CHARTER FOR ACADEMY PLAYERS AND PARENTS

EFL YOUTH DEVELOPMENT PLAYERS’ AND PARENTS’ GUIDE SEASON 2018/19
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.
THE ACADEMY SYSTEM

OUR VISION
WHAT WE WANT TO ACHIEVE
We want to produce more and better home-grown players.
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.

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

FOUNDATION PHASE
Under 9 (U9) to Under 11 (U11)

YOUTH DEVELOPMENT PHASE
Under 12 (U12) to Under 16 (U16)

PROFESSIONAL DEVELOPMENT PHASE
Under 17 (U17) to Under 21 (U21)

UNDERSTANDING ACADEMY CLASSIFICATION
Each Academy is independently audited every three years 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.

<table>
<thead>
<tr>
<th>ACADEMY CLASSIFICATION</th>
<th>DEFINITION</th>
<th>PERFORMANCE PATHWAY</th>
</tr>
</thead>
<tbody>
<tr>
<td>CATEGORY 1</td>
<td>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 U12 provided the Academy Player is guaranteed access to a full time education programme.</td>
<td>U9 to U21</td>
</tr>
<tr>
<td>CATEGORY 2</td>
<td>This is an elite development environment where Academy Players are typically recruited locally but gain access to additional coaching opportunities and education support.</td>
<td>U9 to U21</td>
</tr>
<tr>
<td>CATEGORY 3</td>
<td>This is a development environment where Academy Players are provided with professional coaching and development opportunities.</td>
<td>U9 to U21</td>
</tr>
<tr>
<td>CATEGORY 4</td>
<td>Academies focus on their coaching and educational support for Academy Players in the Professional Development Phase (U17 to U21) only.</td>
<td>U17 to U21</td>
</tr>
</tbody>
</table>
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.

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.

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 9808213
E-mail queries: intermediaries.queries@thefa.com
Fax: 0844 980 0679
Postal address: Financial Regulation, Wembley Stadium, PO BOX 1966, SW1P 9EQ

ACADEMY DURATION OF REGISTRATION

| U9, U10 and U11 | Registration period of up to 1 year |
| U12, U14 and U16 | Registration period of up to 1 year |
| U13 and U15 | Registration period of up to 2 years |

Spectators Respect Code of Conduct • FA Education and Welfare Statement • Apprenticeships • Trials • Youth Development Rules • Confirmation of Receipt
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 31st December 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.

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 re-signing 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 for 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 Youth Development Phase.

<table>
<thead>
<tr>
<th>CATEGORY</th>
<th>U9 to U11</th>
<th>U12 to U16</th>
<th>National Recruitment U12 to U16*</th>
<th>National Recruitment U17 to U21</th>
</tr>
</thead>
<tbody>
<tr>
<td>CATEGORY 1 ACADEMY</td>
<td>1 Hour</td>
<td>1 ½ Hours</td>
<td>Full time</td>
<td>No restriction</td>
</tr>
<tr>
<td>CATEGORY 2 ACADEMY</td>
<td>1 Hour</td>
<td>1 ½ Hours</td>
<td>Not applicable</td>
<td>No restriction</td>
</tr>
<tr>
<td>CATEGORY 3 ACADEMY</td>
<td>1 Hour</td>
<td>1 ½ Hours</td>
<td>Not applicable</td>
<td>No restriction</td>
</tr>
<tr>
<td>CATEGORY 4 ACADEMY</td>
<td>Not applicable</td>
<td>Not applicable</td>
<td>Not applicable</td>
<td>No restriction</td>
</tr>
</tbody>
</table>

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 January following the commencement of your under 16 year.

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**

<table>
<thead>
<tr>
<th>Age group of the Academy Player</th>
<th>Category of the training Club’s Academy at the relevant time</th>
<th>Applicable annual fixed fee</th>
</tr>
</thead>
<tbody>
<tr>
<td>U9 to U11</td>
<td>All categories</td>
<td>£3,000</td>
</tr>
<tr>
<td>U12 to U16</td>
<td>Category 1</td>
<td>£40,000</td>
</tr>
<tr>
<td>U12 to U16</td>
<td>Category 2</td>
<td>£25,000</td>
</tr>
<tr>
<td>U12 to U16</td>
<td>Category 3</td>
<td>£12,500</td>
</tr>
</tbody>
</table>
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 issue 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. 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 7.

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 U16 Exit Trials and U18 Assessment Trials can be found on page 33.
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.

<table>
<thead>
<tr>
<th>Category</th>
<th>Foundation Phase UP to U11</th>
<th>Youth Development Phase U12 to U16</th>
<th>Professional Development Phase U17 to U21</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>4 coaching hours per week rising to 8 hours for older Academy Players</td>
<td>10 coaching hours per week rising to 12 hours for older Academy Players</td>
<td>14 coaching hours per week reducing to 12 hours for Academy Players who have commitments to the professional squad during the Professional Development Phase.</td>
</tr>
<tr>
<td>2</td>
<td>3 coaching hours per week rising to 5 hours for older Academy Players</td>
<td>6 coaching hours per week rising to 12 hours for older Academy Players</td>
<td>14 coaching hours per week reducing to 12 hours for Academy Players who have commitments to the professional squad during the Professional Development Phase.</td>
</tr>
<tr>
<td>3</td>
<td>3 coaching hours per week</td>
<td>4 coaching hours per week rising to 6 hours for older Academy Players</td>
<td>12 coaching hours per week.</td>
</tr>
<tr>
<td>4</td>
<td>Not applicable</td>
<td>Not applicable</td>
<td>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.</td>
</tr>
</tbody>
</table>
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

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

THE YOUTH DEVELOPMENT PHASE (U12 TO U16) GAME FORMATS

<table>
<thead>
<tr>
<th>Age</th>
<th>Format</th>
<th>Pitch size (yards)</th>
<th>Goal size (feet)</th>
<th>Ball size</th>
</tr>
</thead>
<tbody>
<tr>
<td>U12 &amp; U13</td>
<td>11 v 11</td>
<td>90 x 60</td>
<td>21 x 7</td>
<td>4</td>
</tr>
<tr>
<td>U14 &amp; U15</td>
<td>11 v 11</td>
<td>90 x 60 to 100 x 60</td>
<td>24 x 8</td>
<td>5</td>
</tr>
<tr>
<td>U16</td>
<td>11 v 11</td>
<td>100 x 60 to 110 x 70</td>
<td>24 x 8</td>
<td>5</td>
</tr>
<tr>
<td>U12 to U16</td>
<td>Futsal (5 v 5)</td>
<td>33 x 18 to 42 x 25m</td>
<td>3 x 2m</td>
<td>4</td>
</tr>
</tbody>
</table>
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 evenings, at weekends and during holidays. Additionally, your Academy keeps in regular contact with your school to ensure your Acadamy 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 and provide reports to your parents at least twice a year.

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 your Performance Clock on at least a 12-weekly basis.
- Academies report to your parents at least twice a year, outlining your progress in all areas of football development.

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 your Performance Clock 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 on the Education Management System (EMS).
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 January following the commencement of your under 16 year.
The Player Recognition System (PRS) is intended to be operational during the 2018/19 season. The PRS will use photo ID cards and bespoke technology to validate eligibility and record attendance at Academy fixtures.

The PRS has the following key objectives:

• Create a safe environment for players and staff
• Ensure the Games Programme is monitored effectively in terms of scouting and recruiting
• Allow recording of player game time
• Ease Club administrative duties

Following the implementation of PRS, an Academy 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 a card once all registration details – including an image eligibility – have been verified and processed. If any details have been submitted incorrectly, the Club will be asked to resubmit the application and the card issuing time may be affected.

Once the systems is operational, each registered player intending to be involved in a fixture must have a valid card available for inspection. It is the responsibility of the Club and player to ensure the card is available. Games Programme Monitors will attend fixtures and administer random card inspections. Cards may be inspected prior, during or after matches.

Any lost or damaged cards must be reported to the League immediately so a new card can be printed and issued as soon as possible. Clubs are likely to incur a cost for each lost or damaged card.

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

In respect of the PRS, the League will access the following registration data (currently held):

- Player name
- Player FAS ID
- Player Registration Status

Additionally, the PRS will require the following data (not currently held):

- Player image
- Player attendance at fixtures

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

The PRS is to be implemented to protect the existing registration process and as a result the player, staff, Club and League. The attendance data and requirement for each player to be issued with a card will also enhance existing player safeguarding provisions.
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 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 needs 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.

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

PERFORMANCE REVIEW FREQUENCY

<table>
<thead>
<tr>
<th>Phase</th>
<th>Frequency</th>
</tr>
</thead>
<tbody>
<tr>
<td>Foundation Phase</td>
<td>Every 12 weeks</td>
</tr>
<tr>
<td>Youth Development Phase</td>
<td>Every 6 weeks</td>
</tr>
<tr>
<td>Professional Development Phase (U17 &amp; U18)</td>
<td>Every 6 weeks</td>
</tr>
<tr>
<td>Professional Development Phase (U19 – U21)</td>
<td>Frequency to be determined by your Club</td>
</tr>
</tbody>
</table>

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 Safeguarding Designated 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 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.
THE PFA INDEPENDENT REGISTRATION ADVISORY SERVICE

The PFA Independent Registration Advisory Service can offer advice to Academy Players, Trialists and their parents 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

INDEPENDENT ADVICE

We pride ourselves on the quality of the Academy system and we are committed to ensuring that Academy Players, Trialists and parents 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.

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.

0161 236 0575
youthadvisory@thepfa.co.uk
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 Sophie Jefferson.

RESPONSE

Complaints to EFL; these should be emailed to 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.

WELLNESS/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.
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.

YOUNG PLAYERS
RESPECT CODE OF CONDUCT

WHEN PLAYING FOOTBALL, I WILL:

- Always play to the best of my ability and for the benefit of my team.
- Play fairly – I won’t cheat, dive, complain or waste time.
- Respect my team-mates, the other team, the referee or my coach/manager.
- Play by the rules, as directed by the referee.
- Be gracious in victory and defeat – I will shake hands with the other team and referee at the end of the game.
- Listen and respond to what my coach/team manager tells me.
- Understand that a coach has to do what is best for the team and not one individual player.
- Talk to someone I trust or the club welfare officer if I’m unhappy about anything at my club.

I understand that if I do not follow the Code, any/all of the following actions may be taken by my club, the League or The FA.

I MAY:

- Be required to apologise to my team-mates, the other team, referee or team manager.
- Receive a formal warning from the coach.
- Be dropped or substituted or suspended from training.
- Be required to leave the club.
- My club may make my parent or carer aware of any infringements of the Code of Conduct.

SPECTATORS
RESPECT CODE OF CONDUCT

We all bear a collective responsibility to set a good example and help provide a positive environment in which children can learn and enjoy the game. Play your part and observe the FA’s respect code of conduct for spectators at all times.

I WILL:

- Remember that children play for fun.
- Applaud effort and good play as well as success.
- Respect the Referee’s decisions even when you don’t agree with them.
- Appreciate good play from whatever team it comes from.
- Remain behind the touchline and within the designated spectators’ area (where provided).
- Let the coach do their job and not confuse the players by telling them what to do.
- Encourage the players to respect the opposition, referee and match officials.
- Support positively. When players make a mistake offer them encouragement not criticism.
- Never engage in, or tolerate, offensive, insulting, or abusive language or behaviour.

I understand that if I do not follow the Code, any/all of the following actions may be taken by my club, or the FA:

I MAY BE:

- Issued with a verbal warning from a club coach.
- Required to meet with a club official.
- Obliged to leave the match venue by the club.
- Requested by the club not to attend future games.
- Required to leave the club along with any dependents.
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 successful and others will not. However, sooner or later they will all need to rely on their educational achievements, even if you stay playing until well into your 30s.

Within an Academy, a player can look forward to the support of staff with an expertise in educational matters. 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.

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.

Dan Ashworth
FA Technical Director

Good luck with your career

APPRENTICESHIPS

EFL clubs sign young players from sixteen years of age on a two-year scholarship agreement, a condition of which is that they have to undertake an education programme. The vast majority of players undertake The Advanced Apprenticeship in Sporting Excellence (AASE), which is managed by League Football Education (LFE) on behalf of the EFL and the Professional Footballers Association.

AASE offers each Apprentice the chance to fulfill 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 AASE programme was designed for those participating in sport at an elite level and is now embraced by a number of professional and Olympic sports as well as professional football.

LFE work closely with Academy staff at EFL clubs to support Apprentices in all the education elements of the programme. This includes a Level 3 NVQ, a Level 2 Coaching Certificate delivered by the PFA and an education course that will be set at an appropriate level to meet individual needs and abilities. LFE has also developed extensive exit and progression support arrangements for Apprentices that ultimately follow a different career path.

LFE deliver a programme of excellence for the benefit of individual Apprentices and aim 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

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 YDB 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 258.

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 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 further 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 Advanced Apprenticeship in Sporting Excellence (AASE) 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/trials2018
YOUTH DEVELOPMENT RULES
OF THE EFL FOR SEASON 2018/19

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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 EFL Regulations.

1.1 "Academy" 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 57.

1.2 "Academy Doctor" means the Official referred to in Rule 101.

1.3 "Academy Financial Information" 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 "Academy Management Team" has the meaning set out in Rule 56.

1.5 "Academy Manager" 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 58 to 64.

1.6 "Academy Performance Plan" means a document which sets out:
   a) 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
   b) without prejudice to the generality of paragraph a), how the Academy will deliver and integrate its Coaching, Education, Games and Sports Science and Medicine Programmes.

1.7 "Academy Player" means a player (other than an Amateur Player, Non-Contract Player (in the EFL), or a Trialist) who is in an age group between Under 10 and Under 21 and who is registered at a Club which operates an Academy pursuant to these Rules, save for any player who:
   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 12 to 169); or
   b) has entered into a Standard Contract with that Club.

1.8 "Academy Secretary" means the Official referred to in Rule 65.

1.9 "Academy Staff" means those Officials of a Club employed or otherwise engaged to work in the Club’s Academy.

1.10 "Artificial Surface" means a playing surface which in the reasonable opinion of the League meets the requirements of the FIRA Quality Programme for Football Turf for any new outdoor or indoor Artificial Surface with artificial surfaces installed at a Club which operates or applies to operate a Category 1 Academy; and which meets the requirements of the FIRA Quality Programme for Football Turf.

1.11 "Audit Tool" means the online application maintained by the League and approved by the PGB for the purpose of undertaking (in particular by the EFL) the evaluation and audit of Academies by the assessment of:
   a) the extent to which a Club meets the criteria for Academies set out in these Rules;
   b) the extent to which the Club meets the criteria for Academies set out in these Rules;
   c) its Productivity Profile.

1.12 "Authorised Games" means:
   a) matches between an Academy and another Academy;
   b) matches between an Academy and any other Club;
   c) matches between an Academy and any other person or organisation;
   d) matches between an Academy and any other person or organisation;
   e) matches between an Academy and any other person or organisation;
   f) matches between an Academy and any other person or organisation;
   g) matches between an Academy and any other person or organisation;
   h) matches between an Academy and any other person or organisation;
   i) matches between an Academy and any other person or organisation;
   j) matches between an Academy and any other person or organisation;
   k) matches between an Academy and any other person or organisation;
   l) matches between an Academy and any other person or organisation;
   m) matches between an Academy and any other person or organisation;
   n) matches between an Academy and any other person or organisation;
   o) matches between an Academy and any other person or organisation;
   p) matches between an Academy and any other person or organisation;
   q) matches between an Academy and any other person or organisation;
   r) matches between an Academy and any other person or organisation;
   s) matches between an Academy and any other person or organisation;
   t) matches between an Academy and any other person or organisation;
   u) matches between an Academy and any other person or organisation;
   v) matches between an Academy and any other person or organisation;
   w) matches between an Academy and any other person or organisation;
   x) matches between an Academy and any other person or organisation;
   y) matches between an Academy and any other person or organisation;
   z) matches between an Academy and any other person or organisation;

1.13 "Basic First Aid for Sport Qualification" means the qualification of that name issued by or on behalf of The Football Association.

1.14 "Category" 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.
1.15 "Charter for Academy Players and Parents" 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.

1.16 "Chief Executive" means the official referred to in Regulation 16.55 (c) (in the case of Championship Clubs) and the equivalent official (for League One and Two Clubs).

1.17 "Club Board" means those Directors of the Club whose particulars are registered under Article 162 of the Act.

1.18 "Coach Competency Framework" means a document which sets out the key competencies and behaviours which the Club expects its Academy coaches to possess and demonstrate.

1.19 "Coaching Philosophy" 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.

1.20 "Coaching Curriculum" 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);

c) specific coaching curriculum for each Development Phase.

1.21 "Continued Professional Development" 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.

1.22 "Core Coaching Time" 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 5pm and 8pm on Saturdays.

1.23 "Core Condition" means the minimum requirement for centre of excellence facilities, as set out in the Core Coaching Time.

2.1 "Coach" means a member of the Club’s Academy coaching staff appointed to coach a particular age group in a particular Development Phase.

3.4 "Core Condition" means the minimum requirement for centre of excellence facilities, as set out in the Core Coaching Time.

3.5 "Development Centre" 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.

3.6 "Development Action Plan" means an individualised plan, developed and implemented in accordance with these Rules, for the professional development of an Academy coach.

3.7 "Education Ombudsman" means an expert appointed by the League to undertake, amongst other things, the verification of Clubs’ hybrid and Full Time Training Models to ensure that they comply with these Rules, and to advise the Education Advisory Group and PGB thereon. An Education Ombudsman shall either be an experienced educational practitioner or a coach who has extensive experience in youth development.

3.8 "Emergency Action Plan" means the group consisting of two Persons appointed by the Premier League, two appointed by the EFL, and an independent Chair.

3.9 "Education Programme" has the meaning set out in Rule 17A.

3.10 "Elite Player Performance Plan" means the document of that name dated May 2011.

3.11 "Emergency Action Plan" means a plan detailing the medical facilities and personnel who shall be available at each Club’s home matches in the Games Programmes, and the contingency plan for how any medical emergencies at such matches shall be dealt with.

3.12 "Emergency First Aid in Football" or “EFAP” means the qualification of that name issued by or on behalf of the Football Association.

3.13 "FA Advanced Youth Award" means the advanced qualification for Academy coaches which has been developed and is awarded by The Football Association.

3.14 "FA Youth Award" means the non-age specific qualification for Academy coaches awarded by The Football Association.

3.15 "FA "Festival" 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.

3.16 "Former EFL Club" means a Club relegated to the National League at the end of a Season and which continues to operate an academy and includes any such establishment by whatever name or title it is known.

3.17 "Foundation Phase" means the Official responsible for the Academy’s arrangements for the safeguarding of children and to whom any report or allegation of abuse relating to a child must be reported.

3.18 "Foundation Programme" means the group consisting of two Persons appointed by the Premier League, two appointed by the EFL, and an independent Chair.

3.19 "Full Time Education" means an education provider for registered pupils at primary or secondary schools or full-time equivalent students at colleges of further education.
1.40 "Full Time Training Model" 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;

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.
   (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.
   (v) The Club's delivery of the Full Time Training Model must comply with these Rules.

1.41 "Futsal" 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 such variation therein as the League may from time to time determine, the current such Laws being available at http://www.fifa.com/en/document/affiliation/agenco/5744/5744futsalaw/futgamen.pdf

1.42 "Games Programme" means the Professional Development Phase Games Programme, or the Professional Development Phase Games Programme.

1.43 "Games Programme Schedule" means the period during which matches in the Games Programmes shall take place.

1.44 "Head of Academy Coaching" means the Official referred to in Rule 106.

1.45 "Head of Recruitment" means the Official referred to in Rule 107.

1.46 "Hybrid Training Model" means a programme of coaching and education whereby the coaching of an Academy Player primarily takes place outside of the Core Coaching Time. The exact amount of such coaching to take place outside of 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, 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).

1.48 "Individual Learning Plan" 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.

1.49 "Interim Academy Medical Management in Football" or "1999 Protocol" means the qualification of that name issued by or on behalf of the Football Association.

1.50 "ISO" means the independent standards organisation to be appointed from time to time by the PGB for the purposes of undertaking the ISO Audits.

1.51 "ISD Audit" has the meaning set out in Rule 15.

1.52 "Lifestyle Management Skills" means the personal and social skills and knowledge which it is considered desirable for Academy Players to develop, and training in Lifestyle Management Skills shall include (without limitation) training or coaching in the following:
   a) dealing with the media;
   b) use of social media;
   c) anti-doping;
   d) Gambling, anti-corruption and other matters of sporting integrity;
   e) financial management;
   f) equality and diversity;
   g) well-being e. mental health and nutrition; and
   h) further education and careers advice.

1.53 "Multi-Disciplinary Review" 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 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;
   d) short, medium and long-term targets for the Academy Player's football, athletic and educational performance and development.

1.54 “Part Time” means, when applied to a time 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 shift-share basis).

1.55 “Part Time Training Model” means a coaching curriculum whereby the coaching of an Academy Player does not require him to miss any part of the School Day.

1.56 "Performance Analysis" 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.

1.57 "Performance Analysts" means the officials referred to in Rules 102 and 103.

1.58 "Performance Clock" means the application utilised for recording, measuring, monitoring and evidencing all aspects of an Academy Player's progress and development and which shall be used in accordance with the format and procedures to be determined by the League.

1.59 "Performance Management Application" 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) key data on Academy Staff such as records of qualification and Continued Professional Development;
   c) such information as the League may require from any source of national or local body benchmarking; and
   d) 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.

1.60 "PGB" means the Professional Game Board of The Football Association.

1.61 "Playing Philosophy" means a written statement which sets out:
   a) the principles, values, playing style and tactical approach of all of the Clubs teams (including its first team); and
   b) a photograph of the Scout.

1.62 "Productivity Matrix" 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.

1.63 "Productivity Profile" means an analysis, produced 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
   b) the extent to which the Club is successful in contributing to the development of established professional Players.

1.64 "Professional Development Leagues" 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 EFL (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 as corollaries.

1.65 "Professional Development Phase" means the Under 17 to Under 21 age groups inclusive.

1.66 "Professional Development Phase Games Programme" means the games programmes organised by the Premier League and EFL for teams in the Professional Development Phase as set out in Rules 155 to 161.

1.67 "Qualified Teacher Status" means the accreditation which an individual must obtain in order to teach in state-maintained schools in England and Wales.

1.68 "Scholarship Agreement" means an agreement made between a Club and an Academy Player in VO21.

1.69 "School Day" means the times when the pupils of a school are required to attend that school as determined by its governors.

1.70 "Senior Academy Physiotherapist" means the Official referred to in Rule 97.

1.71 “Senior Professional Development Coach” means the Official referred to in Rule 75.

1.72 "Sports Science and Medicine Programme" means an integrated, interdisciplinary programme for the provision of sports science and medical, services and analyses as more particularly described in Rules 208 to 219.

1.73 "Sports Therapist" means a person who holds at least an undergraduate degree in sports therapy.

1.74 "Technical Board" has the meaning set out in Rules 33 to 35.

1.75 "Tournament" means a grouping of competitive matches between three or more Clubs (or 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/or over a short period of time (e.g. one day or a few days).

1.76 "Training Camp" 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 pitch and off-pitch activities takes place.

1.77 "Training Model" means the Full Time Training Model, the Hybrid Training Model or the Part Time Training Model.

1.78 "Trialist" means a player playing in age groups Under 9 to Under 21 who is attending an Academy on trial under the provisions of Rules 219 or 252.

1.79 "Vision Statement" 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.
14.1.2 submit to the League an application by the deadline stipulated by the League prior to the commencement of the relevant season;

14.1.3 co-operate with the League’s assessment (by whatever means) of the Club’s compliance with the criteria applicable to the relevant Category;

14.2 where the League is satisfied, acting reasonably, that the Club will meet the criteria applicable to the Category applied for, the League may recommend to the PGB that the PGB award a provisional licence to operate an Academy for that Category, which shall include a comparison of the scores obtained by each applicant and their Malus Scores, and a recommendation by the ISO as to the Category to be awarded, together with reasons.

16. Where a Club which wishes to obtain a licence to operate (or continue to operate) a Category 2, 3 or 4 Academy

17. 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.

18. 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:

19. For the avoidance of doubt, if a Club already holds a licence to operate a Category 1 Academy then the Club shall:

20. A Club may only appeal against the decision of the PGB 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:

21. Any appeal by a Club pursuant to Rule 20 shall be dealt with in accordance with the Rules of the Football Association.

22. A Club may not:

23. 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:

24. If, in breach of Rule 5.2, 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 in connection with:

25. If, in breach of Rule 5.2, 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 in connection with:

26. Without prejudice to Rules 25, 244 and 245, any breach of Rules 5.2, 6, 24, 31, 41 to 45, 53, 54, 55 to 57, 66, 175, 179, 182, 192, 227, 228, 236, 240, 241, 245 to 252, 252, 253, 256, 257, 273, 276, 279 to 281, 291, 292, 294, 295, 312, 315 or 319 shall be liable to be dealt with under the provisions of Section 8 of the League’s Regulations.

27. 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:

28. Each Club which operates an Academy shall prepare and make available to the League and to the ISO its Academy Performance Plan.
The Technical Board shall provide technical advice and support in the development of the Club’s Playing Philosophy and Coaching Philosophy.

A Club shall be entitled to publish the results of its ISO Audit and the Category of its Academy.

- Assess the extent to which the Club meets and/or exceeds the criteria pertaining to the relevant Category of Academy.
- Consider the Club’s annual self-assessment referred to in Rule 36 and its most recent Academy Financial Information.
- 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.
- Provide the league with such information as it may from time to time require for the purposes of analysing and benchmarking on an institutional or Category-wide basis any aspect of the performance of Academy Players or Clubs.

Each Club which operates an Academy shall:
- Utilise the Performance Management Application from the date of its implementation by the League and record on it the data listed in Rule 15.
- 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.
- Provide the league with such information as it may from time to time require for the purposes of analysing and benchmarking on an institutional or Category-wide basis any aspect of the performance of Academy Players or Clubs.

Each Club which operates an Academy shall ensure that the Performance Management Application is available for access by the following individuals:
- Relevant Academy Staff;
- 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).

Each Club which operates an Academy shall establish a Technical Board.

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:
- The Chief Executive;
- The Manager;
- The Academy Manager;
- Such officials as can give input from the following functional areas:
  - Recruitment;
  - Coaching; and
  - Professional Development Phase coaching;
- Any other officials that the Club deems appropriate.

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’s Performance Plan.

Each Club which operates an Academy shall conduct an annual self-assessment of its Academy which shall:
- Be led by its Academy Manager;
- Assess the extent to which the Club meets and/or exceeds the criteria pertaining to the relevant Category of Academy set out in this section of the Rules and in the Audit Tool;
- Utilise the Audit Tool, and be made available to the League, the ISO and, if required, the PGB.

The League shall conduct:
- An ongoing monitoring of each Academy, and an annual evaluation of each Academy which shall:
  - Consider theClub annual self-assessment referred to in Rule 36 and its most recent Academy Financial Information;
  - Assess the extent to which the Club meets and/or exceeds the criteria pertaining to the relevant Category of Academy set out in this section of the Rules and in the Audit Tool;
  - Utilise the Audit Tool, and be made available to the Club, the ISO and, if required, the PGB.

A Club shall be entitled to publish the results of its ISO Audit and the Category of its Academy.

**Performance Management Application**

**Technical Board**

**Academies: Licensing, Evaluation and Audit**

**Academy Performance Plan**

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).

**Productivity Profile**

- The Club Board shall:
  - Annually review and approve the Academy Performance Plan;
  - Ensure that the Academy Performance Plan is communicated to all relevant officials; and
  - 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, Player Development and Progression**

- 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:
  - The Academy Player;
  - 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 the Parent is to be registered with the Club);
  - The League; and
  - The ISO.

**Individual Learning Plans and Multi-disciplinary Reviews**

- Each Club which operates an Academy shall ensure that it undertakes a Multi-disciplinary Review in respect of each Academy Player:
  - Every 12 weeks (if he is in one of the Under 9 to Under 11 age groups);
  - Every 6 weeks (if he is in one of the Under 12 to Under 18 age groups); and
  - At such frequency as is necessary according to his developmental needs (if he is one of the Under 19 to Under 21 age groups).

- 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.

- Each Club which operates an Academy shall ensure that it conducts a meeting with each of its Academy Players:
  - At least every 12 weeks (if he is in one of the Under 9 to Under 11 age groups);
  - At least every 6 weeks (if he is in one of the Under 12 to Under 18 age groups); and
  - At such frequency as is necessary according to his developmental needs (if he is one of the Under 19 to Under 21 age groups).

- At the meetings referred to in Rule 45, the Club shall:
  - Discuss with the Academy Player his Individual Learning Plan;
  - 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).

Each Multi-disciplinary Review shall be recorded on the Academy Player’s Performance Clock.

**Academy Performance Plan**

- The Club 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’s Performance Plan.

- Each Club which operates an Academy shall conduct an annual self-assessment of its Academy which shall:
  - Be led by its Academy Manager;
  - Assess the extent to which the Club meets and/or exceeds the criteria pertaining to the relevant Category of Academy set out in this section of the Rules and in the Audit Tool;
  - Utilise the Audit Tool, and be made available to the League, the ISO and, if required, the PGB.

- The League shall conduct:
  - An ongoing monitoring of each Academy, and an annual evaluation of each Academy which shall:
    - Consider the Club annual self-assessment referred to in Rule 36 and its most recent Academy Financial Information;
    - Assess the extent to which the Club meets and/or exceeds the criteria pertaining to the relevant Category of Academy set out in this section of the Rules and in the Audit Tool;
    - Utilise the Audit Tool, and be made available to the Club, the ISO and, if required, the PGB.

- A Club shall be entitled to publish the results of its ISO Audit and the Category of its Academy.
Academy Secretary

65 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).

66 The Academy Secretary shall:
66.1 provide administrative support to the Academy Manager and the Academy Management Team;
66.2 act as the point of contact between the Academy and the League for all administrative matters, including the submission of required information; and
66.3 be familiar with all relevant provisions of these Youth Development Rules, as amended from time to time.

Head of Academy Coaching

67 Each Club which operates an Academy shall employ a Head of Academy Coaching who shall:
67.1 report to the Academy Manager; and
67.2 subject to Rule 61.6, have responsibility for delivery of the Club’s Coaching Curriculum;
67.3 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 Competency Framework for all the Club’s Academy coaches;
67.4 discharge the responsibilities with regard to Development Action Plans set out in Rules 82 to 84;
67.5 hold at least an up to date UEFA A Licence; an FA Youth Award, and an FA Advanced Youth Award;
67.6 hold a current Basic First Aid for Sport Qualification, current EFRA or an equivalent or higher qualification approved by the Board;
67.7 have recent and relevant experience of coaching Academy Players in an Academy (or of a comparable environment);
67.8 be employed Full Time (in the case of a Head of Academy Coaching employed in a Category 1 or Category 2 Academy) or at least Part Time (in the case of a Category 3 or Category 4 Academy);
67.9 attend at least five hours of in-service training to be provided by the League each year; and
67.10 attend such training to be provided by The Football Association as is necessary to maintain the validity of the qualifications set out in Rule 67.5;
67.11 in conjunction with each of the Club’s coaches, plan, deliver and monitor the delivery of individual development plans for each such coach.

68 In addition to the in-service training referred to in Rule 67.9, the Head of Academy Coaching must undertake Continued Professional Development organised by the Club.

Coaches

69 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:

<table>
<thead>
<tr>
<th>Category</th>
<th>Foundation Phase</th>
<th>Youth Development Phase</th>
<th>Professional Development Phase</th>
</tr>
</thead>
<tbody>
<tr>
<td>Category 1</td>
<td>2</td>
<td>2</td>
<td>2</td>
</tr>
<tr>
<td>Category 2</td>
<td>1</td>
<td>2</td>
<td>2</td>
</tr>
<tr>
<td>Category 3</td>
<td>1</td>
<td>1</td>
<td>2</td>
</tr>
<tr>
<td>Category 4</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
</tr>
</tbody>
</table>

70 In addition to the coaches set out in Rule 69 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 17 are maintained.

71 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 hold at least an up to date UEFA A Licence.

Goalkeeping Coaches

72 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 74.

73 Each goalkeeping coach must:
73.1 attend at least five hours of in-service training to be provided by The Football Association each year;
73.2 attend the initial training for Academy coaches provided by The Football Association at least once every three years, and
73.3 undertake Continued Professional Development organised by the Club.

74 Each goalkeeping coach must hold an up to date UEFA B Licence and an FA Goalkeeping Coaching B Licence.
Senior Professional Development Coach

75 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:

75.1 report to the Academy Manager;

75.2 liaise with the Manager;

75.3 hold a UEFA A Licence and the FA Advanced Youth Award with the age-specific specialist element relevant to the Professional Development Phase;

75.4 oversee on- and off-field coaching activities on behalf of the Club within the Professional Development Phase in accordance with the Club’s procedures for the same described in Rule 77;

75.5 contribute to the Multi-disciplinary Reviews of all Academy Players in the Professional Development Phase; and

75.6 manage the Club’s team in the Professional Development League.

76 Each Club which operates a Category 3 or Category 4 Academy that does not appoint a Senior Professional Development Coach in accordance with Rule 75 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:

76.1 liaise with the Academy Manager;

76.2 liaise with the Manager; and

76.3 manage the transition of Academy Players to the Club’s senior squad in accordance with the Club’s procedures for the same described in Rule 77.

Senior Academy Physiotherapist

89 The Head of Academy Sports Science Medicine shall hold either:

89.1 if they are a registered physiotherapist member of the Health and Care Professions Council or a registered medical practitioner, a current Football Association Advanced Reuscitation and Emergency Aid certificate, Advanced Trauma Medical Management in Football or an equivalent or higher qualification approved by the Board; or

89.2 if they are neither of the above, a current Intermediate Trauma Medical Management in Football qualification or an equivalent or higher qualification approved by the Board.

Lead Sports Scientist

90 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 89.1 and 89.2 respectively), then the primary decision regarding the clinical treatment of Academy Players shall rest with a physiotherapist or registered medical practitioner.

91 The Head of Academy Sports Science and Medicine must undertake Continued Professional Development organised by the Club or the League.

Lead Strength and Conditioning Coach

92 Each Club which operates a Category 1 or Category 2 Academy shall appoint a Full Time Lead Sports Scientist who shall:

92.1 hold at least a bachelor’s degree in sports science (or another relevant discipline) from a recognised university;

92.2 have recent and relevant professional experience in a sports performance environment;

92.3 co-ordinate and lead the sports science services for the Academy; and

92.4 hold a current Basic First Aid for Sport Qualification, current EFAiF or an equivalent or higher qualification approved by the Board.

93 Each Club which operates a Category 1 or Category 4 Academy shall demonstrate to the reasonable satisfaction of the League, the EFAI or the PGB (whichever body is appropriate) that it delivers sufficient and appropriate sports science services to its Academy Players.

94 The Lead Sports Scientist must undertake Continued Professional Development organised by the Club.

Head of Academy Sports Science and Medicine

85 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:

85.1 be either the Academy Manager or the official who is responsible for Sports Science and Medicine for the entire Club (and whenever they report to, they shall liaise closely with the other).

86 Each Club which operates a Category 3 or Category 4 Academy shall appoint the Head of Academy Sports Science and Medicine who shall:

86.1 be either the Academy Manager or the official who is responsible for Sports Science and Medicine for the entire Club (and whenever they report to, they shall liaise closely with the other).

87 The Head of Academy Sports Science and Medicine shall be responsible for managing and delivering the Sports Science and Medicine Programme for all Academy Players registered with the Club.

88 The Head of Academy Sports Science and Medicine shall:

88.1 hold a current Intermediate Trauma Medical Management in Football qualification or an equivalent or higher qualification approved by the Board.

88.2 ensure that their professional experience is in a sports performance environment.

89.1 head of 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; and

89.3 co-ordinate and lead the physiotherapy service within the Academy.

90.1 hold a current Intermediate Trauma Medical Management in Football qualification or an equivalent or higher qualification approved by the Board.

90.2 ensure that Rules 218.1 and 219 are complied with; and

90.3 present a PGB (whichever body is appropriate) that it delivers sufficient and appropriate sports science services to its Academy Players.

91.1 be Full Time in the case of a Category 1 Academy; and at least Part Time, in the case of a Category 2 Academy, be employed at least Part Time;

91.2 be responsible for providing to the Club’s Academy Players appropriate strength and conditioning training and monitoring, in accordance with the Sports Science and Medicine Programme;

91.3 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;

91.4 hold a current Basic First Aid for Sport Qualification, current EFAiF or an equivalent or higher qualification approved by the Board;

91.5 have attended the following workshops run by the UK Strength and Conditioning Association (or equivalent workshops run by any equivalent body): 95.1 Foundation Workshop and Certification (Level 1);

95.2 Weightlifting Workshop;

95.3 Biomechanics, Agility and Speed Workshop;

95.4 Planning Effective Programmes Workshop; and

95.5 report to the Lead Sports Scientist.

92 Each Club which operates a Category 1 or Category 2 Academy shall appoint a Full Time Lead Sports Scientist who shall:

92.1 be 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 have recent and relevant professional experience in a sports performance environment; and

92.3 co-ordinate and lead the physiotherapy service within the Academy.

93 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 89.1 and 89.2 respectively), then the primary decision regarding the clinical treatment of Academy Players shall rest with a physiotherapist or registered medical practitioner.

94 The Lead Sports Scientist must undertake Continued Professional Development organised by the Club.
Physiotherapists and Sports Therapists

106.4 ensure that the Academy’s educational provision reflects the strategy and performance targets set out in the Club’s Academy Performance Plan.

106.5 hold Qualified Teacher Status and have relevant experience (in the case of Category 1 and 2 Academies) or, as a minimum, possess a relevant qualification approved by the Board.

106.2.2 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).

106.1 report to the Academy Manager;

Minority Candidates

107A Each Club which operates an Academy shall comply with the provisions of Regulation 111 of the League Regulation (Minority Candidates).

Interns

108 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:

108.3 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

108.4 the contact details of a member of Academy Staff who is responsible for supervising the intern whilst they are at the Academy.

COACHING

Coaching Programme

109 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:

109.1 the Club’s Vision Statement, Coaching Philosophy and Playing Philosophy;

109.2 the Club’s Academy Performance Plan;

109.3 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 51);

109.4 these Rules.

110 The Club’s Coaching (curriculum shall be drawn up by the Academy Manager (or, in the circumstances set out in Rule 63, 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).

111 The Club’s Technical Board shall approve the Club’s Coaching Curriculum.

Coaching Hours

112 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).

113 All other coaching in Academies shall take place over 40 weeks of each year.

114 Save as otherwise permitted by the FSG, the minimum hours of coaching to be delivered by Academies each week to each Academy Player (subject to his hours) and the permitted Training Model per Category and per Development Phase are as follows:

<table>
<thead>
<tr>
<th>Category</th>
<th>Coaching hours per week</th>
<th>Permitted Training Model</th>
</tr>
</thead>
<tbody>
<tr>
<td>Category 1</td>
<td>6 rising to 8 for older Academy Players</td>
<td>Full Time</td>
</tr>
<tr>
<td>Category 2</td>
<td>3 rising to 5 for younger Academy Players</td>
<td>Part Time, Hybrid</td>
</tr>
<tr>
<td>Category 3</td>
<td>3</td>
<td></td>
</tr>
<tr>
<td>Category 4</td>
<td>No</td>
<td></td>
</tr>
</tbody>
</table>

Head of Education

106 Each Club which operates an Academy shall appoint a Head of Education who shall:

106.1 be responsible for:

106.2.1 the organisation, management and delivery of the Club’s Education Programme;

106.2.2 the educational progression of all Academy Players registered with the Club (subject to the duties of any educational establishment); and

106.2.3 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;

106.3 undertake benchmarking of the educational progression of 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;

106.4 ensure that the Academy’s educational provision reflects the strategy and performance targets set out in the Club’s Academy Performance Plan;

106.5 hold Qualified Teacher Status and have relevant experience (in the case of Category 1 and 2 Academies) or, as a minimum, possess a relevant qualification approved by the Board.

106.6 be a registered medical practitioner licensed to practice 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);

106.7 undertake Continued Professional Development.

Performance Analysts

102 Each Club which operates a Category 1 Academy shall employ a minimum of two Full Time Performance Analysts.

103 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 on at least Part Time.

104 The Performance Analysts shall undertake Performance Analysis of Academy Players registered with the Club.

105 The Performance Analysts must undertake Continued Professional Development organised by the Club.

Head of Recruitment

107 Each Club which operates an Academy shall employ a Head of Recruitment who shall:

107.1 report to the Academy Manager;

107.2 have responsibility for:

107.2.1 the organisation, management and delivery of the Club’s Education Programme;

107.2.2 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);

107.3 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 220 to 229);

107.4 be in possession of such qualifications as the League may require from time to time;

107.5 undertake at least five hours of in-service training each year;

107.6 undertake Continued Professional Development organised by the Club; and

107.7 be responsible for the preparation of each Club’s Emergency Action Plan.
132.1 make available to the League such Performance Analysis data as it reasonably shall require to undertake the benchmarking of
131 Each Club operating a Category 1 or Category 2 Academy shall:
Performance Analysis
130 In all matches that form part of the Games Programme, each Club is required to ensure that all participating Academy Players wear a
127 Save as permitted by the Board, Clubs shall not affiliate to any other youth leagues or enter any cup competitions except The Football
General
125 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
124.2 assessment of whether the coaching provided at the Development Centre is in accordance with the Club’s coaching syllabus.
124.1 inspection of the facilities provided; and
124 Without prejudice to the generality of Rule 123, the inspection referred to in that Rule may include:
123 A child being coached at a Club’s Development Centre:
123.2 may not play in matches for that Club; and
123.1 may not be registered for that Club;
123 Each Development Centre operated by a Club may be inspected from time to time by the League or the EFL.
122 Clubs which operate Development Centres shall keep an attendance record of all the children who participate in coaching sessions thereat.
121 A child registered with a Club’s Academy:
121.3 will be free to play for other teams.
121.2 may not play in matches for that Club unless registered as a Trialist; and
121.1 must have his playing time in each match.
Development Centres
120 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.
119.1 each Academy Player has access to an individual coaching plan tailored to his specific needs;
119.2 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
119.3 all coaching is recorded on the Academy Player’s Performance Clock.
119 Each Club shall ensure that:
118 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) which lasts for at least two days.
117 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) which lasts for at least two days.
116 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.
115 The participating Clubs shall endeavour to agree which of the above formats shall be utilised in accordance with the Clubs’ coaching syllabus.
114 An Academy Player whose registration is held by a Club which operates an Academy shall play football only in a Games Programme or
organised by and played at an Academy.
113 Each Club operating a Category 3 or Category 4 Academy shall comply with Rule 152 but only in respect of players in the Under 17 to Under 18 age groups.
114 Subject to a Club complying with Rule 152 or 153 (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 dataset has submitted to the League with that submitted by other Clubs (on an anonymous basis).
Foundation Phase Games Programme
115 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).
116 The EFL will organise a games programme for teams in each of the Under 9 to Under 11 age groups of Clubs operating Category 3 Academies.
The games programmes referred to in Rules 115 and 116 shall consist of matches which:
157.1 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 have been produced);
157.2 subject to Rule 157.3 shall be organised on a local basis so that, as far as reasonably possible no teams shall 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
programmes);
157.3 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;
157.4 shall take place during the Games Programme Schedule;
157.5 may include matches against representative county schoolboy sides (being sides selected by the English Schools’ Football Association);
157.6 shall be played outdoors, save in respect of:
157.6.1 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
157.6.2 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.
157 The participating Clubs shall ensure that all Academy Players play in accordance with the following formats (save that some matches played indoors may be played as Futsal games):

<table>
<thead>
<tr>
<th>Age group</th>
<th>Time zone</th>
<th>Pitch size (m)</th>
<th>Goal size (m)</th>
<th>Ball size</th>
</tr>
</thead>
<tbody>
<tr>
<td>Under 9</td>
<td>4v4, 5v5, and 7v7</td>
<td>30x20 (4v4 and 5v5)</td>
<td>5v5/6v6 (7v7)</td>
<td>6 (5 if Home Club option)</td>
</tr>
<tr>
<td>Under 10</td>
<td>4v4, 5v5, and 7v7</td>
<td>30x20 (4v4 and 5v5)</td>
<td>5v5/6v6 (7v7)</td>
<td>6 (5 if Home Club option)</td>
</tr>
<tr>
<td>Under 11</td>
<td>7v7 or 9v9</td>
<td>50x30 (7v7)</td>
<td>6v6 (7v7)</td>
<td>4</td>
</tr>
</tbody>
</table>

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.

118 Each Club which operates a Category 1, Category 2 or Category 3 Academy:
18.1 must participate fully in the Foundation Phase Games Programme; and
18.2 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).

119 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 158.2 such playing time to be reasonably spread out over the season.
Youth Development Phase Games Programme
140 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.
141 The EFL will organise a games programme for teams in each of the Under 12 to Under 14 age groups of Clubs operating Category 3 Academies.
The games programme for Category 1 Clubs referred to in Rule 154 shall include the Under 13, Under 14 and Under 15 Premier League
National Cup 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.
144. The games programmes referred to in Rules 140 and 141 shall consist of matches which shall:

144.1 be competitive in character whose results (save for matches in the Under 12, 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 compiled);

144.2 (in the case of the games programme referred to in Rule 140) 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:

144.2.1 in Rule 140, for matches in the Under 13, Under 14 and Under 15 Premier League National Cups.

144.3 (in the case of the games programme referred to in Rule 141) be organised on a geographical 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);

144.4 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 140), with the number of such Festivals and Tournaments increasing for the older age groups in the Youth Development Phase;

144.5 take place during the Games Programme Schedule;

144.6 be played outdoors, except for matches for age groups Under 12 to Under 15 during the second half of December and the whole of January and February;

144.7 consist of matches played in accordance with the following formats (save that some matches played indoors may be played as full-size games):

<table>
<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>Under 12</td>
<td>11v11</td>
<td>70x40 to 80x50</td>
<td>11x4</td>
<td>4</td>
</tr>
<tr>
<td></td>
<td>(or 9v9)</td>
<td>(9v9)</td>
<td>(9v9)</td>
<td></td>
</tr>
<tr>
<td>Under 13</td>
<td>11v11</td>
<td>60x40</td>
<td>11x3</td>
<td>5</td>
</tr>
<tr>
<td>Under 14</td>
<td></td>
<td>50x40</td>
<td>11x3</td>
<td>6</td>
</tr>
<tr>
<td>Under 15</td>
<td></td>
<td>40x30</td>
<td>11x3</td>
<td>6</td>
</tr>
</tbody>
</table>

145. The Premier 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.

146. Each Club which operates a Category 1 or Category 2 Academy shall be required to participate in the respective games programme (save that each Club shall be required to participate meaningfully in the games programme). The games programme for Category 2 Clubs referred to in Rule 146 shall:

146.1 be constituted either on a national basis or, in the case of those Clubs (and Premier League clubs) which operate Category 2 Academies, as determined by no later than 31 March in the preceding Season, on a regional basis (as that term is defined in Rule 147), and

146.2 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 compiled).

147. The games programme for Category 2 Clubs referred to in Rule 146 shall be organised on a regional basis, so that is so 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).

148. Matches in the games programmes for Category 1 and Category 2 Clubs referred to in Rule 147 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.

149. 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.

150. The EFL shall organise a games programme for teams consisting of players in the Under 15 and Under 16 age groups of Clubs operating Category 1 Academies (save that no Club 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).

151. 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.

152. Each Club which operates a Category 1, Category 2 or Category 3 Academy:

152.1 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

152.2 may organise and participate in additional Authorised Games of the types listed in paragraphs (c), (d), (e) and (f) of that definition only (which shall be notified to the Premier League in the Youth Development Phase Games Programme and any other matches organised by his Club pursuant to Rule 152.2, the Academy Player’s playing time to be reasonably spread over the Season.

152.3 shall ensure that each of its Academy Players in the Under 12 to Under 14 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 match organised by his Club pursuant to Rule 152.2). Participation in a match shall for the purposes of this Rule mean playing at least 50% of the game time.
167 The EFL, 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 leagues and the minimum number of matches to be played by each Club to be at the absolute discretion of the EFL who shall so far as reasonably possible determine the composition of each such league to ensure that each Club (or club) has no fewer than three matches per season that 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.

168 Further provisions relating to teams competing in Premier League 2 and the Professional Development League shall be set out in the Rules of those Leagues.

169 The Premiers 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 League.

Games Programme: Postponement etc. of Matches

170 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 reserve, the official of the County FA which 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 adverse weather conditions preclude, the playing of the match which has been played shall within seven days give to the League notice in writing to that effect.

171 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 170, any Club which causes the cancellation, postponement or abandonment of such a match will be in breach of these Rules.

172 The Board shall have power to specify the equipment and facilities to be provided by Clubs for the playing of matches between Academies.

173 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.

EDUCATION AND WELFARE

General

174 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 his Education, Aspects of his Performance, Aspects of his Academic Welfare and Assistance in respect of his Welfare under the definitions in this section of the Rules; and

174.1 is appropriate to the Category of its Academy;

174.2 complies with all applicable requirements set out in this section of the Rules; and

174.3 is evaluated by the Club within each Development Phase to ensure that its objectives have been set out therein.

175 Each Club which operates an Academy shall ensure that each of its Academy Players receives a formal education programme which:

175.1 is appropriate to his age and Training Model;

175.2 meets his specific academic needs;

175.3 complies with all legal requirements;

175.4 is structured to ensure that his academic development is not compromised as a result of his being coached by the Club;

175.5 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 and that each Academy Player's school confirms to the Club that it complies with all applicable requirements set out in Appendix A specifically with regard to the Academy.

176 Each Academy Player's education programme shall be recorded on his Performance Clock.

177 Each Club which operates an Academy shall nominate a member of staff who shall be responsible for:

177.1 liaising with the school at which Academy Players are being educated;

177.2 ensuring that any issues concerning an Academy Player's education arising from that liaison are addressed to the satisfaction of the school; and

177.3 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 reports and educational data are obtained from his school and recorded on his Performance Clock.

178 Each Club shall take all reasonable steps to ensure that it protects the welfare of each of its Academy Players and Players under the age of 21 by offering support for his wellbeing and pastoral care generally.

179 The provisions of Appendix A of these Rules (concerning the Safeguarding of Vulnerable Groups and Safe Recruitment) apply to Academies and Development Centres.

180 Without prejudice to the generality of Rule 179 each Club shall appoint an Academy Safeguarding Officer who shall undertake the functions set out in Appendix A specifically with regard to the Academy.

181 Clubs and Academy Staff shall observe and comply with the requirements of the Code of Practice entitled "The Health and Safety of Academy Players on Residential Tours, Tournaments and Visits" document as issued by the League from time-to-time and any breach thereof shall be treated as a breach of these Rules.

182 Clubs shall ensure that their Academy Players are insured in accordance with advice circulated by the League from time to time.

Induction Events

183 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.

184 The induction meeting referred to in Rule 185 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.

185 Each Club which operates an Academy shall appoint a representative of the League to attend such induction meetings on request.

Ineducation Programme

186 Each Club which operates an Academy shall provide progress reports to the Parent of each Academy Player to whom it provides a full time education programme.

187 The progress reports shall:

187.1 detail the educational progression of the Academy Player; and

187.2 be provided as and when necessary, but as a minimum at least once every 12 weeks.

Delivery of the Education Programme

Part Time Training Model

190 Each Club which operates an Academy shall, in respect of each of its Academy Players being trained under the Part Time Training Model:

190.1 inform the Academy Player's school that he is being so trained;

190.2 if the League so requests obtain from the Academy Player's school his school reports and, where possible, educational attainment data;

190.3 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 his Performance Clock; and

190.4 liaise with the school on a regular basis 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 Clubs Academy.

Hybrid Training Model

191 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 192.2.

192 Each Club which operates an Academy shall, in respect of each of its Academy Players being trained under the Hybrid Training Model:

192.1 undertake all necessary liaison and co-operation with the Academy Player's school to ensure that the required element of education can take place within the Core Coaching Time;

192.2 provide to the Academy Player such additional educational support (to be detailed in the written agreement referred to in Rule 193.1) as they have necessary to compensate for teaching he has missed, and ensure that his education is not adversely affected, as a result of being released from school to undertake coaching during the Core Coaching Time;

192.3 obtain from the Academy Player's school his school reports and, where possible, educational attainment data;

192.4 monitor the Academy Player's academic progression (including by use of the information obtained from the Academy Player's school pursuant to Rule 192.3) and record the information obtained pursuant to Rule 192.3 onto his Performance Clock in a timely fashion and at least every 12 weeks (to coincide with dates of his Multi-disciplinary Reviews);

192.5 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 any additional educational support to be provided by the Club;

192.6 liaise with the school at least every six 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.

Full Time Training Model

193 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 194 to 199 and which is approved in advance by the League.

194 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.

CARTER FOR ACADEMY PLAYERS AND PARENTS
195 Each Club which operates the Full Time Training Model must:
195.1 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;
195.2 ensure that Academy Players in the Under 12, Under 15 and Under 18 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);
195.3 ensure that there is in place a written agreement between the Club, each Academy Player engaged on the Full Time Training Model, and such Academy Player’s school which sets out full details of his education and coaching curriculum;
195.4 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;
195.5 ensure that appropriate staff are available for all educational activity in which the Academy Player is engaged;
195.6 ensure that each such Academy Player’s education is tailored to his academic ability and attainment targets and meets national guidelines;
195.7 obtain from the Academy Player’s school his school report and, where possible, educational attainment data, and
195.8 monitor the Academy Player’s academic progression (including by use of the information obtained from the Academy Player’s school pursuant to Rule 195.7) and record the information obtained pursuant to Rule 195.7 on his Performance Clock in a timely fashion and at least every 12 weeks (to coincide with dates of his Multi-disciplinary review).

196 Without prejudice to the generality of Rule 33, each Club which operates the Hybrid or Full Time Training Model must in respect of each such Training Model:
196.1 not thereafter the League has pre-approved and annually certified its proposed delivery of the Training Model, and
196.2 permit the League and PGB 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
196.3 forthwith implement any changes to its delivery of the Training Model that the League or PGB may require.

197 If the League is not satisfied that a Club’s delivery of the Hybrid or Full Time Training Model complies with these Rules:
197.1 it may refuse to an application to register an Academy Player on it; and
197.2 the Board may exercise its powers set out in Rule 268.

198 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 190 (or Form 191B as appropriate) signed on behalf of the Club by an Authorised Signatory.

199 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 it changes to another Training Model, the Club shall, unless its Parent agrees otherwise, continue to provide him until the end of the academic year in which he reaches the age of 18 years for education and accommodation in accordance with the arrangements made at the time of his first engagement on the Full Time Training Model.

200 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 number of injuries suffered by its Academy Players and of all rehabilitation of such injuries, each notification to include with an NHS general practitioner for the provision of general medical services, using the address at which he resides.

201 Each Club which operates an Academy shall ensure that there is available at all games involving Academy teams appropriate first aid or medical services (including the prevention and treatment of injury and diet and nutrition);

202 The programme referred to in Rule 201 shall ensure that each Academy Player trained under the Full Time Training Model and/or in the Hybrid Training Model, while they are present at the Club’s facilities.

203 Each Club which operates an Academy shall ensure that each Academy Player’s education is tailored to his academic ability and attainment targets and meets national guidelines.

204 Each Club which operates an Academy shall ensure that each Academy Player’s education is tailored to his academic ability and attainment targets and meets national guidelines.

205 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.

206 Each Club which operates a Club shall devise and implement a programme, to be managed by its Head of Education and Welfare or other appropriate official, to assist its Academy Players released from the Academy at completion of their Under 16, Under 17 or Under 18 year in circumstances where it appears they will not be joining another Club (or club).

207 Any such programme in respect of Academy Players being released at the completion of their Under 18 year shall be designed so that it dovetails with the support programme for such released Academy Players to be operated by the League.
TALENT IDENTIFICATION AND RECRUITMENT

Scouts: Qualifications

220 Each Club which operates an Academy shall ensure that each of its Scouts:

220.1 be in possession of such qualification as the League may require from time to time;

220.2 understands and complies in full with these Rules and the Code of Conduct for Scouts, and

220.3 undertakes Continued Professional Development each year.

221 Each Club shall ensure that, where the relevant Scout's duties include those referred to in Rule 220, in addition to complying with the Scout regulations and 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 220, and the League shall register the Scout where it is satisfied that the requirements of this section of these Rules have been complied with and the Scout holds the qualification required by Rule 220.

221A The League shall register a Scout and shall notify the applicant Club to that effect upon being satisfied that:

221A.1 the Scout holds the qualification required by Rule 220.

221B the Scout is not currently registered as the Scout of another Club.

221C At the start of each season each Club shall issue a Scout Identification Card to each of its registered Scouts.

221C.1 Except during the period of five days referred to in Rule 221B, no Club shall employ a Scout who is not registered with the League pursuant to Rule 221A unless it has made an application to register them which has yet to be determined.

221D Upon a Club which operates an Academy ceasing to employ or engage a registered Scout, it shall within five days thereof:

221D.1 give notice to that effect to the League of the Scout who is no longer to be employed or engaged;

221D.2 return their Scout Identification Card to the League.

221E Scouts shall conduct themselves in accordance with the Code of Conduct for Scouts set out in Appendix B.

221F Each Club which operates an Academy shall take all reasonable endeavours to ensure that its Scouts comply in all respects with Rule 221E and the Code of Conduct for Scouts.

Scouts: Attendance at Matches

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

222.1 the Club which has employed or engaged the Scout notifies both Clubs involved in the match of the Scout's proposed attendance not later than 12 noon on the last Normal Working Day before the published date of the match, and

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

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

224 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 be upon the training that the Scout received while obtaining the relevant scouting qualification referred to in Rule 220.

Scouts: Disciplinary Action

224A Any breach by a Scout of Rule 221B 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 found to exist.

224B Any breach by a Club of Rule 221C or 222B shall amount to a breach of these Rules and the League shall be entitled to take disciplinary action against the Club and/or such other Clubs involved in the breach in accordance with Section 8 of the League’s Regulations. In addition to the sanctions available under Rule 221C, 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 found to exist.

Registrations and Provision of Information by the League

225 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 the Parent’s Charter.

226 Subject to Rule 227, the League will undertake the registration (which shall be backdated to the date of application) of the Academy Player if:

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

226.2 during that time, the League has not been contacted by the Academy Player or their Parent to inform the League that the Player no longer wishes to be registered as an Academy Player for that Club, and

226.3 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 226.1. The provisions of Rules 291 and 294 shall apply during the period referred to in Rule 226.1.

227 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:

227.1 any 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

227.2 such Persons or any Club (or club) to produce documents.

228 Where a request is made by the League in accordance with Rule 227, 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 291 to 294, 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.

229 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 225, the other Club shall be presumed to have breached Rule 291.

Time/Distance Rules

230 Subject to Rule 231, 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.

<table>
<thead>
<tr>
<th>Requirement</th>
<th>Foundation Phase</th>
<th>Youth Development Phase</th>
<th>Professional Development Phase</th>
</tr>
</thead>
<tbody>
<tr>
<td>Permitted Recruitment Time/Distance</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Category 1</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Time</td>
<td>1 hour</td>
<td>1 ½</td>
<td>No limit</td>
</tr>
<tr>
<td>Distance</td>
<td>No limit</td>
<td>No limit</td>
<td>No limit</td>
</tr>
<tr>
<td>Category 2</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Time</td>
<td>1 hour</td>
<td>1 ½</td>
<td>No limit</td>
</tr>
<tr>
<td>Distance</td>
<td>No limit</td>
<td>No limit</td>
<td>No limit</td>
</tr>
<tr>
<td>Category 3</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Time</td>
<td>1 hour</td>
<td>1 ½</td>
<td>No limit</td>
</tr>
<tr>
<td>Distance</td>
<td>No limit</td>
<td>No limit</td>
<td>No limit</td>
</tr>
</tbody>
</table>

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

231 Subject to the conditions set out in Rules 232 and 238, a Trialist may attend an Academy for up to eight consecutive weeks in any one season without being registered as provided that:

231.1 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

231.2 before the trial commences his particulars shall be notified forthwith to the Trialist's league by sending to the League:

231.2.1 Form YD8 duly completed;

231.2.2 proof of his home address and date of birth in such a form as is required by the League; and

231.2.3 a photographic image of the Trialist in such format as is required by the League.

232 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 231 for an additional period of four weeks.

233 An extension to a trial period may be:

233.1 made by the Club at least one week before the Trialist's trial period is due to expire; and

233.2 accompanied by such information and assurances as the League may require; and

233.3 consented to by the Trialist and his Parent(s).

234 An extension to 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.

235 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.

236 Rule 40 (Performance Clocks) and Rule 41 (Multi-disciplinary Reviews) shall apply with regard to Trialists.

237 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.

238 The conditions referred to in Rule 235 are as follows:

238.1 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;

238.2 a trial may be offered or given by a Club to anyone in age groups Under 9 to 20 inclusive who has his permanent residence within one hour’s travelling time of the Club’s Academy;

238.3 a trial may be offered or given by any Club to which Rule 238.2 does not apply to anyone in age groups Under 12 and Under 15 who has his permanent residence within one and a half hour's travelling time of the Club’s Academy;

238.4 a trial may be offered or given by a Club to anyone in age groups Under 14 to Under 16 inclusive;
238.5 Subject to Rule 238.6 a trial may be offered or given by one or more Clubs to an Academy Player in age group Under 16 who has not been offered by the Club holding his registration that it will not offer to enter into a Scholarship Agreement with them; any such trial or series of trials may not in aggregate exceed six weeks; 238.6 a trial may not be offered or given to anyone: 238.6.1 who is on trial at another Academy; or 238.6.2 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 262, Rule 264 or Rule 265 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.

239 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.

240 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 YD9 duly completed.

241 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.

242 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 225 to 229 shall apply.

Pre-Registration Agreements

243 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 an Academy may enter into a pre-registration agreement with a player who does not reside within one and shall hours travelling time of its Academy provided that such a player is: 243.1 in his Under 16, Under 17 or Under 18 year, and 243.2 in Full Time Education; and 243.3 not registered with another Club or Premier League club.

244 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 having acquired the player’s registration and: 244.1 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 244.2 in the case of a player of his Under 17 or Under 18 years, upon his finishing Full Time Education. Unless authorised in writing by the Board, breach of such an undertaking will constitute a breach of these Rules.

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

246 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

247 Subject to Rules 120 to 126, except for Trialists attending trials in accordance with Rule 239, and players attending Development Centres and players with whom a Club has entered into a pre-registration agreement in accordance with Rule 243, no player shall be coached by or at an Academy or participate in its matches, tours, festivals, training camps or tournaments in which the Club operating that Academy is involved unless the Club holds his registration. 248 Subject to Rule 246, players in age groups Under 9, Under 10, Under 11, Under 12, Under 13 and Under 14 shall be registered for one year and those in age groups Under 13 and Under 15 for two years.

249 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 or if: 249.1 he is engaged in the Full Time Training Model; or 249.1.1 is engaged in the Full Time Training Model, or 249.1.2 the Club has made an application to the Board for his and having offered to engage the Academy player in the Full Time Training Model and Academy Player having rejected this offer for sound educational reasons. In such case the Board shall enquire into the circumstances and satisfy itself that both the fullest of the application, and if not satisfied shall have the power to determine that the Academy Player’s registration should so endure. and 249.2 registration of Youth Players entered into prior to the date of implementation of these Rules (being with effect from 1st July 2010) shall endure for the original period of that registration.

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

251 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.

252 An application for the registration of an Academy Player at an Academy shall be made by completing and submitting to the League: 252.1 Form YD4 signed on behalf of the Club by an Authorised Signatory; 252.2 a copy of the Code of Conduct referred to in Rule 194; 252.3 proof of both the Academy Player’s home address and date of birth in such form as is required by the League; and 252.4 a photographic image of the Academy Player in such format as is required by the League.

253 A Club shall request each Academy Player (or if he is a minor his Parent) to complete the ethics monitoring questionnaires at the same time that he completes Form YD4. If the Club does not request the Club shall submit the completed ethics monitoring questionnaires 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.

254 An application in YD9 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.

255 Except in the case of a Scholar, a player shall not be registered as an Academy Player unless he is in Full Time Education.

256 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.

257 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 to Under 18: ..................................................... 30 across all age groups Age groups Under 19 to Under 21 inclusive: .......................... 15 in each age group

258 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.

259 A player in age groups Under 14 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 age category subject to the following conditions:

259.1 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 or at in the locality of his place of residence;

259.2 the coaching curriculum shall be designed so as to ensure that it does not cause the Academy Player to be absent from school; 259.3 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 interests are being served by the coaching curriculum and that it is not adversely affecting his education; the result of such 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 259.4 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.

260 An application to register an Academy Player shall be refused if: 260.1 the Academy Player is in age groups Under 10, Under 11 or Under 12; and 260.2 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; and 260.3 the former Club had given notice to that Academy Player under the provisions of Rules 261.2 or 262.2 that it intended to retain his registration; and 260.4 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.

261 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 is to be terminated in that season (other than those who have entered into a Scholarship Agreement whose names are included in the list required by Regulation 67(1), indicating which it retains, which it intends to retain and which it intends to terminate with effect from the first Saturday in June.

End of Season Procedure

262 Except in the case of an Academy Player who has been offered and has accepted a Scholarship Agreement in accordance with Rule 272.

263.1 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 10 to Under 11 Form 30 notifying whether it intends to retain or to terminate its registration with effect from the first Saturday in June; and 263.2 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 13 Form 30 notifying whether it intends to retain his registration for the next two seasons or to terminate it with effect from the first Saturday in June.

263 An Academy Player who receives notification under Rule 262.1 or Rule 262.2 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).
264 An Academy Player who receives notification under Rule 262.1 or Rule 262.2 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:
264.1 by the first Saturday in June he has given written notice to his Club and the League terminating his registration; and
264.2 he has received the League’s written acknowledgement of the same.

265 An Academy Player in age group Under 16 who has not received an offer to enter into a Scholarship Agreement by 31 December 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 his training and development of that Academy Player in accordance with Rule 320.

Termination of Registration
266 Subject to Rule 262, 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:
266.1 the Academy Player completing his Full Time Education; or
266.2 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/or of the Club holding his registration; or
266.3 the receipt by the League of the Academy Player’s notice duly given in accordance with the provisions of Rule 264.1; or
266.4 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
266.5 the expiry, surrender, suspension or revocation of the Academy licence of the Club holding the registration.

267 The Board shall have power at any time to cancel the registration of an Academy Player:
267.1 upon the written application of either:
267.1.1 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 265); or
267.1.2 the Club holding his registration; or
267.2 of its own volition in the circumstances set out in Rule 268.

268 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 on his Parent’s behalf if he is a child),
268.1 cancel the registration of the Academy Player; or
268.2 order that the Academy Player be deemed to be engaged on one of the other Training Models.

269 The Board will not exercise its powers set out in Rule 268 without having first given the Club, the Academy Player and his Parent the opportunity to make representations to it.

270 The Board shall determine such an application in such manner as it shall think fit, in particular, shall have power to appoint one or more suitably qualified persons to enquire into all the circumstances of the application (adapting 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.

271 Upon an Academy Player’s registration terminating by virtue of the provisions of Rule 266.2, the League shall provide him with a copy of Form YD7 or YD10 as evidence thereof.

Scholarships
272 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.

273 Failure by a Club to honour any offer of a scholarship made pursuant to Rule 272 without reasonable cause shall render that Club liable to disciplinary action pursuant to Section 8 of the League’s Regulations.

274 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 263.

275 A Club which operates a Category 4 Academy only may offer to enter into a Scholarship Agreement with:
275.1 anyone who is not an Academy Player; or
275.2 an Academy Player in age group Under 16 who is seeking registration under the provisions of Rule 265, but only on or after 1 January in his Under 16 Year.

276 Any offer made under the provisions of Rules 272, 274 or 275 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 being made.

277 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).

278 An Academy Player who fails to respond as required by Rule 277 shall be deemed to have not accepted the offer.

279 A Club may enter into a Scholarship Agreement with an Academy Player if:
279.1 he holds his registration; or
279.2 his registration is not held by another Club (or club); and
279.3 (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
279.4 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.

280 An Academy Player who enters into a Scholarship Agreement with a Club shall be:
280.1 entitled to receive such remuneration as shall be determined by the Board from time to time; and
280.2 required to complete his Education Programme (as defined in the Scholarship Agreement).

281 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 GM3D, 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.

282 If the parties to a Scholarship Agreement have agreed in writing that they will enter into a Standard Contract (as that form 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 is not 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 Clubs 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
283 An appeal by an Academy Player under the provisions of clause 18.3 or by a Club under the provisions of clause 13.2 of the Scholarship Agreement shall be commenced by notice in writing addressed to the other party to the agreement and to the League.

Appeal against Disciplinary Decision
284 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.

285 Appeals pursuant to Rule 283 or Rule 284 shall be referred to the Player Related Dispute Commission.

286 The Player Related Dispute Commission may allow or dismiss any such appeal and make such further order as it thinks fit.

Order for Costs
287 The Player Related Dispute Commission shall have power to make an order for costs:
287.1 in determining appeals under Rule 283 or Rule 284; and
287.2 if any such appeal, having been commenced, is withdrawn.

288 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.

289 Costs ordered to be paid as aforesaid shall be recoverable:
289.1 in the case of a Club, under the provisions of Article 48; or
289.2 in the case of an Academy Player, as a civil debt.

Further Appeal
290 Within 14 days of a decision of the Board given under the provisions of Rule 286 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 Indemnitudes
291 A Club shall not, either directly or indirectly, make any approach to or communicate with:
291.1 an Academy Player registered with another Club (or club); or
291.2 a player with whom another Club (or club) has entered into a pre-registration agreement which remains current.

292 A public statement made by an Official of or Agent for a Club expressing interest in an Academy Player whose registration is held by another Club (or club) shall not be deemed to be an approach or communication for the purposes of Rule 291(b) and shall not be treated as an approach for the purposes of that rule.

293 Except as permitted by Rules 263 and 264, an Academy Player whose registration is held by a Club shall not, either directly or indirectly, make any approach to another Club (or club).
294 Except that a Club may, not earlier than 1 January next following the commencement of his Under 16 year, offer an Academy Player a contract as a Contract Player not attaining the age of 17 years and subject to Rules 293 and 297.

294.1 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 other person connected with him, either directly or indirectly, a benefit or payment of any description whether in cash or kind.

294.2 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 292.1.

294.3 no Academy Player shall, either directly or indirectly, accept any such inducement.

**FACILITIES**

Each Club which operates an Academy shall ensure that:

295.1 it provides as a minimum the facilities and accommodation set out in Rules 297 to 308;

295.2 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.

295.3 save where otherwise indicated, or with the permission of the Board, the facilities and accommodation set out in Rules 297 to 308 shall be provided at the Club’s principal venue for the coaching and education of Academy Players.

297 Grass pitches

**Category 1**

a) a sufficient number of grass pitches of the appropriate sizes (as required by the Rules relating to Games Programmes and as goals scored 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 (unless that a Club can at its option obtain planning permission for floodlighting in the manner referred to in regulation 13 is recommended);

c) a designated area (in grass) for the coaching of goalkeepers.

**Categories 2 and 3**

a) a sufficient number of grass pitches of the appropriate sizes (as required by the Rules relating to Games Programmes and as goals scored 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.

**Category 4**

a) a sufficient number of grass pitches of the appropriate sizes (as required by the Rules relating to Games Programmes and as goals scored 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 (in grass) for the coaching of goalkeepers.

298 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.

299 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.

300 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.

301 Without prejudice to the generality of Rule 298, 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.

302 Artificial surface pitch

**Categories 1 and 2**

One floodlit outdoor Artificial surface pitch have that if it is reasonably to obtain planning permission for floodlighting in the requirement for floodlighting, coaching is discouraged. It is recommended and matched with pitch rectangles in Law 20(b) that the pitch measure 115 metres in length and 68 metres in breadth, unless otherwise permitted by the League.

**Categories 3 and 4**

Access to one floodlit outdoor Artificial surface pitch (which need not be at the principal venue).

303 Indoor area for training and the playing of matches

Note: ideally a Club’s indoor facility should be located at its principal venue for the coaching of Academy Players and no new facility must be located at the principal venue for the coaching of Academy Players and any new facility must be located at the principal venue for the coaching of Academy Players and any new facility must be located at the principal venue for the coaching of Academy Players.

304 Changing rooms and washing facilities

**Categories 1 to 4**

a) suitably sized changing rooms equal in number to the number of teams (including visiting teams) playing at the Academy at any time or so that each Club has exclusive use of changing rooms;

b) a sufficient number of washing and toilet facilities, of a suitable quality, for the exclusive use of all registered Academy Players; or

c) a sufficient number of separate washing and toilet facilities, of a suitable quality, for the use of ending teams;

305 Match analysis suite

**Category 3 and 4 Academies only**

A match analysis suite is recommended but not mandatory.

306 Team meeting room

**Categories 1 to 4 Academies only**

A medium size meeting room large enough to hold 30 people and equipped with individual desks (one per person), audiovisual projection equipment and large screen, internet access and computers.

307 Medical facilities

Such medical facilities as the Academy shall require to deliver its Sport Science and Medicine Programme.

308 Administration office space

**Categories 1 to 4**

a) Each office suite and access to IT, email and internet as each member of the Academy Staff requires in order to perform the responsibilities set out in their job description;

b) A private meeting room.

309 Academy Player accommodation

**Categories 1 to 4**

Sufficient and adequate accommodation for all registered Academy Players and Trainers 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 all applicable legal requirements in relation to the provision of such accommodation.

310 Classrooms

**Category 1**

A minimum of three classrooms which shall each:

- contain sufficient desk for 20 students;
- contain 20 computers with access to the internet;
- conform in all respects with any requirements for classrooms issued by the Department for Education.

**Category 2**

A minimum of two classrooms which shall each:

- contain sufficient desks for 20 students;
- contain 20 computers with internet access;
- at least one of the classrooms must conform in all respects with any requirements for classrooms issued by the Department for Education.
FINANCE AND EXPENSES

FINANCE

312 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.

313 Each Club which operates an Academy shall by 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.

314 The Academy Financial Information required by Rule 312 shall be submitted in the format required by the League.

315 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 312 and 313.

316 The League shall have the power to obtain an independent audit of a Club's Academy Financial Information submitted pursuant to these Rules.

317 Each Club's Academy Financial Information shall be examined by the Board in order to determine whether to award to the Club a grant from the Professional Youth Game Fund.

EXPENSES

318 Without prejudice to Rules 291 to 294, 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.

319 Without prejudice to Rules 291 to 294, repayment of any kind may be made by a Club to an Academy Player or his Parent (whether direct or indirect) outside the terms of the guidance issued by the Board in accordance with Rule 318, without the prior express consent of the League.

COMPENSATION

Compensation

320 The registration of an Academy Player at an Academy shall impose an obligation on the applicant Club or Premier League club ("the Applicant Club") 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 ("the Training Club") provided that:

320.1 the Training Club had indicated in Form 38 (or, in the case of a Premier League club, the equivalent Premier League form) its intention to retain the Academy Player's registration; or

320.2 the Training Club had offered to enter into a Scholarship Agreement pursuant to Rule 272 with the Applicant Club; or

320.3 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

320.4 Save where Rule 265 applies, the Training Club and Academy Player mutually agreed to terminate the Academy Player's registration; or

320.5 the Board has made a determination to that effect pursuant to Rule 319; and

320.6 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 Centre of Excellence in accordance with the Rules pertaining to youth development which these Rules replace).

321 The amount of compensation referred to in Rule 320 shall be:

321.1 such sum as shall be due pursuant to this section of the Rules; or

321.2 as regards the compensation payable by the Applicant Club to the most recent Training Club, such sum as shall have been agreed between them.

322 Rules 324 to 334 govern the compensation due in respect of an Academy Player who is in any age group between Under 12 and Under 16 at the time when he first registered with a Club in accordance with Rule 325.

323 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 H of the Regulations) determine the compensation payable by the Applicant Club to the latter in respect of an Academy Player:

323.1 who is in any age group between Under 17 and Under 21 when he is registered for the Applicant Club; or

323.2 to whom the Training Club made an offer of a Scholarship Agreement pursuant to Rule 272.

324 The compensation due in respect of an Academy Player to whom Rule 322 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 any age group under 12 or 16, contingent compensation is payable to all qualifying Training Clubs in accordance with these Rules.

325 The initial fee referred to in Rule 324 shall be calculated by:

325.1 multiplying the applicable annual fixed fee (or fees) calculated in accordance with Rule 326 by the applicable number of years; and

325.2 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.

326 In Rule 325:

326.1 the "applicable annual fixed fee" means the fee set out in the table in Rule 327 referable to:

326.1.1 the age group of the Academy Player during any year that was registered with the Training Club; and

326.1.2 the Category of the Training Club during that year; and

326.2 the "applicable number of years" means the number of years for which the Academy Player was registered for the Training Club (subject to Rule 333).

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

<table>
<thead>
<tr>
<th>Age group of the Academy Player</th>
<th>Category of the Academy of the Training Club</th>
<th>Applicable Annual Fixed Fee</th>
</tr>
</thead>
<tbody>
<tr>
<td>Under 5 to Under 11</td>
<td>All Categories</td>
<td>£6,000</td>
</tr>
<tr>
<td>Under 12 to Under 16</td>
<td>Category 1</td>
<td>£6,000</td>
</tr>
<tr>
<td>Under 12 to Under 16</td>
<td>Category 2</td>
<td>£2,000</td>
</tr>
<tr>
<td>Under 12 to Under 16</td>
<td>Category 3</td>
<td>£12,500</td>
</tr>
</tbody>
</table>

328 The contingent compensation referred to in Rule 324 shall consist of:

328.1 a percentage fee 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 2019/20 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 329;

328.2 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 Premier 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:

328.2.1 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

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

328.3 5% of all Compensation Fees, Transfer Fees, Loan Fees and Contingent Sums paid in respect of:

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

328.3.2 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 Premier Division of the National League).

329 The appearance fees referred to in Rule 328.1 are as follows:

<table>
<thead>
<tr>
<th>Number of First Team Appearances</th>
<th>Divisional Status of the Club</th>
</tr>
</thead>
<tbody>
<tr>
<td>Premier League Club</td>
<td>EFL Championship Club</td>
</tr>
<tr>
<td>0</td>
<td>£70,000</td>
</tr>
<tr>
<td>20</td>
<td>£140,000</td>
</tr>
<tr>
<td>30</td>
<td>£140,000</td>
</tr>
<tr>
<td>40</td>
<td>£140,000</td>
</tr>
<tr>
<td>50</td>
<td>£140,000</td>
</tr>
<tr>
<td>60</td>
<td>£140,000</td>
</tr>
<tr>
<td>70</td>
<td>£140,000</td>
</tr>
<tr>
<td>80</td>
<td>£180,000</td>
</tr>
<tr>
<td>90</td>
<td>£180,000</td>
</tr>
<tr>
<td>100</td>
<td>£200,000</td>
</tr>
</tbody>
</table>

The compensation due to the Applicant Club on the death or serious illness of an Academy Player is governed by the terms of the guidance issued by the Board in accordance with Rule 333.
330 In Rule 328:
330.1 “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 EFLs 1 and 2 (including play-offs), the EFL Cup, the FA Cup, the EFL Trophy, the UEFA Europa League or the UEFA Champions League;

330.2 In the event that the Academy Player’s registration at a Club (or Premier League club) is terminated (whether by effusion of time, cancellation, transfer or otherwise) prior to his having made sufficient appearances to trigger one of the payments set out in Rule 326, 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;

330.3 “Compensation Fee”, “Transfer Fee”, “Loan Fee” and “Contingent Sum” shall be interpreted to exclude compensation payable pursuant to Rule 326.

339.1 Reference in Rules 528 and 326 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 328.1 and 328.3 and in the avoidance of doubt the original Applicant Club shall not be liable to the Training Club in respect of:

339.1.1 any appearance fees payable pursuant to Rule 328.1 and due in respect of appearances made by the Academy Player after he has ceased to be permanently registered for the Applicant Club;

339.1.2 sums payable pursuant to Rule 328.2 and 328.3 arising from transfers in respect of which the Applicant Club was not the Transfer or Club.

336 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).

336.1 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 thereof).

336.2 If an 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 18 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.

336.3 The compensation set out in the Professional Football Compensation Committee in respect of an Academy Player to whom Rule 327 applies shall be determined in accordance with the Committee’s Regulations (as set out in Appendix 4 of the Regulations).

336.4 The new registration of a Contract Player under Regulation 6.1 shall impose an obligation on the Club next holding its registration to pay to the former Club (or club) compensation for the training and development of that Player if the Club (or club):

336.4.1 had held that Player’s registration as an Academy Player;

336.4.2 had offered into enter into a Scholarship Agreement with him which offer he had not accepted; or

336.4.3 had entered into a Scholarship Agreement with him and either:

336.4.3.1 the Scholarship Agreement had been terminated at the Player’s request; or

336.4.3.2 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.

336.5 The amount of compensation payable pursuant to Rule 336 shall be:

336.5.1 such as shall have been agreed between the applicant Club (or club) and the former Club, or

336.5.2 such as the Professional Football Compensation Committee on the application of either Club (or club) shall determine pursuant to Rule 335.

338 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.

339 All compensation (including instalments thereof and contingent sums) payable to a Club, Premier League or a EFL 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 EFL 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 FA PDC.

c. demonstrate best practice in the area of child protection and safeguarding.

d. promote ethics and high standards throughout football.

The key principles underlying 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 discrimation 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/careers 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 children or persons, or may pose, a risk of harm to children 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

1. For the purposes of this Part 2, 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.

2. No person shall work in and/or be employed or retained by an Academy or Development Centre in a Regulated Activity unless:

2.1 that person has completed and submitted to the Academy Manager of the Academy at which they seek to be employed, a self-certification form in Form YD2. Form YD2 should be completed on commencement of employment and annually thereafter no later than 1 July prior to the following Season. The date of completion of Form YD2 must also be recorded on the SCR (as defined in paragraph 2.4 below).

2.2 they have obtained from the Disclosure and Barring Service an enhanced criminal records check at the appropriate level;

2.3 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 pursuant to paragraph 2.2 is to the satisfaction of The Football Association; and

2.4 their particulars are held in the single central record of persons employed or retained by the Club (SCR).

3. Academies shall ensure that any other individual employed, retained to work or 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 SCR.

4. Particulars regarding the safe recruitment of all individuals employed, retained to work or working at the Academy should also be recorded on the SCR.

5. 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 2.2 to 4 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 5.

APPENDIX A – SAFEGUARDING

Part 1 – The EFL Child Protection Statement

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3. Academies shall ensure that any other individual employed, retained to work or 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 SCR.

4. Particulars regarding the safe recruitment of all individuals employed, retained to work or working at the Academy should also be recorded on the SCR.

5. 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 2.2 to 4 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 5.
6 At each Academy operated by a Club, a member of staff shall be assigned as the Designated Safeguarding Officer, and that person shall be trained in child protection issues and shall be given specific responsibility for the same and in particular shall:

6.1 ensure there are written child protection policies and procedure based on the principles set out in guidance as issued and/or distributed by the League from time to time;

6.2 deal with and keep appropriate records of any complaints or allegations of poor practice;

6.3 ensure that all complaints or allegations of abuse are dealt with appropriately and where circumstances exist which may harm a child or children or pose, or may pose, a risk of harm to a child or children, refer the matter to:

6.3.1 The Football Association for investigation and action in accordance with the Football Association’s Safeguarding Children Regulations (as may be amended or replaced from time to time); and/or

6.3.2 the appropriate statutory agencies, (excluding but not limited to the Police, Children’s Services Department or the LADO), and in respect of any referral, shall share information and fully cooperate with any regulatory or statutory investigations. Where the Club makes a referral under this paragraph 6.3, the Club shall promptly provide full details to The League;

6.4 ensure compliance by the Academy with paragraphs 2 to 4 above including without limitation, maintaining the SCR;

6.5 ensuring all staff who work with children undertake appropriate safeguarding training for their role in accordance with guidance as issued by The Football Association and/or the League from time to time;

6.6 liaise with Youth Players, parents, staff, the police, local authority statutory agents including the LADO, Social Services Departments, the League, The Football Association and other relevant persons and bodies in relation to child protection issues;

6.7 promote awareness of child protection issues generally within the Academy and encourage and monitor the adoption of best practice procedures in that regard;

6.8 work together with designated safeguarding officers from other departments of the Club (under the leadership of the Safeguarding Senior Manager) to support a strategic approach to safeguarding within the Academy and the Club as a whole.

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 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 their Clubs and 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.