guiding the development of the Club's Playing Philosophy, Coaching Philosophy and Coaching Curriculum;
  - 55.2 drawing up the Academy Performance Plan as set out in, and subject to the provisions of, Rule 24;
  - 55.3 implementing the Academy Performance Plan;
  - 55.4 advising the Club Board on:
    - 55.4.1 whether the Academy has met the performance targets set out in the Academy Performance Plan; and
    - 55.4.2 the action to be taken by the Club if the Academy has not met those performance targets;
  - 55.5 ensuring the effective use by all appropriate Academy Staff of the Performance Management Application and Performance Clocks, including ensuring that all relevant data is recorded thereon;
  - 55.6 the design, implementation and management of the Academy's Coaching Curriculum;
  - 55.7 ensuring that all Academy Staff undertake the Continued Professional Development required of them by this section of the Rules;
  - 55.8 being the line manager of the Head of Education, Head of Coaching and Head of Recruitment; and
  - 55.9 liaising with the Club's Manager as appropriate.
56. Subject to Rule 57 each Academy Manager must hold:
- 56.1 an up to date UEFA A Licence; and
  - 56.2 an FA Youth Award; and
  - 56.3 an FA Advanced Youth Award.
57. A Club may appoint as Academy Manager a person who does not hold the qualifications set out in Rule 56 provided that the Head of Academy Coaching:
- 57.1 holds these qualifications;
  - 57.2 is tasked with overseeing the Coaching Curriculum; and
  - 57.3 is a member of the Academy Management Team and sits on the Technical Board.
58. The Academy Manager must undertake Continued Professional Development organised by the Club. In addition, where the Academy Manager holds a qualification set out in Rule 56, they must attend such training provided by The Football Association as is necessary to maintain the validity of that qualification and at least five hours of in-service training to be provided by the League every year and hold a current Basic First Aid for Sport Qualification, current EFAIF or an equivalent or higher qualification approved by the Board.
59. Each Club which operates an Academy must ensure that its Academy enrolls and participates fully in the Elite Academy Managers Development Programme.



### Academy Operations Manager

60. Each Club which operates a Category 1 Academy shall appoint an Academy Operations Manager, who shall be employed Full Time and shall have day-to-day responsibility for executive and operational issues within the Academy.

### Academy Secretary

61. Each Club which operates an Academy shall appoint an Academy Secretary who shall be employed Full Time (in the case of a Club which operates a Category 1 or Category 2 Academy), and at least Part Time (in the case of a Club which operates a Category 3 or Category 4 Academy).

62. The Academy Secretary shall:

- 62.1 provide administrative support to the Academy Manager and the Academy Management Team;
- 62.2 act as the point of contact between the Academy and the League for all administrative matters, including the submission of required information; and
- 62.3 be familiar with all relevant provisions of these Youth Development Rules, as amended from time to time.

### Head of Academy Coaching

63. Each Club which operates an Academy shall employ a Head of Academy Coaching who shall:

- 63.1 report to the Academy Manager;
- 63.2 subject to Rule 55.6, have responsibility for delivery of the Academy's Coaching Curriculum;
- 63.3 be responsible for designing and delivering the Club's Continued Professional Development programme, which shall reflect the Club's Playing Philosophy and Coaching Philosophy and each coach's Coach Competency Framework for all the Club's Academy coaches;
- 63.4 discharge the responsibilities with regard to Development Action Plans set out at Rules 78 to 80;
- 63.5 hold at least an up to date UEFA A Licence, an FA Youth Award, and an FA Advanced Youth Award;
- 63.6 hold a current Basic First Aid for Sport Qualification, current EFAiF or an equivalent or higher qualification approved by the Board;
- 63.7 have recent and relevant experience of coaching Academy Players in an Academy (or of a comparable environment);
- 63.8 be employed Full Time in the case of a Head of Academy Coaching employed in a Category 1, Category 2 or Category 3 Academy and at least Part Time in the case of a Category 4 Academy;
- 63.9 attend at least five hours of in-service training to be provided by the League each year;
- 63.10 attend such training to be provided by The Football Association as is necessary to maintain the validity of the qualifications set out in Rule 63.5; and
- 63.11 in conjunction with each of the Club's coaches, plan, deliver and monitor the delivery of individual development plans for each such coach.

64. In addition to the in-service training referred to in Rule 63.9, the Head of Academy Coaching must undertake Continued Professional Development organised by the Club.

### Coaches

65. Each Club which operates an Academy shall employ as a minimum the number of Full Time coaches for each Development Phase in accordance with the Category of its Academy as set out in the following table:

	Foundation Phase	Youth Development Phase	Professional Development Phase
Category 1	2	3	3
Category 2	1	2	2
Category 3	1	1	2
Category 4	N/A	N/A	2

66. In addition to the coaches set out in Rule 65 each Club shall employ sufficient additional coaching staff (Full Time or Part Time) to ensure that the coach to Academy Players ratios set out in Rule 119 are maintained.

67. Each Club shall appoint one Full Time coach in each Development Phase who shall be the lead coach for that phase and be responsible for managing the delivery of coaching within it, and who shall:

- 67.1 in respect of the Youth Development and Professional Development Phase, hold at least an up to date UAFA A Licence; and
- 67.2 in respect of the Foundation Phase, hold at least an up to date UEFA B Licence and the relevant age specific FA Advanced Youth Award.

### Goalkeeping Coaches

68. Each Club which operates an Academy shall employ, either on a Full Time or Part Time basis, such goalkeeping coaches as are necessary to ensure that each Academy Player who is a goalkeeper receives the required hours of coaching set out in Rule 116, subject to the following minimum requirements:

- 68.1 a Club operating a Category 1 Academy shall employ at least two Full Time goalkeeping coaches; and
- 68.2 a Club operating a Category 2 Academy shall employ at least one Full Time goalkeeping coach.

69. Each goalkeeping coach must:

- 69.1 attend at least five hours of in-service training to be provided by The Football Association each year;
- 69.2 attend the first aid training for Academy coaches provided by The Football Association at least once every three years; and
- 69.3 undertake Continued Professional Development organised by the Club.

70. Each goalkeeping coach must hold an up to date UEFA B Licence and an FA Goalkeeping Coaching B Licence.

### Senior Professional Development Coach

71. Each Club which operates a Category 1 or Category 2 Academy shall (and a Club which operates a Category 3 or Category 4 Academy may) appoint a Senior Professional Development Coach who shall:

- 71.1 report to the Academy Manager;
- 71.2 liaise with the Manager;
- 71.3 hold a UEFA A Licence and the FA Advanced Youth Award with the age specific specialist element relevant to the Professional Development Phase;
- 71.4 oversee on a day-to-day basis the Coaching Curriculum for the Under 19 to Under 21 age groups;
- 71.5 manage the transition of Academy Players to the Club's senior squad in accordance with the Club's procedure for the same described in Rule 73;
- 71.6 contribute to the Multi-disciplinary Reviews of all Academy Players in the Professional Development Phase; and
- 71.7 manage the Club's team which competes in the Professional Development League.

72. Each Club which operates a Category 3 or Category 4 Academy that does not appoint a Senior Professional Development Coach in accordance with Rule 71 shall assign a member of the coaching staff responsible for the coaching of the Club's professional players to act as a liaison coach who shall:

- 72.1 liaise with the Academy Manager;
- 72.2 liaise with the Manager; and
- 72.3 manage the transition of Academy Players to the Club's senior squad in accordance with the Club's procedure for the same described in Rule 73.

73. Each Club which operates an Academy shall develop, implement and provide evidence of a procedure to enable the transition of Academy Players to its senior squad.

### Coaches: Qualifications and Professional Development

74. Each coach (excluding goalkeeping coaches to whom Rule 69 applies) must from the commencement of and throughout their employment hold:

- 74.1 an up to date UEFA B Licence (save where these Rules require a coach to hold an up to date UEFA A Licence);
- 74.2 an FA Youth Award; and
- 74.3 an up to date FA Advanced Youth Award with the age-specific specialist element relevant to the Development Phase which they coach.

75. Each coach (including goalkeeping coaches) must attend at least five hours of in-service training to be provided by The Football Association or League each year and hold a current Basic First Aid for Sport Qualification, current EFAiF or an equivalent or higher qualification approved by the Board.

76. In addition to the in-service training referred to in Rule 75, each coach must undertake Continued Professional Development organised by the Club.

77. Each Club which operates an Academy shall prepare a Coach Competency Framework, which must be approved by its Technical Board.

78. Each Club shall ensure that the Head of Academy Coaching provides to each of its Academy coaches (including goalkeeping coaches and the Senior Professional Development Coach) a Development Action Plan, that is to say the Head of Academy Coaching shall undertake an assessment of the competencies of each Academy coach and discuss this with the coach, and agree with the coach the competencies and behaviours which they need to develop, and the activities which they will undertake in order to develop them, and the timeframe within which they will undertake them, and record the same in writing and give a copy to the coach.

79. The Club must record evidence that the actions referred to in the Development Action Plan have been undertaken, and review those actions within an appropriate period with the coach, and amend the Development Action Plan if necessary.

80. The Club shall ensure that the Head of Academy Coaching reviews, and if necessary amends, each coach's Development Action Plan with such frequency as is necessary.

### Head of Academy Sports Science and Medicine

81. Each Club which operates a Category 1 and Category 2 Academy shall appoint a Full Time Head of Academy Sports Science and Medicine who shall report to either the Academy Manager or the Official who is responsible for Sports Science and Medicine/Performance Support for the entire Club (and whichever they report to, they shall liaise closely with the other).

82. Each Club which operates a Category 3 or Category 4 Academy shall demonstrate to the reasonable satisfaction of the League, the ISO or PGB (whichever body is appropriate) that its Sports Science and Medicine/Performance Support Programme for Academy Players is appropriately managed and delivered.



83.	The Head of Academy Sports Science and Medicine shall be responsible for managing and delivering the Sports Science and Performance Support Programme for all Academy Players registered with the Club.
84.	The Head of Academy Sports Science and Medicine: 84.1 shall be either: 84.1.1 a registered physiotherapist member of the Health and Care Professions Council; 84.1.2 a registered medical practitioner licensed to practise by the General Medical Council (and shall comply with the General Medical Council's requirements concerning annual appraisal, scope of practice, indemnity and revalidation of doctors) with a diploma in Sport and Exercise Medicine or equivalent or higher qualification; or 84.1.3 the holder of at least a master's degree in sports science (or other relevant discipline) from a recognised university and have or be working towards British Association of Sport and Exercise Sciences and/or British Psychological Society accreditation; and 84.2 shall have recent and relevant professional experience in a sports performance environment.
85.	The Head of Academy Sports Science Medicine shall hold either: 85.1 if they are a registered physiotherapist member of the Health and Care Professions Council or a registered medical practitioner, a current Football Association Advanced Resuscitation and Emergency Aid certificate, Advanced Trauma Medical Management in Football or an equivalent or higher qualification approved by the League; or 85.2 if they are neither of the above, a current EFAIF or an equivalent or higher qualification approved by the League.
86.	For the avoidance of doubt, if the Head of Academy Sports Science and Medicine is not a registered physiotherapist member of the Health and Care Professions Council or a registered medical practitioner (as set out in Rule 85.1 and 85.2 respectively) then the primacy of decisions regarding the clinical treatment of Academy Players shall rest with a physiotherapist or registered medical practitioner.
87.	The Head of Academy Sports Science and Medicine must undertake Continued Professional Development organised by the Club or the League.

#### Academy Nutritionist

88.	Each Club which operates a Category 1 Academy shall appoint or designate an existing member of Academy Staff to the role of Academy Nutritionist who: 88.1 shall be Part Time; 88.2 shall be responsible for devising and implementing plans to promote nutrition and a healthy diet amongst Academy Players; 88.3 shall provide advice to Academy Players and Staff on all aspects of nutrition; and 88.4 shall be on the Sport and Exercise Nutrition Register ("SENr") or work under the direct management and supervision of an individual listed on the SENr.
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#### Lead Sports Scientist

89.	Each Club which operates a Category 1 or Category 2 Academy shall appoint a Full Time Lead Sports Scientist who shall: 89.1 hold at least a bachelor's degree in sports science (or another relevant discipline) from a recognised university; 89.2 have recent and relevant professional experience in a sports performance environment; 89.3 co-ordinate and lead the sports science services for the Academy; 89.4 hold a current Basic First Aid for Sport Qualification, current EFAIF or an equivalent or higher qualification approved by the League; and 89.5 hold or be working towards holding British Association of Sport and Exercise Medicine accreditation.
90.	Each Club which operates a Category 3 or Category 4 Academy shall demonstrate to the reasonable satisfaction of the League, the ISO or the PGB (whichever body is appropriate) that it delivers sufficient and appropriate sports science services to its Academy Players.
91.	The Lead Sports Scientist must undertake Continued Professional Development organised by the Club.

#### Lead Strength and Conditioning Coach

92.	Each Club which operates a Category 1 or 2 Academy shall employ a Lead Strength and Conditioning Coach who shall: 92.1 in the case of a Category 1 Academy, be employed Full Time, and in the case of a Category 2 Academy, be employed at least Part Time; 92.2 be responsible for providing to the Club's Academy Players appropriate strength and conditioning training and monitoring as part of the Sports Science and Medicine/Performance Support Programme; 92.3 hold at least a bachelor's degree in sports science (or another relevant discipline) from a recognised university and have or be working towards British Association of Sport and Exercise Sciences accreditation; 92.4 hold a current Basic First Aid for Sport Qualification, current EFAIF or an equivalent or higher qualification approved by the Board; and 92.5 hold or be working towards accreditation by the UK Strength and Conditioning Association (or equivalent workshops run by any equivalent body).
93.	The Lead Strength and Conditioning Coach must undertake Continued Professional Development organised by the Club.
94.	In addition to the Leads Sports Scientist and the Lead Strength and Conditioning Coach, each Club which operates a Category 1 Academy shall employ a minimum of one additional Full-Time sports scientist or strength and conditioning coach.

#### Senior Academy Physiotherapist

95.	Each Club which operates an Academy shall appoint a Senior Academy Physiotherapist who shall: 95.1 be Full Time; 95.2 be a registered physiotherapist member of the Health and Care Professions Council (save that a Club which operates a Category 3 or 4 Academy may continue to employ as its Senior Academy Physiotherapist any Person so employed at the time of these Rules coming into force who does not hold the qualifications specified in this Rule provided that he has successfully completed the Football Association's Diploma in the Treatment and Management of Injuries course or an equivalent or higher qualification. Any Person appointed thereafter must hold the qualifications specified by this Rule); 95.3 have recent and relevant professional experience in a sports performance environment; 95.4 if employed by a Club which operates a Category 1 or Category 2 Academy hold a current Football Association Advanced Resuscitation and Emergency Aid certificate or Advanced Trauma Medical Management in Football or if employed by a Club which operates a Category 3 or Category 4 Academy hold a current ITMMIF (or in either case an equivalent or higher qualification approved by the Board); 95.5 co-ordinate and lead the physiotherapy service within the Academy; 95.6 ensure that Rules 215.1 and 216 are complied with; and 95.7 undertake Continued Professional Development organised by the Club.
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#### Physiotherapists and Sports Therapists

96.	In addition to the Senior Academy Physiotherapist referred to at Rule 95, each Club which operates a Category 1 Academy shall employ at least two Full Time physiotherapists who shall each be a registered physiotherapist member of the Health and Care Professions Council and where their duties include clinical leadership at matches) hold a current ATMiF or Football Association Advanced Resuscitation and Emergency Aid Certificate. Each Club which operates a Category 2 Academy shall employ at least one such Full Time physiotherapist who meets these requirements.
97.	Any Sports Therapist employed by a Club must be subject to the management and supervision of a registered physiotherapist member of the Health and Care Professions Council.
98.	Each physiotherapist and Sports Therapist must undertake Continued Professional Development organised by the Club and shall hold a current ITMMIF or an equivalent or higher qualification approved by the Board.

#### Academy Doctor

99.	Each Club which operates an Academy shall appoint an Academy Doctor who shall: 99.1 be a registered medical practitioner licensed to practise by the General Medical Council (and shall comply with the General Medical Council's requirements concerning annual appraisal, scope of practice, indemnity and revalidation of doctors); 99.2 be available to assess and, if appropriate, undertake the treatment of any playing injuries suffered by an Academy Player; 99.3 undertake Continued Professional Development; 99.4 be available for consultation at the Academy on at least one occasion per week (in addition to any attendance at matches); and 99.5 be responsible for the preparation of each Club's Emergency Action Plan.
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#### Performance Analysts

100.	Each Club which operates a Category 1 Academy shall employ a minimum of three Full Time Performance Analysts.
101.	Each Club which operates a Category 2 Academy shall employ a minimum of two Performance Analysts, one on a Full Time basis, and the other at least Part Time.
102.	The Performance Analysts shall undertake Performance Analysis of Academy Players registered with the Club.
103.	The Performance Analysts must undertake Continued Professional Development organised by the Club.

#### Head of Education

104.	Each Club which operates an Academy shall appoint a Head of Education who shall: 104.1 report to the Academy Manager; 104.2 have responsibility for: 104.2.1 the organisation, management and delivery of the Club's Education Programme; 104.2.2 the educational progression of all Academy Players registered with the Club (subject to the duties of any educational establishment at which an Academy Player's education is taking place); 104.2.3 ensuring that the education of an Academy Player engaged on the Hybrid or Full Time Training Model is not prejudiced as a result of his being so engaged; and 104.2.4 ensuring all documents and records relating to the education of Academy Players required by these Rules are in place and up-to-date; 104.3 undertake benchmarking of the educational progression of each year group of Academy Players engaged on the Hybrid and Full Time Training Models against national data, and make the result of that benchmarking available to the League; 104.4 ensure that the Academy's educational provision reflects the strategy and performance targets set out in the Club's Academy Performance Plan;
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- 104.5 hold Qualified Teacher Status (QTS) or Qualified Teacher Learning and Skills (QTLS) and have relevant experience (in the case of Category 1 and 2 Academies) or, as a minimum, possess a teaching qualification or further education teaching qualification (in the case of Category 3 and Category 4 Academies);
- 104.6 be Full Time (in the case of Category 1 and Category 2 Academies); and
- 104.7 undertake Continued Professional Development organised by the Club.

105. Each Club which operates a Category 1 Academy shall, in addition to the Head of Education, employ one Person Full Time to support the delivery of the Academy's education programme.

#### Head of Recruitment

- 106. Each Club which operates an Academy shall employ a Head of Recruitment who shall:
  - 106.1 report to the Academy Manager;
  - 106.2 have responsibility for the organisation, management and delivery of the Club's policies and procedures for the recruitment of Academy Players;
  - 106.3 have responsibility for the recruitment and training of the Club's Scouts (including taking all reasonable steps to ensure that they comply with the requirements regarding qualifications, registration and Continued Professional Development set out at Rules 224 to 225F);
  - 106.4 be in possession of (or actively working towards):
    - 106.4.1 the FA Talent ID Level 4 for a Club operating a Category 1 Academy;
    - 106.4.2 the FA Talent ID Level 3 for a Club operating a Category 2 Academy; and
    - 106.4.3 the FA Talent ID Level 2 for a Club operating a Category 3 or a Category 4 Academy,
  - 106.5 undertake at least five hours of in-service training each year;
  - 106.6 undertake Continued Professional Development organised by the Club; and
  - 106.7 be Full Time in the case of Category 1 and Category 2 Academies, and at least Part Time in the case of Category 3 and 4 Academies.

#### Interns

- 107. The Head of Academy Sports Science and Medicine must ensure that the Club records and, if requested, makes available to the League, the following details of every intern working within the Academy:
  - 107.1 name, date of birth and contact details (phone number, address and email address);
  - 107.2 qualifications (both academic and sporting such as coaching qualifications);
  - 107.3 details of the intern's current course, including the institution at which they are enrolled, the name of the course, and the name and contact details of his tutor; and
  - 107.4 the contact details of a member of Academy Staff who is responsible for supervising the intern whilst they are at the Academy.

#### Player Care

- 108. Each Club which operates a Category 1 or 2 Academy shall employ an individual, who shall:
  - 108.1 be Full Time for each Club which operates a Category 1 Academy and Part Time for each Club which operates a Category 2 Academy ;and
  - 108.2 be responsible for the management and delivery of the Personal Development and Life Skills Plan for Academy Players and the Induction and Transition Strategy, in addition to other aspects of the Club's Duty of Care, including mental and emotional wellbeing of Academy Players.
- 109. Each Club which operates a Category 3 or Category 4 Academy shall nominate an existing member of Academy Staff to carry out the responsibilities referred to in Rule 108, above in addition to their other duties.

#### Academy Psychologist

- 110. Each Club which operates a Category 1 Academy shall employ an Academy Psychologist, who shall:
  - 110.1 be Full Time (however more than one Person may be employed for this purpose to ensure that overall working hours are commensurate with one Full Time employee) for each Club which operates a Category 1 Academy; and
  - 110.2 be on the Health & Care Professions Council (HCPC) Register of Health and Care Professionals or on one of the approved training routes/pathways towards HCPC registration.

#### Minority Candidates

- 110A Each Club which operates an Academy shall comply with the provisions of Regulation 115 of the League Regulation (Minority Candidates).

## COACHING

### Coaching Curriculum

- 111. Each Club which operates an Academy shall prepare (and make available to the League and to the ISO on request) a Coaching Curriculum which shall have regard to:
  - 111.1 the Club's Vision Statement, Coaching Philosophy and Playing Philosophy;
  - 111.2 the Club's Academy Performance Plan;
  - 111.3 sections 6.6 – 6.8 of the Elite Player Performance Plan (save as regards the reference to minimum hours of coaching, as to which see Rule 116); and
  - 111.4 these Rules.
- 112. The Club's Coaching Curriculum shall be drawn up by the Academy Manager (or, in the circumstances set out in Rule 57, the Head of Academy Coaching) who shall consult with all appropriate Club Officials (which may include the Manager, the Chief Executive, coaching staff, the Academy Management Team and the Technical Director if the Club has appointed one).
- 113. The Club's Technical Board shall approve the Club's Coaching Curriculum.

### Coaching Hours

- 114. The coaching of age groups Under 15 and older in Category 1 and Category 2 Academies shall take place over 46 weeks of each year, such weeks to be determined by reference to the Games Programme Schedule (including the two periods set out therein during which no matches in the Foundation Phase and Youth Development Phase Games Programmes shall take place).
- 115. All other coaching in Academies shall take place over 40 weeks of each year.
- 116. Save as otherwise permitted by the PGB, the minimum hours of coaching to be delivered by Academies each week to each Academy Player (subject to his fitness, welfare and academic status) and the permitted Training Model per Category and per Development Phase are as follows:

		Foundation Phase	Youth Development Phase	Professional Development Phase
Category 1	Coaching hours per week	4 rising to 8 for older Academy Players	10 rising to 12 for older Academy Players	14 reducing to 12 for Academy Players who have commitments to the professional squad during the Professional Development Phase
	Permitted Training Model	Part Time, Hybrid	Part Time, Hybrid, Full Time	Full Time, Hybrid
Category 2	Coaching hours per week	3 rising to 5 for older Academy Players	6 rising to 12 for older Academy Players	14 reducing to 12 for Academy Players who have commitments to the professional squad during the Professional Development Phase
	Permitted Training Model	Part Time	Part Time, Hybrid	Full Time
Category 3	Coaching hours per week	3	4 rising to 6 for older Academy Players	12
	Permitted Training Model	Part Time	Part Time	Full Time
Category 4	Coaching hours per week	N/A	N/A	14 reducing to 12 for Academy Players who have commitments to the professional squad during the Professional Development Phase Games Programmes
	Permitted Training Model	N/A	N/A	Full Time

- 117. The maximum time in which Academy Players in the Foundation Phase can be engaged in a single coaching session is 90 minutes and there will be appropriate rest periods between each such session.
- 118. Each Club shall ensure that:
  - 118.1 each Academy Player has access to an individual coaching plan tailored to his specific needs;
  - 118.2 each Academy Player is made aware of his individual coaching plan (and any changes thereto) as soon as reasonably practicable in advance of his being coached in accordance with it; and
  - 118.3 all coaching is recorded on the Academy Player's Performance Clock.
- 119. Each Club shall ensure that a coach to Academy Players and Trialists ratio of 1:10 is maintained for all coaching sessions (save that the ratio for Category 1 Academies using the Full Time Training Model shall be 1:8).



120.	Each Club shall ensure that each Academy Player in age groups Under 9 and older participates at least once a year in a Festival (or other coaching event such as a Training Camp or a Tournament).
121.	Each Club shall ensure that each of its coaches plans each coaching session by setting out the learning objectives which the session is designed to achieve and the coaching which will be given in order to achieve them.

### Development Centres

122.	Each Club which operates a Category 1, Category 2 or Category 3 Academy may operate one or more Development Centres, to be located within one hour's travelling time of the location of its principal venue for the provision of coaching and education to Academy Players.
123.	A child being coached at a Club's Development Centre: <ul style="list-style-type: none"> <li>123.1 may not be registered for that Club;</li> <li>123.2 may not play in matches for that Club unless registered as a Trialist; and</li> <li>123.3 will be free to play for other teams.</li> </ul>
124.	Clubs which operate Development Centres shall keep an attendance record of all the children who participate in coaching sessions thereat.
125.	Each Development Centre operated by a Club may be inspected from time to time by the League and by the ISO.
126.	Without prejudice to the generality of Rule 125, the inspection referred to in that Rule may include: <ul style="list-style-type: none"> <li>126.1 inspection of the facilities provided; and</li> <li>126.2 assessment of whether the coaching provided at the Development Centre is in accordance with the Club's coaching syllabus.</li> </ul>
127.	No Club shall cause or permit a child whose registration is held by another Club (or club) or with whom another Club (or club) has entered into a pre-registration agreement which remains current to attend its Development Centre.
128.	No Club shall cause or permit a team representing its Development Centre to play football against a team representing another Club (or a Premier League club).

## GAMES PROGRAMME

### General

129.	Save as permitted by the Board, Clubs shall not affiliate to any other youth leagues or enter any cup competitions except The Football Association Youth Challenge Cup.
130.	An Academy Player whose registration is held by a Club which operates an Academy shall play football only in a Games Programme or in Authorised Games and in coaching and training games (participation in which is limited to registered Academy Players and Trialists) organised by and played at an Academy.
131.	A Club which operates an Academy shall not require, cause or allow an Academy Player whose registration it holds to play football except as permitted by Rule 130.
132.	Each Club which operates an Academy shall record in each Academy Player's Performance Clock: <ul style="list-style-type: none"> <li>132.1 each match in which he has played; and</li> <li>132.2 his playing time in each match.</li> </ul>
133.	In all matches that form part of the Games Programme, each Club is required to ensure that all participating Academy Players wear a shirt bearing a clearly visible number on the back, which corresponds to the number allocated to the relevant Academy Player on any teamsheet submitted in accordance with these Rules or otherwise.

### Foundation Phase Games Programme

134.	The Premier League will organise a games programme for teams in each of the Under 9 to Under 11 age groups of Clubs operating Category 1 and 2 Academies (and for the avoidance of doubt teams from both Categories shall participate together in this games programme).
135.	The League will organise a games programme for teams in each of the Under 9 to Under 11 age groups of Clubs operating Category 3 Academies.
136.	The games programmes referred to in Rules 134 and 135 shall consist of matches which: <ul style="list-style-type: none"> <li>136.1 shall be competitive but whose results (except in the case of Tournaments) shall not give any particular competitive significance between Academies (for example, no league table or the like shall be produced);</li> <li>136.2 subject to Rule 136.3 shall be organised on a local basis so that, as far as reasonably possible no team has to travel more than one hour to an away match (save that longer travel times may be necessary in order that each Club can participate meaningfully in the games programme);</li> <li>136.3 may be played in Festivals organised on a local, regional or national basis and each Club which operates a Category 1 Academy shall organise and host a minimum of three Festivals per Season;</li> <li>136.4 shall take place during the Games Programme Schedule;</li> <li>136.5 may include matches against representative county schoolboy sides (being sides selected by the English Schools' Football Association);</li> <li>136.6 shall be played outdoors, save in respect of:                 <ul style="list-style-type: none"> <li>136.6.1 Clubs operating Category 1 or 2 Academies when, during the second half of December and the whole of both January and February, they shall be played indoors; and</li> </ul> </li> </ul>

136.6.2	Clubs operating Category 3 Academies when, during the second half of December and the whole of both January and February, they may be played indoors.																				
136.7	shall consist of matches played in accordance with the following formats (save that some matches played indoors may be played as Futsal games): <table border="1" style="margin: 10px auto;"> <thead> <tr> <th>Age group</th> <th>Team size</th> <th>Pitch size (yards)</th> <th>Goal size (feet)</th> <th>Ball size</th> </tr> </thead> <tbody> <tr> <td><b>Under 9</b></td> <td>4v4, 5v5 or 7v7</td> <td>30x20 to 40x30 (4v4 and 5v5) 50x30 to 60x40 (7v7)</td> <td>12x6</td> <td>3 (or 4 at the Home Club's option)</td> </tr> <tr> <td><b>Under 10</b></td> <td>4v4, 5v5 and 7v7</td> <td>30x20 to 40x30 (4v4 and 5v5) 50x30 to 60x40 (7v7)</td> <td>12x6 (4v4 and 5v5) 12x6 to 16x7 (7v7)</td> <td>4</td> </tr> <tr> <td><b>Under 11</b></td> <td>7v7 or 9v9</td> <td>50x30 to 60x40 (7v7) 70x40 to 80x50 (9v9)</td> <td>12x6 to 16x7 (7v7) 16x7 (9v9)</td> <td>4</td> </tr> </tbody> </table> <p>The participating Clubs shall endeavour to agree which of the above formats shall be utilised, but in default of agreement the home Club shall decide.</p>	Age group	Team size	Pitch size (yards)	Goal size (feet)	Ball size	<b>Under 9</b>	4v4, 5v5 or 7v7	30x20 to 40x30 (4v4 and 5v5) 50x30 to 60x40 (7v7)	12x6	3 (or 4 at the Home Club's option)	<b>Under 10</b>	4v4, 5v5 and 7v7	30x20 to 40x30 (4v4 and 5v5) 50x30 to 60x40 (7v7)	12x6 (4v4 and 5v5) 12x6 to 16x7 (7v7)	4	<b>Under 11</b>	7v7 or 9v9	50x30 to 60x40 (7v7) 70x40 to 80x50 (9v9)	12x6 to 16x7 (7v7) 16x7 (9v9)	4
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<b>Under 11</b>	7v7 or 9v9	50x30 to 60x40 (7v7) 70x40 to 80x50 (9v9)	12x6 to 16x7 (7v7) 16x7 (9v9)	4																	
137.	Each Club which operates a Category 1, Category 2 or Category 3 Academy: <ul style="list-style-type: none"> <li>137.1 must participate fully in the Foundation Phase Games Programme; and</li> <li>137.2 may organise and participate in additional Authorised Games of the types listed in paragraphs c), d), f) and g) of that definition only (which shall be notified to the Premier League (if the Club operates a Category 1 or Category 2 Academy) no later than 72 hours before they are scheduled to take place).</li> </ul>																				
138.	Each Club shall ensure that each of its Academy Players in the Foundation Phase shall, subject to fitness, participate in at least half the playing time in any one Season of matches in the Foundation Phase Games Programme and any other matches organised by the Club pursuant to Rule 137.2 such playing time to be reasonably spread out over the Season.																				

### Youth Development Phase Games Programme

139.	The Premier League will organise a games programme for teams in each of the Under 12 to Under 14 age groups of Clubs operating Category 1 and 2 Academies (and for the avoidance of doubt teams from both Categories shall participate together in this games programme). The League will also organise a games programme for teams in the Under 15 age group of Clubs operating Category 1 Academies and of those Category 2 Academies wishing to participate.																									
140.	The League will organise a games programme for teams in each of the Under 12 to Under 14 age groups of Clubs operating Category 3 Academies.																									
141.	The games programme for Category 1 Clubs referred to in Rule 139 shall include the Under 13, Under 14 and Under 15 Premier League National Cups, participation in which shall not be mandatory.																									
142.	Each Club must inform the League by 30 April in each year whether it wishes to compete in the Under 13, Under 14 and Under 15 Premier League National Cups the following season.																									
143.	The games programmes referred to in Rules 139 and 140 shall consist of matches which shall: <ul style="list-style-type: none"> <li>143.1 be competitive but whose results (save for matches in the Under 13, Under 14 and Under 15 Premier League National Cups) shall not be given any particular competitive significance between Academies (for example, no league table or the like shall be produced);</li> <li>143.2 (in the case of the games programme referred to in Rule 139) be organised on a regional basis so that as far as reasonably possible no team has to travel more than two hours to an away match save that longer travel times may be necessary:                 <ul style="list-style-type: none"> <li>143.2.1 in order that each Club can participate meaningfully in the games programme; and</li> <li>143.2.2 for matches in the Under 13, Under 14 and Under 15 Premier League National Cups.</li> </ul> </li> <li>143.3 (in the case of the games programme referred to in Rule 140) be organised on a local basis so that as far as reasonably possible no team has to travel more than one hour to an away match and/or regional basis so that as far as reasonably possible no team has to travel more than two hours to an away match (save that in both cases longer travel times may be necessary in order that each Club can participate meaningfully in the games programme);</li> <li>143.4 shall include one or more Festivals or Tournaments for each Club organised on a regional, national or international basis (which may include matches organised pursuant to Rule 148), with the number of such Festivals and Tournaments increasing for the older age groups in the Youth Development Phase;</li> <li>143.5 take place during the Games Programme Schedule;</li> <li>143.6 be played outdoors, except for matches for age groups Under 12 to Under 15 during the second half of December and the whole of both January and February involving teams of Category 1 and Category 2 Academies, which shall be played indoors; and</li> <li>143.7 consist of matches played in accordance with the following formats (save that some matches played indoors may be played as Futsal games):                 <table border="1" style="margin: 10px auto;"> <thead> <tr> <th>Age group</th> <th>Team size</th> <th>Pitch size (yards)</th> <th>Goal size (feet)</th> <th>Ball size</th> </tr> </thead> <tbody> <tr> <td><b>Under 12</b></td> <td>11v11 (or 9v9 if both Clubs so agree)</td> <td>90x60 (11v11) 70x40 to 80x50 (9v9)</td> <td>21x7 (11v11) 16x7 (9v9)</td> <td>4</td> </tr> <tr> <td><b>Under 13</b></td> <td>11v11</td> <td>90x60</td> <td>21x7</td> <td>4</td> </tr> <tr> <td><b>Under 14</b></td> <td>11v11</td> <td>90x60 to 100x60</td> <td>21x7 to 24x8</td> <td>5</td> </tr> <tr> <td><b>Under 15</b></td> <td>11v11</td> <td>110x70</td> <td>24x8</td> <td>5</td> </tr> </tbody> </table> </li> </ul>	Age group	Team size	Pitch size (yards)	Goal size (feet)	Ball size	<b>Under 12</b>	11v11 (or 9v9 if both Clubs so agree)	90x60 (11v11) 70x40 to 80x50 (9v9)	21x7 (11v11) 16x7 (9v9)	4	<b>Under 13</b>	11v11	90x60	21x7	4	<b>Under 14</b>	11v11	90x60 to 100x60	21x7 to 24x8	5	<b>Under 15</b>	11v11	110x70	24x8	5
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144.	The League shall organise a games programme for teams consisting of Academy Players in the Under 16 age group of Clubs operating Category 1 Academies, and another for teams of Academy Players in these age groups of Clubs operating Category 2 Academies.								
145.	Save for any matches played abroad pursuant to Rule 148, the games programme for Category 1 Clubs referred to in Rule 144 shall: <table border="1"> <tr> <td>145.1</td> <td>be constituted either on a national basis or, if a majority of those Clubs (and Premier League clubs) which operate Category 1 Academies so determine by no later than 31 March in the preceding Season, on a regional basis (as that term is defined in Rule 146; and</td> </tr> <tr> <td>145.2</td> <td>be competitive but whose results shall not be given any particular competitive significance between Academies (for example, no league table or the like shall be produced).</td> </tr> </table>	145.1	be constituted either on a national basis or, if a majority of those Clubs (and Premier League clubs) which operate Category 1 Academies so determine by no later than 31 March in the preceding Season, on a regional basis (as that term is defined in Rule 146; and	145.2	be competitive but whose results shall not be given any particular competitive significance between Academies (for example, no league table or the like shall be produced).				
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145.2	be competitive but whose results shall not be given any particular competitive significance between Academies (for example, no league table or the like shall be produced).								
146.	The games programme for Category 2 Clubs referred to in Rule 144 shall be organised on a regional basis, that is to say so that as far as reasonably possible no team has to travel more than two hours to an away match (save that longer travel times may be necessary in order that each Club can participate meaningfully in the games programme).								
147.	Matches in the games programmes for Category 1 and Category 2 Clubs referred to in Rule 144 shall, unless the board of the Premier League otherwise permits, be played on Saturdays and arranged so that as far as possible a Club's fixtures in it mirror those of its teams in the Professional Development Phase Games Programme.								
148.	As part of the Youth Development Phase Games Programme, the Premier League shall organise matches (which may be organised as Tournaments) against teams from clubs in membership of a national association other than The Football Association or the Football Association of Wales. Such matches shall be organised regularly for Clubs operating Category 1 Academies and from time to time for Clubs operating Category 2 Academies.								
149.	The League shall organise a games programme for teams consisting of players in the Under 15 and Under 16 age groups of Clubs operating Category 3 Academies, to be played on a regional basis so that as far as reasonably possible no team has to travel more than two hours to an away match (save that longer travel times may be necessary in order that each Club can participate meaningfully in the games programme).								
150.	Matches played pursuant to Rules 144 to 149 shall, when played outdoors, be played in accordance with the following format: <table border="1"> <thead> <tr> <th>Team size</th> <th>Pitch size (yards)</th> <th>Goal size (feet)</th> <th>Ball size</th> </tr> </thead> <tbody> <tr> <td>11v11</td> <td>110x70</td> <td>24x8</td> <td>5</td> </tr> </tbody> </table>	Team size	Pitch size (yards)	Goal size (feet)	Ball size	11v11	110x70	24x8	5
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151.	Each Club which operates a Category 1, Category 2 or Category 3 Academy: <table border="1"> <tr> <td>151.1</td> <td>must participate fully in the Youth Development Phase Games Programme (save that participation in the Under 13 and Under 14 Premier League National Cups is voluntary); and</td> </tr> <tr> <td>151.2</td> <td>may organise and participate in additional Authorised Games of the types listed in paragraphs (c), (d), (f) and (g) of that definition only (which shall be notified to the Premier League (in the case of a Club operating a Category 1 or Category 2 Academy) no later than 72 hours before they are scheduled to take place).</td> </tr> </table>	151.1	must participate fully in the Youth Development Phase Games Programme (save that participation in the Under 13 and Under 14 Premier League National Cups is voluntary); and	151.2	may organise and participate in additional Authorised Games of the types listed in paragraphs (c), (d), (f) and (g) of that definition only (which shall be notified to the Premier League (in the case of a Club operating a Category 1 or Category 2 Academy) no later than 72 hours before they are scheduled to take place).				
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152.	Each Club shall ensure that each of its Academy Players in the Under 12 to Under 14 age groups shall, subject to fitness, participate in half the playing time of matches in the Youth Development Phase Games Programme and any other matches organised by his Club pursuant to Rule 151.2, the Academy Player's playing time to be reasonably spread over the Season.								
153.	Each Club shall ensure that each of its Academy Players in the Under 15 to Under 16 age groups shall, subject to fitness, participate in at least 20 matches per Season (being matches in the Youth Development Phase Games Programme or any other matches organised by his Club pursuant to Rule 151.2). Participation in a match shall for the purposes of this Rule mean playing at least 50% of the game time.								

### Professional Development Phase Games Programme

154.	The Premier League will organise two games programmes, one for teams of Clubs operating Category 1 Academies and one for teams of Clubs operating Category 2 Academies.												
155.	The League will organise a games programme for teams of Clubs operating Category 3 and Category 4 Academies, and following such consultation determine with those Clubs in its absolute discretion what games programme(s) should be developed for those Clubs, Rules relating to the games programme and (subject to Rule 156.3) how that games programme should be delivered.												
156.	The games programmes organised by the Premier League and the League pursuant to Rules 154 and 155 will be constituted on the following geographical bases: <table border="1"> <tr> <td>156.1</td> <td>Category 1: a national league and a regional league (depending on age group) with some matches played on a national basis and some international matches against teams representing clubs in membership of national associations other than The Football Association or the Football Association of Wales (and such matches may be played either in England or abroad);</td> </tr> <tr> <td>156.2</td> <td>Category 2:                     <table border="1"> <tr> <td>156.2.1</td> <td>in two leagues, each of which shall be constituted on a geographical basis (for example one league of northern based teams and one of southern based teams), the exact constitution of each league to be determined by the Board in its absolute discretion having regard to those Clubs (and Premier League clubs) which operate Category 2 Academies;</td> </tr> <tr> <td>156.2.2</td> <td>where practical, international matches against teams representing clubs in membership of a national association other than The Football Association or The Football Association of Wales (and such matches may be played either in England or abroad); and</td> </tr> </table> </td> </tr> <tr> <td>156.3</td> <td>Categories 3 and 4:                     <table border="1"> <tr> <td>156.3.1</td> <td>in two or more leagues, each of which shall be constituted on a geographical basis (for example one league of northern based teams and one of southern based teams), the exact number of leagues and their geographical constitution to be determined by the League in its absolute discretion and having regard to those Premier League clubs (and Clubs) which operate Category 3 and 4 Academies.</td> </tr> </table> </td> </tr> </table>	156.1	Category 1: a national league and a regional league (depending on age group) with some matches played on a national basis and some international matches against teams representing clubs in membership of national associations other than The Football Association or the Football Association of Wales (and such matches may be played either in England or abroad);	156.2	Category 2: <table border="1"> <tr> <td>156.2.1</td> <td>in two leagues, each of which shall be constituted on a geographical basis (for example one league of northern based teams and one of southern based teams), the exact constitution of each league to be determined by the Board in its absolute discretion having regard to those Clubs (and Premier League clubs) which operate Category 2 Academies;</td> </tr> <tr> <td>156.2.2</td> <td>where practical, international matches against teams representing clubs in membership of a national association other than The Football Association or The Football Association of Wales (and such matches may be played either in England or abroad); and</td> </tr> </table>	156.2.1	in two leagues, each of which shall be constituted on a geographical basis (for example one league of northern based teams and one of southern based teams), the exact constitution of each league to be determined by the Board in its absolute discretion having regard to those Clubs (and Premier League clubs) which operate Category 2 Academies;	156.2.2	where practical, international matches against teams representing clubs in membership of a national association other than The Football Association or The Football Association of Wales (and such matches may be played either in England or abroad); and	156.3	Categories 3 and 4: <table border="1"> <tr> <td>156.3.1</td> <td>in two or more leagues, each of which shall be constituted on a geographical basis (for example one league of northern based teams and one of southern based teams), the exact number of leagues and their geographical constitution to be determined by the League in its absolute discretion and having regard to those Premier League clubs (and Clubs) which operate Category 3 and 4 Academies.</td> </tr> </table>	156.3.1	in two or more leagues, each of which shall be constituted on a geographical basis (for example one league of northern based teams and one of southern based teams), the exact number of leagues and their geographical constitution to be determined by the League in its absolute discretion and having regard to those Premier League clubs (and Clubs) which operate Category 3 and 4 Academies.
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157.	Matches in the Professional Development Phase Games Programme organised under Rule 154: <table border="1"> <tr> <td>157.1</td> <td>shall be played in accordance with the Laws of the Game (and for the avoidance of doubt shall be in the 11v11 format);</td> </tr> <tr> <td>157.2</td> <td>shall be for Players in the Under 18 age group (and younger) only, save that a Club may name in its team sheet a goalkeeper in the Under 19 age group;</td> </tr> <tr> <td>157.3</td> <td>shall only have five substitutes named on the team sheet (and for the avoidance of doubt up to three substitutes may enter the field of play);</td> </tr> <tr> <td>157.4</td> <td>shall consist of competitive leagues and Tournaments; and</td> </tr> <tr> <td>157.5</td> <td>may include of an optional Futsal programme organised by the Premier League (for Clubs operating Category 1 and Category 2 Academies) in the months of December, January and February.</td> </tr> </table>	157.1	shall be played in accordance with the Laws of the Game (and for the avoidance of doubt shall be in the 11v11 format);	157.2	shall be for Players in the Under 18 age group (and younger) only, save that a Club may name in its team sheet a goalkeeper in the Under 19 age group;	157.3	shall only have five substitutes named on the team sheet (and for the avoidance of doubt up to three substitutes may enter the field of play);	157.4	shall consist of competitive leagues and Tournaments; and	157.5	may include of an optional Futsal programme organised by the Premier League (for Clubs operating Category 1 and Category 2 Academies) in the months of December, January and February.				
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158.5	may include an optional Futsal programme organised by the Premier League in the months of December, January and February.														
159.	Further provisions binding on Clubs competing in the Leagues referred to in Rule 157.4 shall be set out in the rules of those Leagues.														
160.	Each Club which operates an Academy: <table border="1"> <tr> <td>160.1</td> <td>must participate fully in the Professional Development Phase Games Programme;</td> </tr> <tr> <td>160.2</td> <td>may organise and participate in additional Authorised Games (which shall be notified to the relevant League no later than 72 hours before they are scheduled to take place).</td> </tr> </table>	160.1	must participate fully in the Professional Development Phase Games Programme;	160.2	may organise and participate in additional Authorised Games (which shall be notified to the relevant League no later than 72 hours before they are scheduled to take place).										
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### Premier League 2 and Professional Development League

161.	Each Club which operates a Category 1 Academy shall compete in Premier League 2 as part of the Professional Development Phase Games Programme.
162.	Each Club which operates a Category 2 Academy shall compete in the Professional Development League 2 as part of the Professional Development Phase Games Programme, unless it is able to demonstrate to the League that its starting 11s in its first team matches during the preceding Season in the Premier League, the League Competition (including play off matches), the EFL Cup, The Football Association Challenge Cup, the EFL Trophy, the UEFA Europa League and/or UEFA Champions League included on average at least five Players in the Under 21 age group or younger.
163.	Each Club which operates a Category 3 or Category 4 Academy may compete in the development league to be organised by The League as part of the Professional Development Phase Games Programme.
164.	The Premier League will organise Premier League 2, which shall consist of a national league competition played on a competitive basis.
165.	The Premier League will organise the Professional Development League, which shall consist of a league or leagues played on a competitive basis organised on a regional basis, the composition of such regional league(s) to be at the absolute discretion of the board of the Premier League who shall so far as reasonably possible determine the composition of each such league to ensure that each Club has to travel no more than three hours to each match (save that longer travel times may be necessary in order that each Club (or club) can participate meaningfully in the Professional Development League).
166.	The League will, if required, organise (or procure the organisation of, for example, through the Football Combination or Central League) Professional Development League 3, which shall consist of a league or leagues played on a competitive basis and organised on a regional basis, the composition of such regional league(s) and the minimum number of matches to be played by each Club to be at the absolute discretion of the League who shall so far as reasonably possible determine the composition of each such league to ensure that each Club (or club) has to travel no more than three hours to each match (save that longer travel times may be necessary in order that each Club (or club) can participate meaningfully in Professional Development League 3). For the avoidance of doubt teams of Clubs operating Category 3 and Category 4 Academies shall compete together in Professional Development League 3.
167.	Further provisions binding on Clubs competing in Premier League 2 and the Professional Development League shall be set out in the rules of those Leagues.
168.	The League will in addition organise international matches (which may take place by way of Tournaments) for teams competing in Premier League 2 and the Professional Development Leagues.



### Games Programme: Postponement etc. of Matches

169.	A match in the games programme between Academy teams in age groups Under 9 to Under 16 inclusive shall not be cancelled, postponed or abandoned except with the written consent of the Board or on the instructions of the officiating referee (or if the officiating referee is a minor, the official of the county FA who has accompanied them to the match) who shall be empowered to instruct that such match be cancelled, postponed or abandoned only if they consider that the pitch is unfit for, or if adverse weather conditions preclude, the playing of the match in which event the Club at whose ground the match should have been played shall within seven days give to the League notice in writing to that effect.
170.	Except in the case of an Under 9 to Under 16 games programme match which, without either participating Club being at fault, is cancelled, postponed or abandoned under the provisions of Rule 169, any Club which causes the cancellation, postponement or abandonment of such a match will be in breach of these Rules.
171.	The Board shall have power to specify the equipment and facilities to be provided by Clubs for the playing of matches between Academies.
172.	In consultation with The Football Association, a minimum of four weekends each Season will be identified by the League upon which there will be no fixtures for Academy teams, such weekends being devoted to international development, selected players' courses and in-service training of coaches and staff.

## DUTY OF CARE

### Education

173.	Each Club which operates an Academy shall establish an Education Programme which shall set out the activities to be undertaken by the Club to ensure that the education of its Academy Players and Players up to the Under 23 age group who are not regular members of the Club's first team squad is supported effectively and which:
173.1	is appropriate to the Category of its Academy;
173.2	complies with all applicable requirements set out in this section of the Rules; and
173.3	is evaluated by the Club within each Training Model and/or Development Phase to ensure it is meeting its objectives as set out therein.
174.	Each Club which operates an Academy shall ensure that each of its Academy Players receives a formal Education Programme which:
174.1	is appropriate to his age and Training Model;
174.2	meets his specific academic needs;
174.3	complies with all legal requirements;
174.4	is structured to ensure that his academic development is not compromised as a result of his being coached by the Club's Academy;
174.5	in the case of an Academy Player who is entered into a Scholarship Agreement with the Club, consists of the sporting excellence professional apprenticeship ('SEP') and an educational programme approved by the League (which must include an academic or vocational qualification approved by the League and be subject to ongoing quality assurance by the League); and
174.6	shall continue notwithstanding that the Academy Player signs a professional contract and which shall comply with the requirements of the Education and Skills Act 2008 with regard to education and training.
175.	Each Academy Player's educational progression under his Education Programme shall be recorded electronically and be made available to the League.
176.	Each Club which operates an Academy shall nominate a member of staff who shall be responsible for:
176.1	liaising with the school at which Academy Players are being educated;
176.2	ensuring that any issues concerning an Academy Player's education arising from that liaison are addressed to the satisfaction of the school; and
176.3	ensuring that for Academy Players on the Full Time and Hybrid Training Models (and where the League requests, for Academy Players on the Part Time Training Model) each Academy Player's school performance and educational data are obtained from his school, recorded electronically and be made available to the League.

### Reports on Educational Progression

177.	Each Club which operates an Academy shall provide progress reports to the Parent of each Academy Player in the Youth Development Phase to whom it provides a Full Time Education Programme.
178.	The progress reports shall:
178.1	detail the educational progression of the Academy Player; and
178.2	be provided as and when necessary, but as a minimum at least once every 12 weeks.

### Delivery of the Education Programme

<u>Part Time Training Model</u>	
179.	Each Club which operates an Academy shall, in respect of each of its Academy Players being trained under the Part Time Training Model, make contact in writing with the Academy Player's school on a minimum of three occasions in each academic year, to:
179.1	inform the Academy Player's school that he is being so trained;
179.2	if the League so requests obtain from the Academy Player's school his school reports and, where possible, educational attainment data;
179.3	use the information obtained (if any) to monitor the Academy Player's academic progression by reference to his school reports and, where possible, educational attainment data, and record it electronically; and
179.4	liaise with the school on two occasions in each academic year in order to discuss and address any issues concerning the Academy Player's education which have risen or may arise as a consequence of his being trained at the Club's Academy.
<u>Hybrid Training Model</u>	
180.	Each Club which operates the Hybrid Training Model must appoint a sufficient number of appropriately qualified teaching staff to provide the educational support referred to in Rule 181.2.
181.	Each Club which operates an Academy shall, in respect of each of its Academy Players being trained under the Hybrid Training Model:
181.1	undertake all necessary liaison and co-operation with the Academy Player's school to ensure that the required element of coaching can take place within the Core Coaching Time;
181.2	provide to the Academy Player such additional educational support (to be detailed in the written agreement referred to in Rule 181.5) as shall be necessary to compensate for teaching he has missed, and to ensure that his education is not adversely affected, as a result of being released from school to undertake coaching during the Core Coaching Time;
181.3	obtain from the Academy Player's school his school reports and, where possible, educational attainment data;
181.4	monitor the Academy Player's academic progression (including by use of the information obtained from the Academy Player's school pursuant to Rule 181.3) and record the information obtained pursuant to Rule 181.3 electronically in a timely fashion and at least every 12 weeks (to coincide with dates of his Multi-disciplinary Reviews);
181.5	enter into a written agreement with the Academy Player's school and Parent which sets out details of the delivery of the Hybrid Training Model to the Academy Player, including weekly timetables, the likely impact on the Academy Player's education, and outline the compensatory education which will be provided by the Club;
181.6	ensure that the Academy Player follows a curriculum which reflects the 'Progress 8' measurement of educational assessment and attainment (save that where there are educational reasons why an Academy Player requires an amended curriculum to be followed, the League may grant dispensation from this requirement, subject to the approval of an Education Advisor); and
181.7	liaise with the school at least every twelve weeks in order to discuss and address any issues concerning the Academy Player's education which may arise or have arisen as a consequence of his being so trained.
<u>Full Time Training Model</u>	
182.	Each Club which operates an Academy shall, in respect of each of its Academy Players in the Youth Development Phase being trained under the Full Time Training Model, ensure that it provides the Academy Player with coaching and education in accordance with a programme which complies with Rules 183 to 188 and which is approved in advance by the League.
183.	The education element of the Full Time Training Model must comply with these Rules and be structured in accordance with one of the four options set out below or in accordance with such other proposals as the League may approve.
184.	Each Club which operates the Full Time Training Model must:
184.1	unless otherwise approved by the League, only enable Academy Players in the Under 12 and Under 13 age groups to participate in the Full Time Training Model where they reside within 90 minutes of the Club's principal training venue;
184.2	enter into an agreement with any school at which its Academy Players are being educated setting out the obligations of the Club and the school in respect of the education of those Academy Players;
184.3	ensure that Academy Players in the Under 12, Under 13 and Under 14 age groups being educated at schools are fully integrated with other pupils of their age, which obligation shall include (without limitation) attending lessons with such other pupils according to the school's normal timetable (save where the Academy Players are being coached in the Core Coaching Time in accordance with these Rules);
184.4	ensure that there is in place a written agreement between the Club, each Academy Player engaged on the Full Time Training Model, his Parent and his school which sets out full details of his education and Coaching Curriculum;
184.5	ensure that the Education Programme of each such Academy Player provides him with a minimum of 20 hours' education during each week of the school term;
184.6	ensure that appropriate staff/student ratios are utilised for all educational activity in which the Academy Player is engaged;
184.7	ensure that each Academy Player follows a curriculum which reflects the 'Progress 8' measurement of educational assessment and attainment (save where there are educational reasons why an Academy Player requires an amended curriculum to be followed, the League may grant dispensation from this requirement, subject to the approval of an Education Advisor);
184.8	obtain from the Academy Player's school his school reports and, where possible, educational attainment data;
184.9	monitor the Academy Player's academic progression (including by use of the information obtained from the Academy Player's school pursuant to Rule 184.8) and record the information obtained pursuant to Rule 184.8 electronically in a timely fashion and at least every 12 weeks (to coincide with dates of his Multi-disciplinary Reviews); and
184.10	permit the League to conduct reviews with Academy Players in the Under 12 to Under 18 age groups, as required.
185.	Without prejudice to the generality of Rule 31, each Club which operates the Hybrid or Full Time Training Model must in respect of each such Training Model:
185.1	not do so unless the League has pre-approved and annually certified its proposed delivery of the Training Model;
185.2	permit the League to monitor and assess its delivery of the Training Model, including in respect of an individual Academy Player, in order to ensure that it complies with these Rules; and
185.3	forthwith implement any changes to its delivery of the Training Model that the League may require.



186.	If the League is not satisfied that a Club's delivery of the Hybrid or Full Time Training Model complies with these Rules:
186.1	it may refuse to an application to register an Academy Player on it; and
186.2	the Board may exercise its powers set out in Rule 274.
187.	If a Club wishes to engage an Academy Player on the Full Time Training or Hybrid Model (whether or not the Academy Player is already registered with the Club), it shall complete and submit to the League Form YD4A or YD4B (as appropriate) signed on behalf of the Club by an Authorised Signatory.
188.	If the registration of an Academy Player on the Full Time Training Model is terminated by the Club or by the Board of its own volition, or if he changes to another Training Model, the Club shall, unless his Parent agrees otherwise, continue to provide to him until the end of the academic year in which he reaches the age of 16 education and accommodation in accordance with the arrangements made at the time of he was first engaged on the Full Time Training Model.
189.	Each Club which operates an Academy shall notify the League, in such a manner as the League shall from time to time specify, of the Training Model on which each of its Academy Players is engaged and, if there is a proposed change in circumstances for an Academy Player (for instance, changing to/from the Full Time Training Model or Hybrid Training Model or Part Time Training Model), forthwith inform the League of the change in Form 5C and provide such evidence as the League may require to show that the Academy Player and his Parent consented to the change.

#### Personal Development and Life Skills Plans

190.	Each Club which operates an Academy shall establish a Personal Development and Life Skills Plan to support the holistic development of each of its Academy Players.
191.	The programme referred to in Rule 190 shall ensure that each Academy Player trained under the Full Time Training Model and/or in the Professional Development Phase has the opportunity to engage in activities outside the Academy which will encourage him to take an active part in the community and develop an understanding of good citizenship.
192.	Each Academy Player shall engage in the activities referred to in Rule 191 unless he has good cause not to do so and each Club shall take all reasonable steps to ensure that each of its Academy Players does so engage.
193.	Each Club shall nominate an Official to be responsible for the welfare and supervision of Academy Players engaged on the Part Time Training Model or Hybrid Training Model, while they are present at the Club's facilities.

#### Inductions and Transitions

194.	Each Club shall arrange a pre-season induction event for Academy Players and their Parents and there shall be at least one such induction event per Development Phase and on every occasion that a new Academy Player joins the Club.
195.	The induction meeting referred to in Rule 194 shall provide such information to the Academy Players and their Parents as is necessary in order for them to understand the coaching and, if relevant, education that the Academy Player will receive from the Club.
196.	Each Club which operates an Academy shall permit a representative of the League to attend such induction meetings on request.
197.	The Code of Conduct as issued by the League from time to time shall be binding on all Academy Players attending Academies (and, for those Academy Players under the age of 18, their Parents) and on Clubs and Officials and any breach thereof by such Academy Players or by Clubs or Officials shall be treated as a breach of these Rules.
198.	Each Club which operates an Academy shall devise and implement an Induction and Transition Strategy.

#### Academy Player and Parent Voice

199.	Each Club which operates an Academy shall devise and implement one or more mechanisms to invite and receive feedback from Academy Players and their Parents.
200.	Clubs shall establish, maintain and, when necessary implement a complaints procedure for Academy Players and Parents, a copy of which shall be submitted to the League.

#### Safeguarding and Mental and Emotional Wellbeing

201.	Each Club shall take all reasonable steps to ensure that it protects the welfare of each of its Academy Players and Players up to the Under 23 age group who continue to train with the Academy on a regular basis by offering support for his wellbeing and pastoral care generally.
202.	Each Club which operates an Academy shall devise a mental and emotional wellbeing action plan to include details of support available and a referral process for concerns, in accordance with such guidance issued by the League from time to time.
203.	The provisions of Appendix A of these Rules (concerning the Safeguarding and Safe Recruitment) apply to Academies and Development Centres.
204.	Without prejudice to the generality of Rule 202 each Club shall appoint an Academy safeguarding officer who shall:
204.1	undertake the functions set out in Appendix A specifically with regard to the Academy; and
204.2	liaise with the Club's Head of Safeguarding.

#### Health and Safety

205.	Clubs and Academy Staff shall observe and comply with any guidance issued by the League in respect of safe event management and any breach thereof shall be treated as a breach of these Rules.
206.	Clubs shall ensure that their Academy Players are insured in accordance with advice circulated by the League from time to time.

#### Inclusion, Diversity and Equality

207.	Each Club bound by these Rules must comply with the League code of Practice regarding equality and diversity. Each Club which operates an Academy and is in membership of the Premier League must comply with Premier League Rule J.4.
208.	Each Club which operates an Academy shall deliver training for its Academy Players and Academy Staff on equality, diversity and inclusion each season.

#### Injury and Medical

209.	Each Club which operates an Academy shall ensure that each of its Academy Players undergoes the following tests to measure physical and physiological fitness (in accordance with any guidance issued by the League from time to time):										
209.1	age-appropriate medical and physical screening;										
209.2	anthropometric assessments;										
209.3	physiological/fitness testing;										
209.4	movement and posture/functional screening;										
209.5	predictive testing of size and shape/maturation measurement(save that a Club operating a Category 4 Academy shall not be obliged to conduct such tests);										
209.6	psychological profiling (Category 1 Academies only);										
209.7	cardiac screening for Academy Players in the Under 15 age group and above; and										
209.8	monitoring of physical exertion (Category 1 Academies only),										
	and shall submit to the League such information as it may from time to time require in order to establish a national database of athletic development.										
210.	Subject to a Club complying with Rule 209, the Premier League will make available to it (on an anonymised basis) benchmarked data derived from the information provided to it by all Clubs;										
211.	Each Club which operates an Academy shall ensure that each of its registered Academy Players on the Full Time Training Model is registered with an NHS general practitioner for the provision of general medical services, using the address at which he resides.										
212.	Each Club which operates an Academy shall ensure that details of all injuries suffered by its Academy Players and of all rehabilitation are recorded and provided to the Premier League and The FA in order that a national audit of injury and rehabilitation may be maintained.										
213.	Subject to a Club complying with Rule 212, the Premier League will make available to it benchmarked data derived from the national audit of injury and rehabilitation.										
214.	Each Club which operates an Academy shall ensure that it has in place an Emergency Action Plan, and that all relevant Academy Staff are aware of its contents, and that it provides a copy of it in advance of all its home matches in the Games Programmes to its opponents.										
215.	Each Club which operates an Academy shall ensure that there is available at all games involving Academy teams appropriate first aid or primary care provision and, without prejudice to the generality of the foregoing or to any Rules applicable to an Authorised Game, that:										
215.1	in respect of each match in the Professional Development Phase Games Programme, the following qualified individuals must be present at the match venue:										
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215.2	In respect of each match in the Foundation Phase and Youth Development Phase, the following qualified individuals shall be present at the match venue:										
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215.3	a defibrillator is maintained at each venue at which matches are played and at which coaching takes place.										



216. Without prejudice to the requirements of Rule 215, the following qualified individuals shall be present at all venues at which coaching taking place:

Academy Category	Individuals who must be present
Category 1	A physiotherapist or a Sports Therapist with a current ITMMIF or an equivalent or higher qualification approved by the Board.
Category 2	A physiotherapist or a Sports Therapist with a current ITMMIF or an equivalent or higher qualification approved by the Board.
Category 3	A member of staff who holds a current EFAiF or an equivalent or higher qualification approved by the Board.
Category 4	A member of staff who holds a current EFAiF or an equivalent or higher qualification approved by the Board.

## SPORTS SCIENCE AND PERFORMANCE SUPPORT

### Sports Science and Medicine/Performance Support

217. Each Club which operates an Academy shall establish a Sports Science and Medicine/Performance Programme (in accordance with the criteria set out in these Rules which apply to the Category of its Academy) for the benefit of its Academy Players.

218. Each Club's Sport Science and Medicine/Performance Support Programme shall be managed by its Head of Academy Sports Science and Medicine (in the case of a Club which operates a Category 1 or Category 2 Academy) or by an appropriately qualified Official (in the case of the Club which operates a Category 3 or Category 4 Academy).

219. The Sports Science and Medicine/Performance Support Programme of each Club should detail the planned provision to each of its Academy Players of at least the following areas:

219.1 physical development;

219.2 medical services (including the prevention and treatment of injury and diet and nutrition);

219.3 Performance Analysis; and

219.4 psychology.

220. The progress and development of each Academy Player under the Sports Science and Performance Support Programme (including without limitation the results of the tests set out in Rule 209, and full details of any injuries, the treatment thereof, and the length of any period of rehabilitation) shall be noted in his Multi-disciplinary Review and recorded in his Performance Clock.

### Performance Analysis

221. Each Club operating a Category 1 or Category 2 Academy shall:

221.1 have such technical facilities as are necessary to undertake the Performance Analysis required of it by Rule 221.2;

221.2 undertake Performance Analysis (including, in the case of a Club which operates a Category 1 Academy, by undertaking GPS evaluation in the Professional Development Phase and in the Youth Development Phase if the Full Time Training Model is utilised) of training activity and matches in the Youth Development Phase Games Programme, the Professional Development Phase Games Programme and the Professional Development League;

221.3 use the results of such Performance Analysis in its monitoring of the coaching and development of Academy Players in the Youth Development Phase and the Professional Development Phase;

221.4 make available to the League such Performance Analysis data as it reasonably shall require to undertake the benchmarking of data for that Academy against national trends.

222. Each Club operating a Category 3 or Category 4 Academy shall comply with Rule 221 but only in respect of players in the Under 17 to Under 18 age groups.

223. Subject to a Club complying with Rule 221 or 222 (as appropriate depending on the Category of its Academy), and to a sufficient number of Clubs (and Premier League Clubs) likewise complying, the Premier League may make available to it benchmarked data derived from comparing the Performance Analysis data it has submitted to the League with that submitted by other Clubs (on an anonymised basis).

## TALENT IDENTIFICATION AND RECRUITMENT

### Scouts: Qualifications

224. Each Club which operates an Academy shall ensure that each of its Scouts, whose duties include the identification of Academy Players whose registration the Club may wish to secure, in addition to complying with the provisions of this section of these Rules:

224.1 is in possession of possession of such qualification as the League may require from time to time;

224.2 understands and complies in full with these Rules and the Code of Conduct for Scouts; and

224.3 undertakes Continued Professional Development each year.

225. Each Club shall ensure that, where the relevant Scout's duties include those referred to in Rule 224, in addition to complying with the Scout registration requirements of these Rules, it provides evidence to the League within five days of employing or engaging the Scout that the Scout holds the qualification required by Rule 224.1, and the League shall register the Scout where it is satisfied that the registration requirements of this section of these Rules have been complied with and the Scout holds the qualification required by Rule 224.1.

225A The League shall register a Scout and shall notify the applicant Club to that effect upon being satisfied that:

225A.1 the Scout holds the qualification required by Rule 224.1;

225A.2 the Scout is not currently registered as the Scout of another Club.

225B At the start of each season each Club shall issue a Scout Identification Card to each of its registered Scouts.

225C Except during the period of five days referred to in Rule 225, no Club shall employ a Scout who is not registered with the League pursuant to Rule 225A unless it has made an application to register them which has yet to be determined.

225D Upon a Club which operates an Academy ceasing to employ or engage a registered Scout, it shall within five days thereof:

225D.1 give notice to that effect to the League who shall thereupon remove their name from the register; and

225D.2 return their Scout Identification Card to the League.

225E Scouts shall conduct themselves in accordance with the Code of Conduct for Scouts set out in Appendix B.

225F Each Club which operates an Academy shall take all reasonable endeavours to ensure that its Scouts comply in all respects with Rule 225E and the Code of Conduct for Scouts.

### Scouts: Attendance at Matches

226. Each Club which operates an Academy shall permit the Scouts of other Clubs to attend at matches played in the Games Programmes provided that:

226.1 the Club which has employed or engaged the Scout notifies both Clubs involved in the match of the Scout's proposed attendance by no later than 12 noon on the last Normal Working Day before the published date of the match; and

226.2 the Scout is able to produce on demand to the home Club their Scout Identification Card.

227. Each Scout shall inform the home Club of their arrival at a match.

228. Each Club which operates an Academy shall prepare and produce a document setting out the process of how Scouts employed by that Club should approach Academy Players (and other players) and the process thereafter. Such process should comply in full with these Rules and the Code of Conduct for Scouts and should build upon the training that the Scout received while obtaining the relevant scouting qualification referred to in Rule 224.1.

### Scouts: Disciplinary Action

228A Any breach by a Scout of Rule 225E shall amount to a breach of these Rules and the League shall be entitled to take disciplinary action against the Scout and/or their Club for such breach in accordance with Section 8 of the League's Regulations. In addition to the sanctions available under Section 8, an additional sanction of the removal of a Scout's registration shall also be available at the conclusion of the disciplinary proceedings, should a breach be held to exist.

228B Any breach by a Club of Rule 225C or Rule 225F shall amount to a breach of these Rules and the League shall be entitled to take disciplinary action against the Club for such breach in accordance with Section 8 of the League's Regulations. In addition to the sanctions available under Section 8, an additional sanction of the removal of a Scout's registration shall also be available at the conclusion of the disciplinary proceedings, should a breach be held to exist.

### Registrations and Provision of Information by the League

229. Upon receiving an application by a Club to register an Academy Player, the League shall immediately provide to the Academy Player's Parent a copy of these Rules and of the Parent's Charter.

230. Subject to Rule 231, the League will undertake the registration (which shall be backdated to the date of application) of the Academy Player if:

230.1 seven days have elapsed from the date the League receives the application referred to above; and

230.2 during that time, the League has not been contacted by the Academy Player or his Parent to inform the League that he no longer wishes to be registered as an Academy Player for that Club.

and in such circumstances, the Academy Player may be coached by and play for the Club during the period of seven days referred to in Rule 230.1. The provisions of Rules 297 and 300 shall apply during the period referred to in Rule 230.1.

231. Without prejudice to its powers of inquiry under Section 8 of the Regulations, prior to undertaking any registration of an Academy Player, the League may, in its absolute discretion, request:

231.1 any Official of the Club seeking to register the Academy Player, any Official of a Club with which the Academy Player has previously been registered, the Academy Player himself and/or his Parent(s) to appear before it to answer questions; and

231.2 such Persons or any Club (or club) to produce documents, in each case, to ensure that there has been no breach of Rules 297 to 300.

232. Where a request is made by the League in accordance with Rule 231, the League may, in its absolute discretion, stay the registration of the Academy Player until it is satisfied that there has been no breach of Rules 297 to 300 (and, in such circumstances, the Academy Player may not be coached by or play for the Club seeking to register him until the League notifies the Academy Player and the Club that the registration has been undertaken).

233. If the Academy Player directly or indirectly contacts another Club, and such contact results in the Academy Player becoming registered with that other Club without the consent of the Club referred to in Rule 229, the other Club shall be presumed to have breached Rule 297.



### Time/Distance Rules

234. Subject to Rule 264, each Club which operates an Academy shall be permitted to register Academy Players who reside within the travel times measured from the location of the Club's principal venue for the provision of coaching and education set out in the following table.

	Permitted Recruitment time/distance		
	Foundation Phase	Youth Development Phase	Professional Development Phase
<b>Category 1</b>	1 hour	<ul style="list-style-type: none"> <li>No limit for Academy Players engaged in the Full Time Training Model between the Under 14 and Under 16 age groups;</li> <li>1 ½ hours for all other Academy Players in the Youth Development Phase.</li> </ul>	no limit
<b>Category 2</b>	1 hour	1 ½	no limit
<b>Category 3</b>	1 hour	1 ½	no limit
<b>Category 4</b>	N/A	N/A	no limit

Any question or dispute concerning the travelling time requirements in this Rule, and whether permission should be granted to register the relevant Academy Player, shall be determined by the Board.

### Trials

235. Subject to the conditions set out in Rules 236 and 242, a Trialist may attend an Academy for up to eight consecutive weeks in any one season without being registered provided that:

- 235.1 at least seven days' prior written notice to that effect shall be given to any junior club of which such Trialist is a member; and
- 235.2 before the trial commences his particulars shall be notified forthwith to the League by sending to the League:
  - 235.2.1 Form YD8 duly completed;
  - 235.2.2 proof of his home address and date of birth in such a form as is required by the League; and
  - 235.2.3 a photographic image of the Trialist in such format as is required by the League.

236. In the case of the Trialist in one of the age groups Under 9 to Under 16, a Club may apply to the League for permission to extend the period of eight weeks referred to in Rule 235 for an additional period of four weeks.

237. An application to extend a trial period must be:

- 237.1 made by the Club at least one week before the Trialist's trial period is due to expire;
- 237.2 accompanied by such information and assurances as the League may require; and
- 237.3 consented to by the Trialist and his Parent.

238. An application to extend a trial period shall only be granted by the League if it is satisfied as to arrangements put in place by the Club for the welfare and education of the Trialist.

239. A Trialist may not register with another Club (or club) during the first seven weeks of the initial eight week trial period but may at any time terminate an extended trial period to which he is subject.

240. Rule 34 (Performance Clocks) and Rule 35 (Multi-disciplinary Reviews) shall apply with regard to Trialists.

241. Each Club shall give the League all such access to information and persons as it may require in order to monitor the welfare and progression of Trialists and to determine whether to grant an application to extend a trial period.

242. The conditions referred to in Rule 235 are as follows:

- 242.1 a trial may be offered or given by a Club to anyone in age groups Under 9 to Under 11 inclusive who has his permanent residence within one hour's travelling time of the Club's Academy;
- 242.2 a trial may be offered or given by any Club to anyone in age groups Under 12 and Under 13 who has his permanent residence within one and a half hours' travelling time of the Club's Academy;
- 242.3 a trial may be offered or given by a Club to anyone in age groups Under 14 to Under 16 inclusive;
- 242.4 subject to Rule 242.5.2 a trial may be offered or given by one or more Clubs to an Academy Player in age group Under 16 who has been informed by the Club holding his registration that it will not offer to enter into a Scholarship Agreement with him; any such trial or series of trials may not in the aggregate exceed eight weeks;
- 242.5 subject to Rule 242.6, a trial may not be offered or given to anyone:
  - 242.5.1 who is on trial at another Academy; or
  - 242.5.2 whose registration is held by another Club (or club) except with the written consent of such Club (or club) or in the case of an Academy Player who is exercising his entitlement under either Rule 268, Rule 270 or Rule 271 to seek registration as an Academy Player at the Academy of another Club (or club).

Any question or dispute concerning the travelling time requirements in this Rule shall be determined by the League in its absolute discretion.

242.6 in respect of Season 2020/21 only, where an Academy Player has had his registration terminated in Season 2019/20 (whether pursuant to Rule 266.3, Rule 267 or Rule 272.4), he may, having obtained prior approval from the Board, return to that Club as a Trialist in accordance with Rule 235, provided that:

- 242.6.1 he may only return as a Trialist once during Season 2020/21, with the applicable trial period being no more than eight consecutive weeks, save that the Club at which he is a Trialist may apply to the Board to extend the trial period by an additional period of four consecutive weeks (in accordance with the process set out at Rule 237);
- 242.6.2 he may not represent the Club in the Games Programme during the trial period; and
- 242.6.3 the provisions of Rule 239 shall not apply to a trial under this Rule 242.6. The Trialist shall be free to trial with another Club during the currency of his trial period under this Rule (albeit the timeline for his trial under this Rule 242.6 shall continue to run and the timelines in this Rule shall continue to apply),

243. If a Trialist attending an Academy is injured so that he cannot be coached or play football or if the period of his trial is interrupted by any other occurrence, application may be made to the League in writing to extend the period of his trial, giving full reasons therefor, and the League shall have power to extend such period in such terms as it may think fit.

244. If before the date upon which a Trialist's trial period is due to end his trial is terminated, notice to that effect shall be given to the League by sending to the League YD8A duly completed.

245. Upon a Trialist commencing a trial, the League may provide to him and his Parent a copy of these Rules and such other information as the League considers relevant.

246. Where a Club makes an application to the League in Form YD4 that an Academy Player who is a Trialist with that Club at the time of the application be registered as an Academy Player with that Club, the relevant trial will be immediately deemed cancelled by the League and the provisions of Rules 229 to 233 shall apply.

### Pre-Registration Agreements

247. Subject to the provisions of Art. 19 of the FIFA Regulations for the Status and Transfer of Players, on or after 1st January in any season a Club may enter into a pre-registration agreement with a player who does not reside within one and a half hours' travelling time of its Academy provided that such a player is then:

- 247.1 in his Under 16, Under 17 or Under 18 year; and
- 247.2 in Full Time Education; and
- 247.3 not registered with another Club or Premier League club (except in circumstances where the Board grants approval for the player to remain registered at his current Club until the agreement takes effect).

248. A pre-registration agreement shall be in Form YD9 and shall include an undertaking by the Club to enter into a Scholarship Agreement with the player upon the Club having acquired the player's registration and:

- 248.1 in the case of a player in his Under 16 year, on or after the last Friday in June in the academic year in which the Academy Player reaches the age of 16; or
  - 248.2 in the case of a player in his Under 17 or Under 18 year, upon his ceasing Full Time Education.
- Unless authorised in writing by the Board, a breach of such an undertaking will constitute a breach of these Rules.

249. Clubs shall submit to the League copies of all pre-registration agreements within five days of their being entered into.

250. A written Coaching Curriculum shall be annexed to each pre-registration agreement and the player shall not be coached by or at the Club's Academy or participate in its matches, tours, Festivals, Training Camps or Tournaments until the programme has been approved in writing by the Board and then only to the extent set out in the programme.

### Registrations

251. Each Club shall ensure that only Academy Players registered with that Club (including any Academy Player who is subject to a Season 2019/20 Registration Extension), Trialists attending trials in accordance with Rule 235, and players with whom the Club has entered into a pre-registration agreement in accordance with Rule 247 shall be coached by or at that Club's Academy or participate in matches, tours, Festivals, Training Camps or Tournaments in which the Club operating that Academy is involved.

252. Each Club must ensure that every player who represents it in a match, Festival, Tournament or any other event that forms part of the Games Programme is able to produce at that event, on request by the League, a valid registration card issued by the League.

253. Subject to Rule 254 (and save for any instances in which a Season 2019/20 Registration Extension is agreed), players in age groups Under 9, Under 10, Under 11, Under 12, Under 14 and Under 16 shall be registered for one year and those in age groups Under 13 and Under 15 for two years.

- 254. The registration of an Academy Player shall endure until the last Friday in June in the academic year in which he reaches the age of 16 if:
  - 254.1 he is engaged in the Full Time Training Model; or
  - 254.2 the Club has made an application to the Board to this end, having offered to engage the Academy player on the Full Time Training Model and the Academy Player having rejected this offer for sound educational reasons. In such a case the Board shall enquire into the circumstances and satisfy itself as to the bona fides of the application, and if so satisfied shall have the power to determine that the Academy Player's registration should so endure.

255. The registration of Academy Players will be undertaken by the League and all registrations are subject to the approval of the League.

256. Registrations of Academy Players undertaken by the Premier League which are held by Clubs relegated to the League shall be treated as having been undertaken by the League provided all circumstances surrounding that registration comply with these Rules, failing which the League shall be at liberty to reject that registration unless otherwise determined by the Board.



257.	An application for the registration of an Academy Player at an Academy shall be made by completing and submitting to the League:
257.1	Form YD4 signed on behalf of the Club by an Authorised Signatory;
257.2	a copy of the Code of Conduct referred to in Rule 197;
257.3	proof of both the Academy Player's home address and date of birth in such form as is required by the League; and
257.4	a photographic image of the Academy Player in such format as is required by the League.
	The completed Form YD4 must be submitted to the Board by the Club within five days of signature by the Academy Player.
258.	A Club shall request each Academy Player (or if he is a minor his Parent) to complete the ethnicity monitoring questionnaires at the same time that he completes Form YD4. If he does so the Club shall submit the completed ethnicity monitoring questionnaire to the League at the same time that it submits Form YD4. If the Academy Player or his Parents (as applicable) elects not to complete the questionnaire, he should nevertheless submit form YD4 to the League forthwith.
259.	An application in YD4 shall be refused if it is made in respect of a player with whom a Club (or club), other than the applicant Club, has entered into a pre-registration agreement which remains current.
260.	Except in the case of a Scholar, a player shall not be registered as an Academy Player unless he is in Full Time Education.
261.	The Board may from time to time direct the minimum number of Academy Players to be registered by each Club in each age group, and each Club shall comply with any such direction.
262.	The maximum numbers of Academy Players registrable by a Club at any one time are as follows: Age groups Under 9 to Under 14 inclusive: 30 in each age group Age groups Under 15 and Under 16 inclusive: 20 in each age group Age groups Under 17 and Under 18: 30 across both age groups Age groups Under 19 to Under 21 inclusive 15 in each age group save that no Club shall be in breach of this Rule where any surplus of Academy Players registered in a particular age group is as a consequence of the Club agreeing Season 2019/20 Registration Extensions with one or more of its Academy Players.
263.	No application to register any Academy Player in the Under 9 age group, maybe signed by the Academy Player before the third Saturday in May immediately preceding his Under 9 year.
264.	A player in age groups Under 12 to Under 16 inclusive who resides more than one and a half hours' travelling time from the nearest Academy may be registered as an Academy Player at the nearest Club which operates an Academy of the appropriate Category subject to the following conditions: 264.1 an application for registration of an Academy Player under the provisions of this Rule shall be accompanied by a written Coaching Curriculum which shall include full particulars of any coaching the Academy Player will receive at or in the locality of his place of residence; 264.2 the Coaching Curriculum shall be designed so as to ensure that it does not cause the Academy Player to be absent from school; 264.3 in the case of an Academy Player registered under the provisions of this Rule at an Academy, the Head of Education shall make enquiries of the Academy Player's school at least four times each season during the currency of his registration so as to satisfy himself that the Academy Player's best interests are being served by the Coaching Curriculum and that it is not adversely affecting his education; the result of each enquiry shall be reported in writing to the Academy Manager who in the event of an adverse report shall apply to the Board for the cancellation of the Academy Player's registration; and 264.4 unless any other travelling arrangements have been submitted to and approved in writing by or on behalf of the Board, on the occasion of each visit by the Academy Player to the Academy at which he is registered he shall be accompanied on both the outward and the return journey by his Parent.
265.	An application to register an Academy Player shall be refused if: 265.1 the Academy Player is in age groups Under 10, Under 11 or Under 12; 265.2 the registration of that Academy Player was held by another Club or Premier League club ("the former Club") within the period of 12 months prior to the making of the application; 265.3 the former Club had given notice to that Academy Player under the provisions of Rules 267.1 or 267.2 that it intended to retain his registration; and 265.4 the Club making the application had within the said period of 12 months registered two Academy Players in age groups Under 10, Under 11 or Under 12 whose registrations had been held by the former Club, unless the Club making the application and the former Club agree otherwise.
266.	On or before the third Saturday in May in every year each Club shall send to the League a list in Form YD5 containing the names of each of the Academy Players whose registration it then holds (other than those who have entered into a Scholarship Agreement whose names are included in the list required by Regulation 67.1), indicating 266.1 which it retains; 266.2 which it intends to retain; 266.3 which it intends to terminate (with effect from the first Saturday in June); 266.4 in the case of Academy Players in the Under 9, Under 10, Under 11, Under 12 and Under 14 age groups, which of those Academy Players have agreed to a Season 2019/20 Registrations Extension.

### End of Season Procedure

267.	Except in the case of an Academy Player who has been offered and has accepted a Scholarship Agreement in accordance with Rule 278 or agreed a Season 2019/20 Registrations Extension: 267.1 on or before the third Saturday in May in every year in which his registration is held, each Club shall give or send to each of its Academy Players in age groups Under 9 to Under 11 Form 30 notifying him whether it intends to retain or to terminate his registration with effect from the first Saturday in June; and 267.2 on or before the third Saturday in May, each Club shall give or send to each of its Academy Players in age groups Under 12 and Under 14 Form 30 notifying him whether it intends to retain his registration for the next two seasons or to terminate it with effect from the first Saturday in June.
268.	An Academy Player who receives notification under Rule 267.1 or Rule 267.2 of his Club's intention to terminate his registration shall be at liberty following receipt of such notification to seek registration as an Academy Player at the Academy of any other Club (or club).
269.	Where a Club and Academy Player agree to a Season 2019/20 Registrations Extension: 269.1 that agreement must be confirmed to the League (in such form as approved by the League) by the third Saturday in May; 269.2 the Season 2019/20 Registration Extension may be extended by a further six weeks by agreement between the Club and Academy Player, provided that confirmation is sent to the League (in such form as approved by the League) by no later than 29 October 2020; 269.3 by no later than the date falling two weeks before the last day of the Season 2019/20 Registration Extension (as extended pursuant to Rule 269.2, where applicable), each Club shall: 269.3.1 provide to each relevant Academy Player in the Under 9 to Under 11 age groups an EFL Form 30 notifying him whether it intends to retain or to terminate his registration with effect from the end of the Season 2019/20 Registration Extension; 269.3.2 provide to each relevant Academy Player in the Under 12 and Under 14 age groups an EFL Form 30 notifying him whether it intends to retain his registration for the next two seasons or to terminate his registration with effect from the end of the Season 2019/20 Registration Extension; 269.4 where a Club offers to retain the Academy Player's registration in line with Rule 269.3.1 or 269.3.2, confirmation of whether the Academy Player has accepted or refused that offer must be provided to the League (in such form as approved by the League) before the conclusion of the Season 2019/20 Registration Extension (as extended pursuant to Rule 269.2, where applicable); 269.5 an Academy Player who receives notification under Rule 269.3.1 or 269.3.2 of his Club's intention to terminate his registration (or who has received an offer of retention under those Rules but has refused it) shall be at liberty to seek registration as an Academy Player at the Academy of any other Club (or club) with effect from the conclusion of his Season 2019/20 Registration Extension (as extended pursuant to Rule 269.2, where applicable).
270.	An Academy Player who receives notification under Rule 267.1 or Rule 267.2 of his Club's intention to retain his registration shall likewise be at liberty after the first Saturday in June to seek registration as an Academy Player at the Academy of any other Club (or club) provided that: 270.1 by the first Saturday in June he has given written notice to his Club and the League terminating his registration; and 270.2 he has received the League's written acknowledgement of the same.
271.	Subject to Rule 271A, an Academy Player in age group Under 16 who has not received an offer to enter into a Scholarship Agreement by 31 December or who has been notified in writing by his Club that such an offer will not be forthcoming shall thereafter be at liberty to seek registration as an Academy Player at the Academy of any other Club (or club) and, in such circumstances (save where the Academy Player concerned remains in Full Time Education beyond his Under 16 year), the Club that holds his registration shall not be entitled to receive compensation from any Club (or club) that subsequently registers the Academy Player for its training and development of that Academy Player, in accordance with Rule 326.
271A.	In respect of Season 2020/21 only, the deadline of 31 December in Rule 271 shall be amended to 1 March.

### Termination of Registration

272.	Subject to Rule 273, the registration of an Academy Player who has not entered into a Scholarship Agreement with a Club shall terminate upon the happening of the earliest of the following events: 272.1 the Academy Player completing his Full Time Education; or 272.2 the receipt by the League at any time of a mutual cancellation notification in Form YD7 or YD10 duly completed and signed by the Academy Player and his Parent and on behalf of the Club holding his registration; or 272.3 the receipt by the League of the Academy Player's notice duly given in accordance with the provisions of Rule 270.1; or 272.4 the first Saturday in June following the receipt by the League of Form YD30 upon which his Club has indicated its intention to terminate the Academy Player's registration; or 272.5 at the conclusion of a Season 2019/20 Registration Extension, where no agreement has been reached in accordance with Rule 269.3.; or 272.6 the expiry, surrender, suspension or revocation of the Academy licence of the Club holding the registration.
273.	The Board shall have power at any time to cancel the registration of an Academy Player: 273.1 upon the written application of either: 273.1.1 the Academy Player or, if the Academy Player is a child, his Parent on his behalf (and one of the grounds, but not the only ground, on which such an application may be made is that the categorisation of the Club's Academy has been lowered pursuant to Rule 20.3); or 273.1.2 the Club holding his registration; or 273.2 of its own volition in the circumstances set out in Rule 274.



274.	If the Board is not satisfied that a Club is complying with any one or more of the Rules concerning the Hybrid or Full Time Training Model, or if it is of the view that the education of an Academy Player engaged on the Hybrid or Full Time Training Model is being prejudiced as a result of his engagement thereon (regardless of whether the Club is in compliance with these Rules) it may, either of its own volition or on the written application of an Academy Player who is affected thereby (or of his Parent on his behalf if he is a child):
274.1	cancel the registration of the Academy Player; or
274.2	order that the Academy Player be deemed to be engaged on one of the other Training Models.
275.	The Board will not exercise its powers set out in Rule 274 without having first given the Club, the Academy Player and his Parent the opportunity to make representations to it.
276.	The Board shall determine such an application in such manner as it shall think fit and, in particular, shall have power to appoint one or more suitably qualified persons to enquire into all the circumstances of the application (adopting such procedures as are considered appropriate) and to report to the Board, recommending whether the application should be granted or refused. If the application is granted, the Board may impose conditions (e.g. as to compensation) on the cancellation of the registration. For the avoidance of doubt the ability to determine any application, and any conditions relating thereto, shall continue notwithstanding any expiry of the registration after the date of the original application.
277.	Upon an Academy Player's registration terminating by virtue of the provisions of Rule 272.2, the League shall provide him with a copy of Form YD7 or YD10 as evidence thereof.

### Scholarships

278.	Subject to Rule 278A, on or after 1 January in the year in which he attains the age of 14 years and in any event on or before 31 December in his Under 16 year, a Club may offer to enter into a Scholarship Agreement with an Academy Player whose registration it holds.
278A.	In respect of Season 2020/21 only, the deadline of 31 December in Rule 278 shall be amended to 1 March.
279.	Failure by a Club to honour any offer of a scholarship notified to the League in accordance with Rule 282 without reasonable cause shall render that Club liable to disciplinary action pursuant to Section 8 of the League's Regulations.
280.	A Club may likewise offer to enter into a Scholarship Agreement with an Academy Player in age group Under 16 who is seeking registration under the provisions of Rule 271.
281.	A Club which operates a Category 4 Academy may only offer to enter into a Scholarship Agreement with:
281.1	anyone who is not an Academy Player; or
281.2	an Academy Player in age group Under 16 who is seeking registration under the provisions of Rule 271, but only on or after 1 January in his Under 16 Year.
282.	Any offer made under the provisions of Rules 278, 280 or 281 shall be in Form 33, a copy of which shall be sent to the Secretary by the Club making the offer within five days of it being made. In addition, any offer of scholarship to a player registered with a club not in membership of the League or Premier League shall be sent to the League by the Club within five days of such offer being made.
283.	An Academy Player receiving an offer in Form 33 shall respond thereto within 28 days by completing and submitting to the Club making the offer Form 34, a copy of which shall be sent to the League by the Club within five days of receipt. An Academy Player who does not accept the offer shall be at liberty after the first Saturday in June following his Under 16 year to seek registration at any other Club (or club).
284.	An Academy Player who fails to respond as required by Rule 283 shall be deemed to have not accepted the offer.
285.	A Club may enter into a Scholarship Agreement with an Academy Player if:
285.1	it holds his registration; or
285.2	his registration is not held by another Club (or club); and
285.3	(except in the case of an Academy Player who has entered into a Scholarship Agreement with another Club (or club) which has been cancelled by mutual agreement) he is under the age of 18 years; and
285.4	the Scholarship Agreement commences no earlier than the last Friday in June in the academic year in which the Academy Player reaches the age of 16.
286.	An Academy Player who enters into a Scholarship Agreement with a Club shall be:
286.1	entitled to receive such remuneration as shall be determined by the Board from time to time; and
286.2	required to complete his Education Programme (as defined in the Scholarship Agreement).
287.	The registration of an Academy Player who enters into a Scholarship Agreement with a Club shall be effected by completion of and submission to the League of Football Association Form G (4), signed on behalf of the Club by an Authorised Signatory, together with copies of the Academy Player's Scholarship Agreement, the initial duration of which must not exceed two years, and birth certificate.
288.	If the parties to a Scholarship Agreement have agreed in writing that they will enter into a Standard Contract (as that term is defined in Regulation 61.2) prior to or immediately upon the termination of the Scholarship Agreement, and provided that the written agreement between them specifies the length of the contract and full details of all the remuneration and benefits payable under it, the Club shall not be obliged to complete and sign a mutual cancellation notification upon the Academy Player's application for cancellation of his registration pursuant to clause 13.1 of the Scholarship Agreement. If the Club chooses not to cancel the Academy Player's registration, the Academy Player shall remain registered with the Club and the Scholarship Agreement shall remain in full force and effect.

### Appeal against Termination

289.	An appeal by an Academy Player under the provisions of clause 10.3 or by a Club under the provisions of clause 12.3 of the Scholarship Agreement shall be commenced by notice in writing addressed to the other party to the agreement and to the League.
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<b>Appeal against Disciplinary Decision</b>	
290.	An appeal by an Academy Player under the provisions of paragraph 3.3.2 of the Schedule to the Scholarship Agreement shall be commenced by notice in writing addressed to the Club and to the League.
291.	Appeals pursuant to Rule 289 or Rule 290 shall be referred to the Player Related Dispute Commission.
292.	The Player Related Dispute Commission may allow or dismiss any such appeal and make such other order as it thinks fit.
<b>Order for Costs</b>	
293.	The Player Related Dispute Commission shall have power to make an order for costs:
293.1	in determining appeals under Rule 289 or Rule 290; and
293.2	if any such appeal, having been commenced, is withdrawn.
294.	The Player Related Dispute Commission shall have power to determine the amount of any such costs which may include, without limitation, those incurred by the Company in the conduct of the appeal.
295.	Costs ordered to be paid as aforesaid shall be recoverable:
295.1	in the case of a Club, under the provisions of Article 48; or
295.2	in the case of an Academy Player, as a civil debt.
<b>Further Appeal</b>	
296.	Within 14 days of a decision of the Board given under the provisions of Rule 292 either party may by notice in writing appeal against such decision to the League Appeals Committee in accordance with Regulations 72.2 to 72.17 inclusive, whose decision shall be final.

### Approaches by and to Clubs and Inducements

297.	A Club shall not, either directly or indirectly, make any approach to or communicate with:
297.1	an Academy Player registered with another Club (or club); or
297.2	a player with whom another Club (or club) has entered into a pre-registration agreement which remains current.
298.	A public statement made by an Official of or Intermediary for a Club expressing interest in an Academy Player whose registration is held by another Club (or club) or a player with whom another Club (or club) has entered into a pre-registration agreement which remains current shall be deemed for the purpose of Rule 297 to be an indirect approach in breach of that Rule.
299.	Except as permitted by Rules 268 and 270, an Academy Player whose registration is held by a Club shall not, either directly or indirectly, make any approach to another Club (or club).
300.	Except that a Club may, not earlier than 1 November next following the commencement of his Under 16 year, offer an Academy Player a contract as a Contract Player upon his attaining the age of 17 years and subject to Rules 247 and 278:
300.1	no Club shall induce or attempt to induce a player to become registered as an Academy Player by that Club by offering him, or any person connected with him, either directly or indirectly, a benefit or payment of any description whether in cash or in kind;
300.2	no Club shall likewise induce or attempt to induce an Academy Player to enter into a Scholarship Agreement and in particular no Club shall pay or offer to pay to an Academy Player upon his entering into a Scholarship Agreement remuneration in excess of the remuneration referred to in Rule 286.1;
300.3	no Academy Player shall, either directly or indirectly, accept any such inducement.



## FACILITIES

### Facilities

301.	Each Club which operates an Academy shall ensure that:						
301.1	it provides as a minimum the facilities and accommodation set out in Rules 303 to 314; and						
301.2	if it operates a Category 1 Academy, such facilities and accommodation are available for the exclusive use of its Academy at all times when it requires access to them in order to comply with these Rules.						
302.	Save where otherwise indicated, or with the permission of the Board, the facilities and accommodation set out in Rules 303 to 314 shall be provided at the Club's principal venue for the coaching and education of Academy Players.						
303.	Grass pitches						
	<table border="1"> <tr> <td><b>Category 1</b></td> <td>                     a) A sufficient number of grass pitches of the appropriate sizes (as required by the Rules relating to Games Programmes and with goals sized as required by the Rules relating to Games Programmes) to enable the Club to play all its matches in the Games Programmes and fulfil its commitments under these Rules as regards coaching.                      b) One floodlit grass pitch enclosed with perimeter fencing and with designated areas for spectator attendance (save that if a Club is unable to obtain planning permission for floodlighting then the requirement for floodlighting shall be waived);                      c) A designated area (on grass) for the coaching of goalkeepers.                 </td> </tr> <tr> <td><b>Categories 2 and 3</b></td> <td>                     a) A sufficient number of grass pitches of the appropriate sizes (as required by the Rules relating to Games Programmes and with goals sized as required by the Rules relating to Games Programmes) to enable the Club to play all its matches in the Games Programmes and fulfil its commitments under these Rules as regards coaching.                      b) A designated area for the coaching of goalkeepers.                 </td> </tr> <tr> <td><b>Category 4</b></td> <td>                     a) A sufficient number of grass pitches of the appropriate sizes (as required by the Rules relating to Games Programmes and with goals sized as required by the Rules relating to Games Programmes) to enable the Club to play all its matches in the Games Programmes and fulfil its commitments under these Rules as regards coaching.                      b) A designated area (on grass) for the coaching of goalkeepers.                 </td> </tr> </table>	<b>Category 1</b>	a) A sufficient number of grass pitches of the appropriate sizes (as required by the Rules relating to Games Programmes and with goals sized as required by the Rules relating to Games Programmes) to enable the Club to play all its matches in the Games Programmes and fulfil its commitments under these Rules as regards coaching. b) One floodlit grass pitch enclosed with perimeter fencing and with designated areas for spectator attendance (save that if a Club is unable to obtain planning permission for floodlighting then the requirement for floodlighting shall be waived); c) A designated area (on grass) for the coaching of goalkeepers.	<b>Categories 2 and 3</b>	a) A sufficient number of grass pitches of the appropriate sizes (as required by the Rules relating to Games Programmes and with goals sized as required by the Rules relating to Games Programmes) to enable the Club to play all its matches in the Games Programmes and fulfil its commitments under these Rules as regards coaching. b) A designated area for the coaching of goalkeepers.	<b>Category 4</b>	a) A sufficient number of grass pitches of the appropriate sizes (as required by the Rules relating to Games Programmes and with goals sized as required by the Rules relating to Games Programmes) to enable the Club to play all its matches in the Games Programmes and fulfil its commitments under these Rules as regards coaching. b) A designated area (on grass) for the coaching of goalkeepers.
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304.	Each Club shall take all reasonable steps to maintain each grass pitch used by its Academy at all times when such pitches are required by the Academy for matches or coaching.						
305.	The League shall inspect the Academy grass pitches of each Club which operates a Category 1 or Category 2 Academy at least twice a year, and of each Club which operates a Category 3 Academy from time to time.						
306.	Each Club shall take such steps as the Board may require if the Board is not satisfied that a pitch is being maintained to an adequate standard.						
307.	Without prejudice to the generality of Rule 304, each Club shall ensure that the quality of its pitches used for matches in the Games Programmes is not adversely affected by coaching taking place on them.						
308.	Artificial Surface pitch						
	<table border="1"> <tr> <td><b>Categories 1 and 2</b></td> <td>One floodlit outdoor Artificial Surface pitch (save that if a Club is unable to obtain planning permission for floodlighting then the requirement for floodlighting shall be waived). It is recommended (and mandatory with effect from 1 July 2016) that this pitch measures 105 metres in length and 68 metres in breadth, unless otherwise permitted by the League.</td> </tr> <tr> <td><b>Categories 3 and 4</b></td> <td>Access to one floodlight outdoor Artificial Surface pitch (which need not be at the principal venue).</td> </tr> </table>	<b>Categories 1 and 2</b>	One floodlit outdoor Artificial Surface pitch (save that if a Club is unable to obtain planning permission for floodlighting then the requirement for floodlighting shall be waived). It is recommended (and mandatory with effect from 1 July 2016) that this pitch measures 105 metres in length and 68 metres in breadth, unless otherwise permitted by the League.	<b>Categories 3 and 4</b>	Access to one floodlight outdoor Artificial Surface pitch (which need not be at the principal venue).		
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309.	Indoor area for training and the playing of matches						
	<p><i>Note: ideally a Club's indoor facility should be located at its principal venue for the coaching of Academy Players and any new facility must be located at the principal venue. It is accepted, however, that a number of Clubs have existing indoor facilities which are located elsewhere, or that it may be impossible for a Club's indoor facility to be located at its principal venue for planning reasons. In such cases, where the Board is satisfied that the Club's indoor facility may be located other than at its principal venue, there shall also be a requirement that the Rules relating to the maximum travel time from an Academy Player's residence to the coaching venue are complied with.</i></p> <table border="1"> <tr> <td><b>Categories 1 and 2</b></td> <td>One indoor Artificial Surface pitch measuring a minimum of 60 yards by 40 yards which shall be owned by the Club (or alternatively the Club must have a legally enforceable agreement with the owner of the facility for its use by the Club, expiring not earlier than the end of the current Season) and which shall be for the exclusive use of the Academy at all times. (<i>Note: an indoor pitch which complies with the size requirements set out in Regulation 13 is recommended.</i>)</td> </tr> <tr> <td><b>Categories 3 and 4</b></td> <td>                     Access to one indoor pitch measuring 60 yards by 40 yards during the months of November to April. Alternatively, the pitch may measure 30 yards by 20 yards but if so the Club shall only be permitted to coach the following maximum numbers of Academy Players at any one time:                      Age groups Under 9 to Under 14 inclusive: 18 in each age group                      Age groups Under 15 and Under 16 inclusive: 15 in each age group                      Age groups Under 17 to Under 21 inclusive: 12 in each age group                 </td> </tr> </table>	<b>Categories 1 and 2</b>	One indoor Artificial Surface pitch measuring a minimum of 60 yards by 40 yards which shall be owned by the Club (or alternatively the Club must have a legally enforceable agreement with the owner of the facility for its use by the Club, expiring not earlier than the end of the current Season) and which shall be for the exclusive use of the Academy at all times. ( <i>Note: an indoor pitch which complies with the size requirements set out in Regulation 13 is recommended.</i> )	<b>Categories 3 and 4</b>	Access to one indoor pitch measuring 60 yards by 40 yards during the months of November to April. Alternatively, the pitch may measure 30 yards by 20 yards but if so the Club shall only be permitted to coach the following maximum numbers of Academy Players at any one time: Age groups Under 9 to Under 14 inclusive: 18 in each age group Age groups Under 15 and Under 16 inclusive: 15 in each age group Age groups Under 17 to Under 21 inclusive: 12 in each age group		
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310.	Changing rooms and washing facilities						
	<table border="1"> <tr> <td><b>Categories 1 to 4</b></td> <td>                     a) suitably-sized changing rooms equal in number to the number of teams (including visiting teams) playing at the Academy at any one time so that each such team has exclusive use of a changing room.                      b) a sufficient number of washing and toilet facilities, of a suitable quality, for the exclusive use of all registered Academy Players;                      c) a sufficient number of separate washing and toilet facilities, of a suitable quality, for the use of visiting teams;                      d) a sufficient number of separate changing rooms and washing and toilet facilities, of a suitable quality, for the exclusive use of Match Officials (with separate male and female facilities in the case of Category 1 and Category 2 Academies only, with appropriate arrangements made at Category 3 and 4 Academies to facilitate the changing requirements of both male and female Match Officials);                      e) (in the case of Category 1 and Category 2 Academies only) a sufficient number of changing rooms and washing and toilet facilities, of a suitable quality, for the exclusive use of therapists and coaches employed at the Academy and other relevant Academy Staff;                 </td> </tr> </table>	<b>Categories 1 to 4</b>	a) suitably-sized changing rooms equal in number to the number of teams (including visiting teams) playing at the Academy at any one time so that each such team has exclusive use of a changing room. b) a sufficient number of washing and toilet facilities, of a suitable quality, for the exclusive use of all registered Academy Players; c) a sufficient number of separate washing and toilet facilities, of a suitable quality, for the use of visiting teams; d) a sufficient number of separate changing rooms and washing and toilet facilities, of a suitable quality, for the exclusive use of Match Officials (with separate male and female facilities in the case of Category 1 and Category 2 Academies only, with appropriate arrangements made at Category 3 and 4 Academies to facilitate the changing requirements of both male and female Match Officials); e) (in the case of Category 1 and Category 2 Academies only) a sufficient number of changing rooms and washing and toilet facilities, of a suitable quality, for the exclusive use of therapists and coaches employed at the Academy and other relevant Academy Staff;				
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314.	Medical facilities						
	Such medical facilities as the Club requires to deliver its Sports Science and Medicine Programme.						
315.	Administration office space						
	<table border="1"> <tr> <td><b>Categories 1 to 4</b></td> <td>                     a) Such office space and access to IT, email and the internet as each member of Academy Staff requires in order to perform the responsibilities set out in their job description;                      b) A private meeting room.                 </td> </tr> </table>	<b>Categories 1 to 4</b>	a) Such office space and access to IT, email and the internet as each member of Academy Staff requires in order to perform the responsibilities set out in their job description; b) A private meeting room.				
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316.	Academy Player accommodation						
	<table border="1"> <tr> <td><b>Categories 1 to 4</b></td> <td>                     Sufficient and adequate accommodation for all registered Academy Players and Trialists under the age of 18 not residing with their Parents. Clubs shall comply with any guidelines about Academy Player accommodation published by the League from time to time and with all applicable legal requirements in relation to the provision of such accommodation.                      Such accommodation shall be located in as close proximity as is reasonably practicable to the Club's principal venue for the coaching and education of Academy Players and to the place at which Academy Players undertake their education (if this is not the principal venue).                 </td> </tr> </table>	<b>Categories 1 to 4</b>	Sufficient and adequate accommodation for all registered Academy Players and Trialists under the age of 18 not residing with their Parents. Clubs shall comply with any guidelines about Academy Player accommodation published by the League from time to time and with all applicable legal requirements in relation to the provision of such accommodation. Such accommodation shall be located in as close proximity as is reasonably practicable to the Club's principal venue for the coaching and education of Academy Players and to the place at which Academy Players undertake their education (if this is not the principal venue).				
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317.	Classrooms						
	<table border="1"> <tr> <td><b>Category 1</b></td> <td>                     A minimum of three classrooms which shall each:                     <ul style="list-style-type: none"> <li>contain sufficient desks for 20 students;</li> <li>contain 20 computers with access to the internet;</li> <li>conform in all respects with any requirements for classrooms issued by the Department for Education.</li> </ul> </td> </tr> <tr> <td><b>Category 2</b></td> <td>                     A minimum of two classrooms which shall each:                     <ul style="list-style-type: none"> <li>contain sufficient desks for 20 students;</li> <li>contain 20 electronic devices with internet access.</li> </ul>                     At least one of the classrooms must conform in all respects with any requirements for classrooms issued by the Department for Education.                 </td> </tr> <tr> <td><b>Categories 3 and 4</b></td> <td>Access for Academy Players and Trialists to a study area large enough to hold 20 people and which contains at least 20 electronic devices with internet access.</td> </tr> </table>	<b>Category 1</b>	A minimum of three classrooms which shall each: <ul style="list-style-type: none"> <li>contain sufficient desks for 20 students;</li> <li>contain 20 computers with access to the internet;</li> <li>conform in all respects with any requirements for classrooms issued by the Department for Education.</li> </ul>	<b>Category 2</b>	A minimum of two classrooms which shall each: <ul style="list-style-type: none"> <li>contain sufficient desks for 20 students;</li> <li>contain 20 electronic devices with internet access.</li> </ul> At least one of the classrooms must conform in all respects with any requirements for classrooms issued by the Department for Education.	<b>Categories 3 and 4</b>	Access for Academy Players and Trialists to a study area large enough to hold 20 people and which contains at least 20 electronic devices with internet access.
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<b>Categories 3 and 4</b>	Access for Academy Players and Trialists to a study area large enough to hold 20 people and which contains at least 20 electronic devices with internet access.						
317A	<b>Covid Protocols.</b> Each Academy must comply with any Return to Training and Return to Play Protocols as issued by the League or Premier League.						



## FINANCE AND EXPENSES

### Finance

318.	Each Club which operates an Academy shall by 1 July in each year submit to the League its budgeted Academy Financial Information for its Academy for the following season.
319.	Each Club which operates an Academy shall by 1 September in each year submit to the League its actual Academy Financial Information for its Academy for the previous season together with the budgeted Academy Financial Information for that season.
320.	The Academy Financial Information required by Rule 318 shall be submitted in the format required by the League.
321.	The League may, at its discretion, require (and the Club shall deliver), such further information and explanations as it deems fit in connection with the Academy Financial Information submitted by the Club pursuant to Rules 318 and 320.
322.	The League shall have the power to obtain an independent audit of a Club's Academy Financial Information submitted pursuant to these Rules.
323.	Each Club's Academy Financial Information shall be assessed by the Board in order to determine whether to award to the Club a grant from the Professional Youth Game Fund.

### Expenses

324.	Without prejudice to Rules 297 to 300, each Club that operates an Academy shall be permitted to reimburse Academy Players and their Parents for actual expenses legitimately incurred as a direct result of the Academy Player's participation in the activities of the Academy, in accordance with such guidance as is issued by the League to Clubs from time to time.
325.	Without prejudice to Rules 297 to 300, no payment of any kind may be made by a Club to an Academy Player or his Parent (whether directly or indirectly) outside the terms of the guidance issued by the Board in accordance with Rule 324, without the express prior consent of the League.

## COMPENSATION

### Compensation

326.	The registration of an Academy Player at an Academy shall impose an obligation on the applicant Club or Premier League club (" <b>the Applicant Club</b> ") to pay compensation for the training and development of that Academy Player to any Club or Premier League club or Former EFL Club which previously held his registration (" <b>the Training Club</b> ") provided that:
326.1	the Training Club had indicated in Form 30 (or, in the case of a Premier League club, the equivalent Premier League form) its intention to retain the Academy Player's registration; or
326.2	the Training Club had offered to enter into a Scholarship Agreement pursuant to Rule 278 with the Academy Player; or
326.3	the Academy Player sought registration at the Applicant Club because he had moved residence outside the permitted travelling time from his last Training Club; or
326.4	Save where Rule 271 applies, the Training Club and Academy Player mutually agreed to terminate the Academy Player's registration pursuant to Rule 272.2 and agreed that the Training Club should retain the right to receive compensation should the Academy Player sign for another Club (or club); or
326.5	the Board has made a determination to that effect pursuant to Rule 276; and
326.6	in all the above cases, the Training Club held a valid licence to operate an Academy in accordance with these Rules (or to operate a Football Academy or Centre of Excellence in accordance with the Rules pertaining to youth development which these Rules replaced).
327.	The amount of compensation referred to in Rule 326 shall be:
327.1	such sum as shall be due pursuant to this section of the Rules; or
327.2	as regards the compensation payable by the Applicant Club to the most recent Training Club, such sum as shall have been agreed between them.
328.	Rules 330 to 340 govern the compensation due in respect of an Academy Player who is in, or about to enter, any age group between Under 9 and Under 16 at the time when he is first registered with the Applicant Club save for an Academy Player to whom Rule 329.2 applies.
329.	In default of agreement between the Applicant Club and the Academy Player's most recent Training Club, the Professional Football Compensation Committee shall (in accordance with the provisions of Appendix 4 of the Regulations) determine the compensation payable to the latter in respect of an Academy Player:
329.1	who is in any age group between Under 17 and Under 21 when he is registered for the Applicant Club; or
329.2	to whom the Training Club made an offer of a Scholarship Agreement pursuant to Rule 278.
330.	The compensation due in respect of an Academy Player to whom Rule 328 applies shall consist of an initial fee payable to the most recent Training Club (and to be paid within seven days of the Academy Player being registered for the Applicant Club) and, if the Academy Player is in age group Under 12 or older, contingent compensation is payable to all qualifying Training Clubs in accordance with these Rules.
331.	The initial fee referred to in Rule 330 shall be calculated by:
331.1	multiplying the applicable annual fixed fee (or fees) calculated in accordance with Rule 332 by the applicable number of years; and
331.2	adding thereto any initial fee (capped at such sum as would have been payable when calculated in accordance with this section of the Rules) paid by the most recent Training Club when it acquired the registration of the Academy Player.

332.	In Rule 331:
332.1	the "applicable annual fixed fee" means the fee set out in the table in Rule 333 referable to:
332.1.1	the age group of the Academy Player during any year that he was registered with the Training Club; and
332.1.2	the Category of the Training Club's Academy during that year; and
332.2	the "applicable number of years" means the number of years for which the Academy Player was registered for the Training Club (subject to Rule 339).

333. The applicable annual fixed fees by reference to the age group of the Academy Player and the Category of Academy are as follows:

Age group of the Academy Player	Category of the Academy of the Training Club at the relevant time	Applicable Annual Fixed Fee
Under 9 to Under 11	All Categories	£3,000
Under 12 to Under 16	Category 1	£40,000
Under 12 to Under 16	Category 2	£25,000
Under 12 to Under 16	Category 3	£12,500

334. The contingent compensation referred to in Rule 330 shall consist of:

334.1 appearance fees calculated by reference to the number of First Team Appearances (up to a maximum of 100) made by the Academy Player for the Applicant Club or any other Club or Premier League club for whom the Academy Player subsequently becomes registered (including, with effect from the commencement of Season 2015/16 only, by way of a Temporary Transfer or other loan) and to the divisional status of the relevant Club as set out in the table in Rule 335;

334.2 if the Academy Player's registration is transferred prior to his twenty-third birthday to a club affiliated to a national association other than the Football Association (save for any Welsh club which is a member of the League, the Premier League or the National Division of the National League), 20% of any Compensation Fee, Loan Fee and Contingent Sum that the Applicant Club receives which is in excess of:

334.2.1 any amounts of training compensation and/or solidarity payment paid to the Applicant Club and the Training Club pursuant to the FIFA Regulations for the Status and Transfer of Players; and

334.2.2 the actual sum (if any) paid by the Applicant Club to the Training Club to acquire the Academy Player's registration;

334.3 5% of all Compensation Fees, Transfer Fees, Loan Fees and Contingent Sums paid in respect of:

334.3.1 all future transfers of the Academy Player's registration to Clubs (or clubs) in membership of the League, the Premier League or the National Division of the National League; and

334.3.2 all future transfers on loan to a club affiliated to a national association other than The Football Association (save for any Welsh club which is a member of the League, the Premier League or the National Division of the National League).

335. The appearance fees referred to in Rule 334.1 are as follows:

Number of First Team Appearances	Divisional Status of the Club			
	Premier League Club	League Championship Club	League 1 Club	League 2 Club
10	£150,000	£25,000	£10,000	£5,000
20	£150,000	£25,000	£10,000	£5,000
30	£150,000	£25,000	£10,000	£5,000
40	£150,000	£25,000	£10,000	£5,000
50	£150,000	£25,000	£10,000	£5,000
60	£150,000	£25,000	£10,000	£5,000
70	£100,000	£25,000	£10,000	£5,000
80	£100,000	£25,000	£10,000	£5,000
90	£100,000	£25,000	£10,000	£5,000
100	£100,000	£25,000	£10,000	£5,000

336. In Rule 334:

336.1 "First Team Appearance" means an appearance either in the starting eleven or as a playing substitute in a first team fixture in the Premier League, the EFL Championship and Leagues 1 and 2 (including play-offs), the EFL Cup, the FA Cup, the EFL Trophy, the UEFA Europa League or the UEFA Champions League;

336.2 in the event that the Academy Player's registration at a Club (or Premier League club) is terminated (whether by effluxion of time, cancellation, transfer or otherwise) prior to his having made sufficient appearances to trigger one of the payments set out in Rule 335, that Club (or Premier League club) shall pay a pro rata amount to the relevant Training Club(s) and the obligation to pay future sums pursuant to that Rule shall transfer to any new Club (or Premier League club) for whom the Academy Player subsequently becomes registered; and

336.3 "Compensation Fee", "Transfer Fee", "Loan Fee" and "Contingent Sum" shall be interpreted to exclude compensation payable pursuant to Rule 326.



337.	Reference in Rules 334 and 336 to the transfer or termination of an Academy Player's registration shall be interpreted to include transfers or terminations of his registration after he has ceased to be an Academy Player and Clubs who subsequently sign the Academy Player shall be bound to comply with Rules 334.1 and 334.3 and for the avoidance of doubt the original Applicant Club shall not be liable to the Training Club in respect of:
337.1	any appearance fees payable pursuant to Rule 334.1 and due in respect of appearances made by the Academy Player after he has ceased to be permanently registered for the Applicant Club; or
337.2	sums payable pursuant to Rule 334.2 and 334.3 arising from transfers in respect of which the Applicant Club was not the Transferor Club.
338.	Any agreement between a Club and another Club (or club) as to the compensation payable on the transfer of a registration, whether pursuant to Rule 327.2 or otherwise, may not take effect so as to vary the contingent compensation payable pursuant to this section of the Rules to any other Club (or Premier League club).
339.	If an Academy Player has spent part only of any year at the Training Club, the amount of compensation in respect of that year shall be calculated pro rata (taking into account whether or not the Training Club's Academy was operational or not during the Close Season or any part of it).
340.	If the Academy Player has been registered for a Training Club for part only of the period between the start of his Under 12 year to the conclusion of his Under 16 year, the amount of contingent compensation payable to that Training Club calculated in accordance with these Rules shall be paid pro rata to the Training Club.
341.	The compensation set by the Professional Football Compensation Committee in respect of an Academy Player to whom Rule 329 applies shall be determined in accordance with the Committee's Regulations (as set out at Appendix 4 of the Regulations).
342.	The new registration of a Contract Player under Regulation 61 shall impose an obligation on the Club next holding his registration to pay to the former Club (or club) compensation for the training and development of that Player if the Club (or club):
342.1	had held that Player's registration as an Academy Player;
342.2	had offered to enter into a Scholarship Agreement with him which offer he had not accepted; or
342.3	had entered into a Scholarship Agreement with him and either:
342.3.1	the Scholarship Agreement had been terminated at the Player's request; or
342.3.2	in accordance with the terms thereof the former Club (or club) had offered him a contract as a Contract Player which offer he had not accepted.
343.	The amount of compensation payable pursuant to Rule 342 shall be:
343.1	such sum as shall have been agreed between the applicant Club (or club) and the former Club; or
343.2	such sum as the Professional Football Compensation Committee on the application of either Club (or club) shall determine pursuant to Rule 341.
344.	Any agreement between Clubs or between a Club and a Premier League club as to the amount of compensation payable shall be in writing, and a copy provided to the League within 5 days of being entered into.
345.	All compensation (including instalments thereof and contingent sums) payable to a Club, Premier League or a League Club shall be paid by the Applicant Club into the Transfer Fee Account.

## APPENDIX A – SAFEGUARDING

### Part 1 – The EFL Child Protection Statement

The aim of the League is to:

- a. develop a positive and pro-active position in order to best protect all children and young people who play football, enabling them to participate in an enjoyable and safe environment.
- b. facilitate the provision of child protection awareness training at Clubs in conjunction with, and supported by, The Football Association and the NSPCC.
- c. demonstrate best practice in the area of child protection and safeguarding.
- d. promote ethics and high standards throughout football.

The key principles underpinning this Policy are that:

- a. the welfare of children and young persons is, and must always be, the paramount consideration.
- b. all children, young people and adults at risk have a right to be protected from all forms of abuse and discrimination regardless of their age, sex, sexual orientation, gender reassignment, ability or disability, pregnancy or maternity, ethnicity, nationality or racial origin, religion or belief, culture, language, heritage or social economic background.
- c. all suspicions and allegations of abuse will be taken seriously and responded to swiftly and appropriately.
- d. working in partnership with children and young people and their parents/carers is essential.

Children Services Departments have a statutory responsibility to ensure the welfare of children and young people. The League is committed to working together with Social Services Departments and Local Safeguarding Children Boards in accordance with their procedures.

Where the League believes circumstances exist which may harm a child or children or poses, or may pose, a risk of harm to a child or children, the League shall refer the matter to The Football Association for investigation and action in accordance with the appropriate Football Association Disciplinary Procedures for safeguarding children, or if appropriate the statutory agencies such as the Police, Children's Services Department or Local Authority Designated Officer (**LADO**).

The League will fully cooperate with any statutory investigation, and will attend statutory strategy meetings as requested by the LADO.

### Part 2 – Specific Requirements

#### Definitions

1. For the purposes of this Part 2:
  - 1.1. **Activity** or **Activities** means any activity or series of activities organised or arranged by or in the name of the Club for Academy Players (and/or to be attended by Academy Players); and
  - 1.2. **Working** includes any individual that is employed, is retained to work or is working at an Academy and **Work** shall be construed accordingly;
  - 1.3. **Regulated Activity** has the same meaning as given to it in Section 5 and Schedule 4 of the Safeguarding Vulnerable Groups Act 2006 as amended by the Section 64 of the Protection of Freedoms Act 2012, as amended, extended or re-enacted from time to time.
  - 1.4. **Relevant Academy Player**, for the purposes of this Appendix only, means any Academy Player who is a Child or an adult at risk.

#### Written Policies and Procedures

2. Each Academy shall prepare, implement, review regularly and have reviewed by its local authority (where the local authority is prepared to do so) written policies and procedures for the safeguarding of Relevant Academy Players.
3. Each of the Academy's policies and procedures for the safeguarding of Relevant Academy Players shall:
  - 3.1. be in accordance with this Appendix and shall have regard to Government legislation and good practice guidance;
  - 3.2. comply with any policy or guidance published by the League from time to time (including, for the avoidance of doubt, the Safeguarding Operating Standards as defined in the Regulations).



**Academy DSO**

4. Each Academy shall designate at least one member of Academy Staff with the necessary skills and expertise as its Designated Safeguarding Officer. The name and contact details of the Designated Safeguarding Officer shall be notified by the Academy to the League at the commencement of each Season and within 2 Working Days of any change in Designated Safeguarding Office at any other time.
5. The Designated Safeguarding Officer shall:
  - 5.1. where possible, report directly to (and be managed by) the Club's Senior Safeguarding Manager;
  - 5.2. provide strategic leadership on safeguarding provision and issues within the Academy;
  - 5.3. review and approve the safeguarding provision for all Activities;
  - 5.4. act as the first point of contact for any report or suspicion of abuse or concern relating to the welfare of a Relevant Academy Player engaged in an Activity;
  - 5.5. liaise regularly with and be guided by the advice of the relevant local and statutory authorities and the League with regard to issues concerning the safeguarding of Relevant Academy Players;
  - 5.6. ensure strict compliance with the Academy's policies and procedures for the safeguarding of Relevant Academy Players;
  - 5.7. promote awareness within the Academy (and Club) of safeguarding of Relevant Academy Players and encourage and monitor the adoption of best practice procedures in that regard;
  - 5.8. report on a regular basis on the effectiveness of, and the Academy's compliance with, its policies and procedures for the safeguarding of Relevant Academy Players to the Senior Safeguarding Manager;
  - 5.9. act as the lead Club Official in any investigation of an allegation of abuse of a Relevant Academy Player;
  - 5.10. maintain the safeguarding of Relevant Academy Players Single Central Record (as defined in paragraph 10.5 below) in such format as approved by the League;
  - 5.11. be made known to all Academy Staff, and (in any handbook or the like which the Club produces to accompany any Activity) to Relevant Academy Players (and their Parents or carers) engaged in each Activity and be available in person or by telephone to Academy Staff and to such Relevant Academy Players, their Parents and carers at all reasonable times;
  - 5.12. provide written instructions to Academy Staff engaged in each Activity in respect of good practice and what they are required to do if they detect any sign of abuse of Relevant Academy Players, if they suspect such abuse is taking place or if they otherwise have concerns as to the welfare of any Relevant Academy Player;
  - 5.13. provide guidance to and support for any member of Academy Staff engaged in each Activity who reports suspected abuse of a Relevant Academy Player or concerns as to their welfare; and
  - 5.14. be responsible for maintaining clear, comprehensive and up-to-date electronic case management records of all allegations of abuse or poor practice (including, but not limited to, those subject to referral under paragraphs 11 and 19), details of how such allegations are resolved and any decisions reached.
6. The Designated Safeguarding Officer may, in relation to a specific Activity, if appropriate, delegate any of the responsibilities listed in paragraphs 5.10 to 5.13 to one or more other members of Staff ("**Safeguarding Officer(s)**"). In such circumstances, the Designated Safeguarding Officer must supervise the work of Safeguarding Officer(s) and ensure that they are properly trained, and supported including, without limitation, by way of regular, minuted meetings with each Safeguarding Officer.
7. Each Designated Safeguarding Officer shall:
  - 7.1. be trained in all issues affecting the safeguarding of Relevant Academy Players;
  - 7.2. be given a job description that properly records their responsibilities; and
  - 7.3. undertake in each calendar year continuing professional development training in the safeguarding of Relevant Academy Players, approved/provided by the League, and maintain a record thereof.
8. The Designated Safeguarding Officer at the Club shall act as Lead Disclosure Officer. The Lead Disclosure Officer shall:
  - 8.1. act as the Club's principal point of contact with the League on all matters connected with safer recruitment and the use of the Disclosure service;
  - 8.2. liaise regularly with and be guided by the advice of the League on all matters concerning safer recruitment procedures and the use of the Disclosure service; and
  - 8.3. ensure strict compliance by the Club with its safer recruitment policies.

**Safer Recruitment**

9. Each Club shall prepare, implement and review regularly a safer recruitment policy, which shall:
  - 9.1. be in accordance with this Appendix; and
  - 9.2. comply in full with any guidance or policy published by the League from time to time.
10. No Person shall be engaged to Work as a member of Academy Staff in a Regulated Activity unless:
  - 10.1. they have completed and submitted to the Club a written application and a self-certification form in Form YD2;
  - 10.2. a written reference has been obtained by the Club from at least two referees named in the application;
  - 10.3. they have applied to the Disclosure and Barring Service for disclosure. Where that Person has a role in football as recognised by the Football Association, or is otherwise licensed by the Football Association for a specific role in football, the check obtained must be to the satisfaction of the Football Association;
  - 10.4. their disclosure information has been received and the Club is satisfied that they are not unsuitable to work with Relevant Academy Players; and
  - 10.5. their particulars are held on the single central record of persons employed or retained by the Club (the **Single Central Record**).

11. Academies shall ensure that any other individual Working at the Academy obtains an enhanced criminal records check from the Disclosure and Barring Service where the role being fulfilled falls into any of those roles identified as requiring such a check in guidance as issued by the League and/or The Football Association from time to time. Any such individual's details shall be recorded in the Single Central Record.
12. Youth Rules 47 and 48 shall apply.
13. All Academy Staff shall be required to re-certify on Form YD2 on an annual basis no later than 1 July in each Year. The date of completion of all YD2 Forms must be included on the Single Central Record.
14. There shall be made available for inspection by a duly appointed officer of the League, at all reasonable times, evidence to demonstrate compliance with paragraphs 10 to 13 above including the ability to inspect the SCR. The Club shall ensure that it obtains all necessary consents (including consent under the Data Protection Act) to enable the Club to comply with the provisions of this paragraph 14.
15. Each member of Staff shall be given in writing:
  - 15.1. the name of the Club's Designated Safeguarding Officer;
  - 15.2. descriptions of what constitutes poor safeguarding practice, abuse or unsuitable behaviour towards a Relevant Academy Player;
  - 15.3. details of what they are required to do if there is any sign of poor safeguarding practice, abuse or unsuitable behaviour towards a Relevant Academy Player or if there is a suspicion that such conduct is taking place; and
  - 15.4. the League's 'Guidance for Safer Working Practice'.

**Responsibilities of all Academy Staff**

16. Academy Staff shall in all dealings with and on behalf of Relevant Academy Players do what is reasonable in the circumstances of the case for the purpose of safeguarding.
17. Each member of Academy Staff shall be given regular training (in a form approved by the Club's Senior Safeguarding Manager) in the Club's policies and procedures for the safeguarding of Relevant Academy Players.

**Dealing with allegations of abuse or unsuitable behaviour**

18. On making any referral of an allegation or incident of suspected abuse of or unsuitable behaviour towards a Relevant Academy Player to any external agency (including, without limitation, the police, the local authority or the DBS), the Designated Safeguarding Officer or other Official making the referral shall notify the Senior Safeguarding Manager and ensure that the Senior Safeguarding Manager is kept fully apprised of the progress of the referral and any subsequent investigation or action
19. The Club shall notify the League and The Football Association (through the submission of the Affiliated Football Safeguarding Referral Form) of, and give the League and The Football Association such further information as they may require in respect of:
  - 19.1. any evidence obtained by the Club demonstrating the abuse of, or unsuitable behaviour towards a Child or adult at risk, by any member of Academy Staff (in this context including current, former or prospective members of Academy Staff) whether or not the evidence relates to:
    - 19.1.1. conduct by a member of Academy Staff in the performance of their duties as a member of Academy Staff; or
    - 19.1.2. a non-recent or recent allegation;
  - 19.2. a third (or subsequent) incident or allegation of 'poor practice', whether similar in nature or otherwise, in relation to a Relevant Academy Player involving the same member of Academy Staff;
  - 19.3. any referral it has made to any external agency (as described in paragraph 11); and
  - 19.4. any investigation by such an external agency into suspected abuse of or 'unsuitable behaviour' towards a Relevant Academy Player involved in an activity of which the Club becomes aware, whether such investigation results from a referral made pursuant to paragraph 11 or otherwise,
  - 19.5. in each case, as soon as reasonably practicable, and in any event within 24 hours of the relevant evidence, incident or investigation being referred to the external agency (where such a referral is made).

**Monitoring Visits**

20. Each Club will permit the League to conduct at least two monitoring visits each Season to ensure compliance with this Section of these Rules and the published league Safeguarding Standards, which will be attended by a Person appointed for this purpose by the League. Each Club shall ensure that each such Person is given access to all records kept in accordance with the requirements of this Section of these Rules and the published standards and is able to meet Staff, Parents, Children, Academy Players, Adults at Risk, host families (where applicable) and their carers.
21. Such Person shall:
  - 21.1. give written feedback to the Club concerned on each monitoring visit made and, if appropriate, agree with the Club an action plan setting out actions to be taken by the Club to ensure compliance with this Section of these Rules;
  - 21.2. report on each visit in writing to the League; and
  - 21.3. at the end of each Season or as soon as practicable thereafter, present to the League and the Club a written annual report on the Club's compliance with this Section of these Rules.

**Case Reviews**

22. Where, as a result of its monitoring of Clubs in accordance with paragraph 20, receipt of a referral or notification in accordance with paragraphs 11 and 19, or otherwise, the League becomes aware of abuse of or unsuitable behaviour towards a Relevant Academy Player by a member of Academy Staff or otherwise holds concerns regarding a Club's handling of a matter relating to safeguarding, it may (in its absolute discretion) conduct a case review, either on its own or in conjunction with The Football Association. Where such a case review is undertaken, the League shall be entitled to have access to all records kept in accordance with the requirements of this Section of these Rules and shall be entitled to meet Academy Staff, Parents, Relevant Academy Players and their carers (if applicable). Following such a case review, the League may make such directions to the Club concerned and/or propose such measures be put in place by the Club as it considers necessary, which must be adopted by the Club concerned in full.



**Publication of Policies**

- 23. Each Club shall publish in an easily accessible section of its website:
  - 23.1. a clear statement of the Club's commitment to safeguarding;
  - 23.2. the name and contact details of the Club's Senior Safeguarding Manager; and Designated Safeguarding Officer; and
  - 23.3. a copy of the Club's safeguarding policies and procedures.

**Consents**

- 24. Paragraphs 25 and 26 are without prejudice to the rights of individuals under any relevant legislation including, without limitation, all data protection laws.
- 25. The written consent of a Child's Parent shall be obtained:
  - 25.1. before the Child participates in an Activity (by the Parent completing and returning a written parental consent form); and
  - 25.2. if the Child is under the age of 16, before any images or footage are taken or used for any purpose whatsoever.
- 26. (While the consent of a Parent (or carer) is not required where images or footage are taken of an Adult at Risk, as a matter of good practice, Clubs should ensure that where such images or footage are to be taken, the Adult at Risk understands the implications of the images or footage being taken, especially if the images or footage are to be used by the Club (or anyone else) for promotional purposes, or otherwise made publicly available)

**APPENDIX B – CODE OF CONDUCT FOR SCOUTS**

1. The function of a Scout is to identify to their Club players with whom that Club may wish to enter into negotiations with a view to securing their registration. Scouts are not themselves entitled to enter into any such negotiations nor are they able to make promises to or offer inducements to any players whom they approach.
2. Scouts are employed by and represent their Clubs and are Officials within the meaning of the Regulations of the League by which they are bound.
3. Scouts must therefore be familiar with the Regulations and in particular these Rules relating to Youth Development. They must maintain an awareness of and at all times comply with the Regulations and Rules setting out the circumstances in which their Club may make an approach to a Player or Academy Player (as defined in the Regulations) whose registration is held by another football club.
4. When acting in the course of their duties a Scout shall at all times carry the formal means of identification issued to them by their Club and shall produce the same upon demand.
5. Scouts are responsible for the conduct of their contacts and shall be liable for any act or omission by a contact which constitutes a breach of the Regulations.
6. Scouts shall conduct themselves in a manner befitting their role as Officials of their Clubs and shall take all possible steps to promote the reputation of the game of association football and to prevent it being brought into disrepute.
7. A Scout shall forthwith disclose to their Club the nature and extent of any direct or indirect interest they may have in any transaction or arrangement involving their Club and they shall account to the Club for any benefit which either directly or indirectly they derive therefrom.
8. A Scout shall conduct themselves at all times in an ethical and professional manner and shall observe the highest standards of integrity and fair dealing.

# EFL YOUTH DEVELOPMENT 2020/21 CHARTER FOR ACADEMY PLAYERS AND PARENTS CONFIRMATION OF RECEIPT

I, on behalf of my son .....

who is registered at ..... Football Club,  
 can verify that I am in receipt of the EFL Youth Development Charter for Academy Players and Parents Guide  
 2020/21.

Signed .....  
 (Parent/Guardian)

Print name .....

Date .....

To be completed, detached and returned to the Academy Manager.







NOTES:

A large rectangular area with a light green border containing horizontal dotted lines for taking notes.



