CHARTER FOR ACADEMY PLAYERS AND PARENTS

EFL YOUTH DEVELOPMENT PLAYERS’ AND PARENTS’ GUIDE
SEASON 2019/20
The EFL Youth Development would like to thank the following clubs for providing the photographs included in this guide: Barnsley, Ipswich, Middlesbrough, MK Dons, Northampton, Peterborough, Queens Park Rangers, Rochdale, Southend, Sunderland, West Bromwich Albion, Yeovil.
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 U14 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>
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.

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.

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

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

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

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

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

DURATION OF REGISTRATION

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

Once the registration is established it will continue thereafter for successive periods of a year (or 2 years) unless either the club and/or the player terminate in accordance with the youth development rules. The EFL and your Club see registration as a crucial time when independent advice is important for Academy Players and their parents (see section 7).
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 longterm 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/or termination or refusal of your registration.

CODE OF CONDUCT

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

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.

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).

COMPENSATION

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

Compensation for Academy Players who have been offered a scholarship by their club and for players in the Under 17 age group and older may be determined under the Regulations of the Professional Football Compensation Committee. Academy Players and their parents are not liable for paying these fees.

Compensation Formula

<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. Detailed rules apply, full details of which can be obtained from the PFA.

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

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

More information about feedback and communication, including the complaints process, can be found in section 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 37.
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 U9 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>

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 progress 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.
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 matches being played in the 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.
- 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.
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 Academies operate a part time programme whereby you attend school full time and in the main attend the Academy in the evening, at weekends and during holidays. Additionally, your Academy keeps in regular contact with your school to ensure your Academy attendance is not having a detrimental impact on your educational progress.

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

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

YOUTH DEVELOPMENT PHASE: U12 to U16
The Youth Development Phase offers 3 possible types of programme:

1 Part time
- You attend school full time, and in the main you attend the Academy in the evenings, at weekends and during holidays.
- Your Academy will keep in regular contact with your school 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 must 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 31st December following the commencement of your under 16 year.
The Player Recognition System (PRS) uses identification cards to validate Player eligibility and record attendance at Academy fixtures and events. All schoolboy (U9-U16) registered players are issued with a PRS ID card and monitoring is undertaken to ensure the integrity of Academy football, in accordance with Youth Development Rules.

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

Following the 2018/19 introduction of the Player Recognition System into the EFL, it will be a statutory rule going forward for all registered Academy Players to have a PRS ID card available for inspection. Academies intending to register a Player will be required to complete the registration forms as they do currently, with the additional requirement to provide a suitable image. The Player will then be issued with an ID card once all registration details, including image eligibility, have been verified and processed.

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

Any lost or damaged cards must be reported to your Club immediately so that a new card can be printed and issued as soon as possible by the League. The EFL will only record and store data deemed essential in fulfilling its role as a governing body and in support of its functions.

In respect of PRS, once registered, the League will access the following registration data in order to produce Player ID cards:
- Player name
- Player FAS ID
- Player image
- Player registration status

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

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

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

PERFORMANCE CLOCK

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

PERFORMANCE REVIEW FREQUENCY

<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</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>

PERFORMANCE REVIEWS

Every Academy Player’s performance is reviewed regularly. A performance review assesses your development against targets set at previous performance reviews. It identifies your need for individual coaching, all-round athletic development, educational support, and it sets new performance targets. Each review is recorded on your performance clock.

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

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

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

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

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

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

IMAGES / VIDEO FOOTAGE – PARENTS AND PLAYERS UNDER 18 YEARS

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

You should ensure that you understand 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.
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 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

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.
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:

E: SJefferson@efl.com  T: 01772 325810

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.

WELFARE/POOR PRACTICE ISSUES AND SAFEGUARDING

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

HEAD OF ACADEMY COACHING

Name:  
Contact:  

ACADEMY MANAGER

Name:  
Contact:  

ACADEMY COACH

Name:  
Contact:  

CLUB DOCTOR

Name:  
Contact:  

PHYSIOTHERAPIST

Name:  
Contact:  

HEAD OF EDUCATION

Name:  
Contact:  

ACADEMY DESIGNATED SAFEGUARDING OFFICER

Name:  
Contact:  

CLUB DESIGNATED SAFEGUARDING OFFICER

Name:  
Contact:  

EFL REGIONAL MANAGER

Name:  
Contact:  

OTHER USEFUL CONTACT

Name:  
Contact:  

OTHER USEFUL CONTACT

Name:  
Contact:  

COMPLAINTS PROCEDURE

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

Play your best:
Be your best.

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

Play Your Part
(Code of Conduct)

Young Players

Play your part and support the FA’s Code of Respect:

When playing football, I will:

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

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

• Be asked to apologise to whoever I’ve upset
• Receive a formal warning
• Be dropped, substituted or suspended from training
If we behave positively during practice and matches, our children will too.

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

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

**Spectators and Parents/Carers**

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

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

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

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

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

Everyone has the right to be treated with dignity and respect, and the EFL is committed to eliminating all forms of discrimination incorporating direct, indirect, associative or perceptive discrimination and all forms of bullying, harassment and victimisation.

Following government consultation, the football authorities’ commitment to promoting inclusion within the game led to the introduction of the Inclusion and Anti-Discrimination Action Plan. The plan led to regulatory commitment from the EFL and its member clubs to implement a Code of Practice. The Equality Code of Practice sets out key areas all EFL clubs should look to address to ensure they are inclusive across all areas of their business. In June 2016 the EFL introduced ground-breaking new regulations aimed at tackling the under-representation of Black, Asian and Minority Ethnic (BAME) managers and coaches employed by clubs. The EFL also promotes and supports work in relation to other areas such as women and girls’ attendance, LGB&T (Lesbian, Gay, Bisexual and Transgender) awareness, mental health and other FA, PL and PFA led initiatives.

REPORTING DISCRIMINATION

The EFL has a reporting pathway to deal with any allegations of prejudice and discrimination, ensuring that all individuals can raise their issue through the channels explained in this charter.

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

And it’s never been easier to report discrimination!
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 30’s.

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 in both.

Every club has people who can be asked for help on both education and welfare matters and every player should be aware of the identity of these staff members and should have no hesitation in asking for their help if required.

Good luck with your career

Les Reed
FA Technical Director

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 fulfil his dream of becoming a professional footballer by providing an opportunity to develop footballing skills whilst gaining relevant academic qualifications, which are viewed as essential by today’s employers. The 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.

LFE can also be contacted by e-mail at info@lfe.org.uk or by telephone on 01772 326870

Sarah Stephen
Chief Executive
League Football Education (LFE)

Trials

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

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

A trial may not be offered to any player who is on trial at another Academy or who is currently registered at another club (unless consent is given). Before a trial commences the required form 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 242.

UNDER 16 ASSESSMENT TRIALS

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

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

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

LFE ASSESSMENT TRIALS

At the end of your two year Apprenticeship if you are not offered a further period of registration with your club, you may be able to attend the LFE Assessment Trials. Managed by League Football Education in association with the EFL and The Professional Footballers Association, the Assessment Trials provide an opportunity for players to be viewed by scouts from professional and non-league clubs. Held on a regional basis across three venues in May each year, the trials also attract representatives from European clubs and 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 Apprenticeship programme. After the trials have taken place, LFE will notify players if any interest from scouts has been registered in them, usually within two weeks of the final trial date having taken place.

For more information on the Assessment Trials please visit www.lfe.org.uk/trials2019
YOUTH DEVELOPMENT RULES OF THE EFL FOR SEASON 2019/20

CONTENTS

GENERAL
Definitions ........................................................................................................... 41
General .................................................................................................................. 45
Applications to Operate Academies ................................................................. 45

STRATEGY, LEADERSHIP AND MANAGEMENT OF THE ACADEMY
Strategic Documents ......................................................................................... 47
Academy Performance Plan ............................................................................... 47
Performance Management Application ......................................................... 47
Technical Board ................................................................................................ 47
Ongoing Monitoring by The League .............................................................. 47
Productivity Profile ......................................................................................... 48

PERFORMANCE MANAGEMENT, PLAYER DEVELOPMENT AND PROGRESSION
Performance Clock .......................................................................................... 48
Individual Learning Plans and Multi-disciplinary Reviews ............................ 48

STAFF
General .............................................................................................................. 48
Academy Management Team ........................................................................... 49
Academy Manager ............................................................................................ 49
Academy Operations Manager .......................................................................... 50
Academy Secretary ............................................................................................ 50
Head of Academy Coaching .............................................................................. 50
Coaches .............................................................................................................. 50
Goalkeeping Coaches ....................................................................................... 50
Senior Professional Development Coach ...................................................... 51
Coaches: Qualifications and Professional Development .................................. 51
Head of Academy Sports Science and Medicine ........................................... 51
Academy Nutritionist ....................................................................................... 52
Lead Sports Scientist ....................................................................................... 52
Lead Strength and Conditioning Coach ......................................................... 52
Senior Academy Physiotherapist ................................................................. 53
Physiotherapists and Sports Therapists ......................................................... 53
Academy Doctor ............................................................................................... 53
Performance Analysts ..................................................................................... 53
Head of Education ............................................................................................ 53
Head of Recruitment ......................................................................................... 54
Interns ................................................................................................................. 54
Player Care ........................................................................................................ 54
Academy Psychologist ..................................................................................... 54
Minority Candidates ......................................................................................... 54
COACHING
Coaching Curriculum ............................................................. 55
Coaching Hours ........................................................................ 55
Development Centres .............................................................. 56

GAMES PROGRAMME
General .................................................................................. 56
Foundation Phase Games Programme ........................................ 56
Youth Development Phase Games Programme .......................... 57
Professional Development Phase Games Programme ................. 58
Premier League 2 and Professional Development League ........ 59
Games Programme: Postponement etc. of Matches ............... 60

DUTY OF CARE
Education ................................................................................. 60
Reports on Educational Progression ......................................... 60
Delivery of the Education Programme ...................................... 61
Personal Development and Life Skills Plans ............................ 62
Inductions and Transitions ...................................................... 62
Academy Player and Parent Voice ........................................... 62
Safeguarding and Mental and Emotional Wellbeing .............. 62
Health and Safety ..................................................................... 62
Inclusion, Diversity and Equality ............................................ 63
Injury and Medical .................................................................... 63

SPORTS SCIENCE AND PERFORMANCE SUPPORT
Sports Science and Medicine/Performance Support ................. 63
Performance Analysis ............................................................... 64

TALENT IDENTIFICATION AND RECRUITMENT
Scouts: Qualifications ............................................................... 64
Scouts: Attendance at Matches ............................................... 64
Scouts: Disciplinary Action ...................................................... 65
Registrations and Provision of Information by the League .......... 65
Time/Distance Rules ............................................................... 65
Trials ....................................................................................... 65
Pre-Registration Agreements ................................................... 66
Registrations ........................................................................... 67
End of Season Procedure ....................................................... 68
Termination of Registration ..................................................... 68
Scholarships ............................................................................ 69
Approaches by and to Clubs and Inducements ....................... 70

FACILITIES
Facilities .................................................................................. 70

FINANCE AND EXPENSES
Finance .................................................................................... 72
Expenses .................................................................................. 72

COMPENSATION
Compensation ........................................................................... 72

APPENDIX A – SAFEGUARDING
Part 1 – The EFL Child Protection Statement ............................. 75
Part 2 – Specific Requirements ................................................. 75

APPENDIX B – CODE OF CONDUCT FOR SCOUTS ................. 78

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

1. In this Section of the Rules the following terms shall have the following meanings:

1.1. “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 14;

1.2. “Academy Doctor” means the Official referred to in Rule 99;

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 50;

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 52 to 58;

1.6. “Academy Nutritionalist” means the Official referred to in Rule 88;

1.7. “Academy Operations Manager” means the Official referred to in Rule 66;

1.8. “Academy Performance Plan” means a document which sets out: the goals, strategy, and measurable short-term and long-term performance targets for all aspects of the work of the Club’s Academy, such strategy and performance targets to be consistent with the Club’s Vision Statement, Academy Strategy, Academy Performance Plan and any other appropriate, detailed Academyexit and integrate into its Coaching, Education, Games and Sports Science and Performance Support Programmes;

1.9. “Academy Player” means a male player (other than an Amateur Player, Non Contract Player (in the League) or a Triallist) who is in an age group between Under 9 to Under 21 and who is registered for and who is coached by, or plays football for or at a Club which operates an Academy pursuant to these Rules, save for any player who:

(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 competitions referred to in Rules 101 and 104) or

(b) has entered into a Standard Contract with that Club;

1.10. “Academy Psychologist” means the Official referred to in Rule 101;

1.11. “Academy Secretary” means the Official referred to in Rule 61;

1.12. “Academy Staff” means those Officials of a Club employed or otherwise engaged to work in the Club’s Academy;

1.13. “Academy Standards Application” means the online system:

(a) through which Clubs are required to complete the self-assessment referred to in Rule 7 as part of the ISD process for the auditing of Academies;

(b) through which the ISD provides feedback to Clubs as part of the multi-disciplinary assessment referred to in Rule 9.2; and

(c) through which quantitative data can be provided to the Clubs;

1.14. “Artificial Surface” means a playing surface which in the reasonable opinion of the League meets the requirements of the FISA Quality Programme for Football Turf and any new outdoor or indoor Artificial Surface pitch installed by a Club which operates or applies to operate a Category 3 Academy must achieve the TPF quality rating under the FISA Quality Programme for Football Turf;

1.15. “Authorised Games” means:

(a) international matches arranged by a national association including preparation and trials thereafter;

(b) matches in which the Academy Player plays for the Club holding his registration:

(i) in its first team;

(ii) which are comprised in a Games Programme; or

(iii) which are comprised in Festivals or Tournaments, participation in which is limited to Academy teams or which are sanctioned by The Football Association or by a foreign national association;

(c) friendly matches organised by the Club holding the Academy Player’s registration and played at an Academy, participation in which is limited to Academy Players registered at an Academy or Triallists but excluding matches between two teams consisting of one Club’s Academy Players;

(d) friendly matches against any opposition played outside the season dates set out in the Games Programme Schedule in which the Academy Player plays for the Club holding his registration;

(e) matches organised by the English Schools Football Association or Independent Schools Football Association or an association affiliated to either of such associations in which the Academy Player plays with the prior agreement of his Parent(s) (in the case of an Academy Player under the age of 18 years), all participation in such matches to be notified by the Academy Player to the Club holding his registration;

(f) trial matches for other Clubs or Premier League clubs in which the Academy Player plays with the prior written permission of the Club holding his registration; or

(g) any other match authorised by the Board;

1.16. “Basic First Aid for Sport Qualification” means the qualification of that name issued by or on behalf of The Football Association;
1.23. “(b) the appropriate means of coaching Academy Players in order that they develop those skills (having due regard to their age); and

1.24. “(b) a summary of the Club’s obligations to the Academy Player, and the Academy Player’s obligations to the Club;

1.25. “(d) Inductions and transitions (see Rules 194 to 198);

1.26. “(e) Safeguarding and mental and emotional wellbeing (see Rules 201 to 204);

1.27. “(e) Academy Player and Parent voice (see Rules 199 to 200);

1.28. “(f) the appropriate means of coaching Academy Players in order that they develop those skills (having due regard to their age); and

1.29. “(f) a summary of the Club’s obligations to the Academy Player, and the Academy Player’s obligations to the Club;

1.30. “(g) Inclusion, diversity and equality (see Rules 207 and 208); and

1.31. “(g) Academy Player and Parent voice (see Rules 199 to 200);

1.32. “(h) Duty of Care

1.33. “(h) a summary of the Club’s obligations to the Academy Player, and the Academy Player’s obligations to the Club;

1.34. “(i) Continued Professional Development

1.35. “(i) Academy Player and Parent voice (see Rules 199 to 200);

1.36. “(j) Inductions and transitions (see Rules 194 to 198);

1.37. “(j) a summary of the Club’s obligations to the Academy Player, and the Academy Player’s obligations to the Club;

1.38. “(k) Duty of Care

1.39. “(k) a summary of the Club’s obligations to the Academy Player, and the Academy Player’s obligations to the Club;

1.40. “(l) Duty of Care

1.41. “(l) a summary of the Club’s obligations to the Academy Player, and the Academy Player’s obligations to the Club;

1.42. “(m) Inductions and transitions (see Rules 194 to 198);

1.43. “(m) a summary of the Club’s obligations to the Academy Player, and the Academy Player’s obligations to the Club;

1.44. “(n) Duty of Care

1.45. “(n) a summary of the Club’s obligations to the Academy Player, and the Academy Player’s obligations to the Club;

1.46. “(o) Duty of Care

1.47. “(o) a summary of the Club’s obligations to the Academy Player, and the Academy Player’s obligations to the Club;

1.48. “(p) Duty of Care

1.49. “(p) a summary of the Club’s obligations to the Academy Player, and the Academy Player’s obligations to the Club;

1.50. “(q) Duty of Care

1.51. “(q) a summary of the Club’s obligations to the Academy Player, and the Academy Player’s obligations to the Club;

1.52. “(r) Duty of Care

1.53. “(r) a summary of the Club’s obligations to the Academy Player, and the Academy Player’s obligations to the Club;

1.54. “(s) Duty of Care

1.55. “(s) a summary of the Club’s obligations to the Academy Player, and the Academy Player’s obligations to the Club;

1.56. “(t) Duty of Care

1.57. “(t) a summary of the Club’s obligations to the Academy Player, and the Academy Player’s obligations to the Club;

1.58. “(u) Duty of Care

1.59. “(u) a summary of the Club’s obligations to the Academy Player, and the Academy Player’s obligations to the Club;

1.60. “(v) Duty of Care

1.61. “(v) a summary of the Club’s obligations to the Academy Player, and the Academy Player’s obligations to the Club;

1.62. “(w) Duty of Care

1.63. “(w) a summary of the Club’s obligations to the Academy Player, and the Academy Player’s obligations to the Club;

1.64. “(x) Duty of Care

1.65. “(x) a summary of the Club’s obligations to the Academy Player, and the Academy Player’s obligations to the Club;

1.66. “(y) Duty of Care

1.67. “(y) a summary of the Club’s obligations to the Academy Player, and the Academy Player’s obligations to the Club;

1.68. “(z) Duty of Care

1.69. “(z) a summary of the Club’s obligations to the Academy Player, and the Academy Player’s obligations to the Club;
1.60. "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.

1.61. "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.


1.63. "Performance Clock" means the application utilised for recording, measuring, monitoring and evidencing all aspects of an Academy Player’s progression, development and education in accordance with the format and procedures to be set by the League.

1.64. "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 monitoring 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 from time to time require for the purposes of national or Category-wide 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.

1.65. "Personal Development and Life Skills Plan" means the individual development plan for each Academy Player delivered by his Club on an ongoing basis throughout the period of his registration and which will also include (without limitation) life skills training or coaching in the following areas:
   (a) mental and emotional wellbeing;
   (b) health and nutrition;
   (c) careers and further education advice;
   (d) transition support;
   (e) financial management;
   (f) use of social media;
   (g) dealing with the media;
   (h) anti-drug policies;
   (i) gambling, anti-corruption and sport integrity;
   (j) personal integrity; and
   (k) social skills.

1.65A “PGB” means the Professional Game Board of The Football Association.

1.66. "Player Care" means the adoption of a holistic approach to personal and sporting development, supporting Academy Players to achieve their potential in and out of football.

1.67. "Playing Philosophy" means a written statement which sets out:
   (a) the principles, values, playing style and tactical approach of all of the Club’s teams (including its first team); and
   (b) profiles detailing, for each age group and the first team, the Club’s desired technical, tactical, physical, psychological and social skills of players in each position on the pitch.

1.68. "Premier League 2" means the league of that name managed, organised and controlled by The Premier League.

1.69. "Productivity Methodology" 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.

1.70. "Productivity Profile" means an analysis, provided by the League using the Productivity Methodology, of each Club’s track record in developing Academy Players, that is to say:
   (a) the extent to which Academy Players coached by or at its Academy have progressed to become established professional Players; and accordingly;
   (b) the extent to which the Club’s successful in contributing to the development of established professional Players.

1.71. "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 League (in the case of Clubs operating Category 3 and Category 4 Academies) and “Professional Development League 1”, “Professional Development League 2” and “Professional Development League 3” shall be construed accordingly.

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

1.73. "Professional Development Phase Games Programme" means the games programmes organised by the Premier League and league for teams in the Professional Development Phase as set out in Rules 154 to 160.

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

1.75. "Scholarship Agreement" means an agreement made between a Club and an Academy Player in 1201.

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

1.76A “Scout” means any person employed or engaged by a Club (whether on a Full Time or Part Time basis and whether or not they are remunerated in any way for their services) whose duties include identifying to their Club players whose registration as Academy Players the Club may wish to secure.

1.76B "Scout Identification Card" means a formal means of identification to be issued by each Club to each of its registered Scouts which shall include:
   (a) the name of the Club which employs the Scout; and
   (b) a photograph of the Scout.

1.77. "Senior Academic Physiotherapist" means the Official referred to in Rule 95.

1.78. "Senior Professional Development Coach" means the Official referred to in Rule 77.

1.79. "Sports Science and Medicine/Performance Support Programme" means an integrated, interdisciplinary programme for the provision of sports science, medical services, performance support and analysis, as more particularly described in Rules 217 to 222.

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

1.81. "Technical Board" has the meaning set out in Rules 28 to 30.

1.82. "Tournament" means a grouping of competitive matches between three or more Clubs (or clubs whose results are given significance (e.g. there may be a winner of the Tournament) and which are typically played together at one venue and over a short period of time (e.g. one day or a few days).

1.83. "Training Camp" means an event for the Academy Players of one Club which lasts for one or more days and at which a variety of coaching and other on pitch or off pitch activities takes place.

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

1.85. "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 235 or 236.

1.86. "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.

1.87. "Youth Development Phase" means the Under 12 to Under 16 age groups inclusive.

1.88. "Youth Development Phase Games Programme" means the games programmes organised by the Premier League and League for teams in each of the Under 12 to Under 16 age groups, full details of which are set out in Rules 159 to 165.

2. For the purposes of the section of these Rules:
   2.1 Academy Players shall be placed in one of 15 age groups commencing with age group Under 9 and ending with age group Under 21, and
   2.2 the age group into which each Academy Player shall be placed shall be determined by his age on 31 August in the year in question, save in the case of players in the Under 21 age group, who must be under the age of 21 as at January in the year in which the Season concerned commences (i.e. for Season 2016/17 born on or after 1 January 1996).

3. If a Club engages in the training and development of young players then it must:
   3.1 obtain a licence to operate an Academy; and
   3.2 operate its Academy in accordance with this section of the Rules.

4. The maximum term of a licence to operate an Academy shall be three years, unless revoked earlier in accordance with these Rules or extended by the PGB at its sole discretion.

5. There shall be four Categories of Academy.

Applications to Operate Academies

6. Each Club which operates or applies to operate an Academy shall give the League and the 350 access to such facilities, personnel, documents and records as they reasonably require in order to undertake their requisite duties under these Rules.

7. In accordance with such timetable as issued by the League from time to time, a Club which wishes to operate (or continue to operate) an Academy must:
   7.1 submit its written application (signed on behalf of the Club by an Authorised Signatory) to do so to the ISO, and
   7.2 submit a self assessment via the Academy Standards Application to demonstrate adherence with:
      7.2.1 the ‘safe to operate’ conditions implemented by the ISO from time to time;
      7.2.2 the Rules; and
      7.2.3 the standards issued by the ISO from time to time in respect of the areas set out in Rule 9.2 below (the “Standards”).

8. The PGB, acting on the advice of the ISO (which shall be provided following a review by the ISO of the submission referred to in Rule 7) shall determine whether each applicant Club complies with the ISO’s ‘safe to operate’ conditions and the Rules and notify each such Club of its determination by the deadline stipulated by the League.
9. The PGB shall determine that a Club either:
    9.1 does not comply with the ISO's 'safe to operate' conditions; the Rules and the Standards, in which case the PGB shall issue an action plan to the Club for it to address any breaches of the conditions, Rules or Standards, failure to comply with which may (at the PGB's absolute discretion) result in the refusal to grant a licence to operate an Academy or the downgrading of the Category status of an Academy;
    9.2 breaches to which the ISO relates, the Rules and the Standards in full, in which case the Club shall maintain the Category status of its Academy and the ISO shall conduct a further multi-disciplinary assessment of the Club's Academy over a three-year period across the following areas (utilising such assessment criteria as devised by the ISO from time to time):
        9.2.1 Leadership and management;
        9.2.2 Coaching;
        9.2.3 Medical/performance support;
        9.2.4 Education and Player Care;
        9.2.5 Pathway and productivity.

10. Where during or following the completion of the multi-disciplinary assessment referred to at Rule 9 above, the ISO determines that the Club is failing to (or has failed to) comply with any element of the assessment criteria, it may recommend to the PGB that it issue an action plan to the Club for it to address any such failure(s), failure to comply with which may (at the PGB's absolute discretion) result in the downgrading of the Category status of the Club's Academy.

11. Where a Club wishes to apply for its Academy to obtain a higher Category status:
    11.1 it must indicate in the submission referred to at Rule 7, above, and
    11.2 the assessment processes referred to in Rules 7 and 7.1 shall take place over the course of one year, rather than three.
    Where a Club can demonstrate at the time of submission that it is compliant with all requirements of the higher Category status, the ISO may consider awarding such higher Category status to the Club in a provisional basis whilst the one-year assessment referred to in Rule 11.2 is undertaken.

12. Each Club shall be given no less than one week's notice of the dates of any element of an ISO Audit and any notice of change to the dates shall be given with the permission of the PGB, which shall only be granted if the PGB is satisfied that the change is necessary to meet exceptional circumstances which justify such a change.

13. Prior to any element of an ISO Audit being presented to the PGB, the ISO shall:
    13.1 give to the Club a copy of it and of the ISO's recommendation;
    13.2 thereafter, if requested by the Club, hold a meeting with Officials of the Club and representatives of the League to discuss it; and
    13.3 consider any representations made by the Club or the League about the Club's ISO Audit and make all appropriate amendments to the ISO Audit subsequent to those representations.

14. The PGB, having given due consideration to a Club's ISO Audit and recommendation and to the advice of the League, shall (where appropriate) issue all licenses to operate Academies and shall determine the Category of each Academy in respect of which it grants a licence.

15. For the purposes of this Rule, the Club may only apply for a licence to operate an Academy if it believes that the ISO Audit contains manifest error.

16. A Club may only appeal against the decision of the PGB not to issue it a licence to operate an Academy, or against the PGB's determination of the Category of its Academy. If that decision was:
    16.1 reached as a result of fraud, malice or bad faith; or
    16.2 reached as a result of procedural errors so great that the rights of the Club have been clearly and substantially prejudiced; or
    16.3 reached as a result of a perverse interpretation of the law; or
    16.4 on which no reasonable person could have reached any tribunal which had applied its mind properly to the facts of the case.


18. A Club's PGB has has at least one year in which to apply for a licence to operate an Academy within three years of the PGB's determination unless:
    18.1 the PGB is satisfied that there are exceptional circumstances which justify a further application; and
    18.2 the Club bears any costs of the League, ISO and PGB reasonably incurred by any of those bodies in assessing and determining the Club's further application.

19. Any Club or Official making a false statement (whether made verbally or in writing) or falsifying a document in connection with:
    19.1 an application for a licence to operate an Academy;
    19.2 the League's annual evaluation undertaken pursuant to Rule 31.2;
    19.3 an ISO Audit;
    19.4 any other provision of these Rules;
    shall be in breach of these Rules and shall be liable to be dealt with in accordance with the provisions of Section 8 of the League's Rules.

20. If, in breach of Rule 3.2, a Club fails to comply with any Rule in this section, or if a Club or Official makes a false statement or falsifies a document as set out in Rule 19, then the PGB may:
    20.1 revoke the Club's licence to operate an Academy; or
    20.2 suspend the Club's licence to operate an Academy for such time as it shall determine during which the Club shall have the opportunity to ensure that it becomes compliant with the relevant Rule; or
    20.3 determine that the Club's Academy shall have a lower Category than its current Category; or
    20.4 withdraw and recall the Club's entitlement to any central funding provided for the purpose of youth development; and
    20.5 in any of the above cases require the Club to undertake an ISO Audit of the Club's Academy as soon as reasonably practicable.

21. Without prejudice to Rules 20, 224A and 224B, any breach of Rules 3.2, 6, 9, 10, 26.2, 35 to 43, 47, 48, 49, 116 to 120, 123.2, 127 to 129, 131, 132, 137, 138, 151 to 153, 160 to 162, 270, 271 to 275, 264, 244, 245, 248 to 251, 252, 263, 266, 278, 281, 284 to 286, 296 to 299, 317, 320 or 324 shall be liable to be dealt with under the provisions of Section 8 of the League's Regulations.

### STRATEGY, LEADERSHIP AND MANAGEMENT OF THE ACADEMY

#### Strategic Documents

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

#### Academy Performance Plan

23. Each Club which operates an Academy shall prepare and make available to the League and to the ISO, as part of the self-assessment process referred to at Rule 7, its Academy Performance Plan.

24. The Academy Performance Plan shall be drawn up under the guidance of the Academy Manager in consultation with such other officials as the Club Board may consider appropriate (including, by way of example only, the Manager, the Chief Executive, the Academy Management Team and the technical director if the Club has appointed one (and the Technical Board) and shall be reviewed annually by the Academy Manager.

25. The Club Board shall:
    25.1 annually review and approve the Academy Performance Plan;
    25.2 ensure that the Academy Performance Plan is communicated to all relevant officials; and
    25.3 measure the performance of the Academy each year against the objectives, strategy and specific performance targets set out in the Academy Performance Plan and ensure that appropriate action is taken if the performance targets have not been met.

#### Performance Management Application

26. Each Club which operates an Academy shall:
    26.1 utilise the Performance Management Application from the date of its implementation by the League and record on it the data listed in Rule 16.4;
    26.2 ensure that the data held on the Performance Management Application which is within the Club's control is held securely and only released to, or accessed by, those persons who require access to it pursuant to any of these Rules; and
    26.3 provide the League with such information as it may from time to time require for the purposes of analysing and benchmarking on a national or Category wide basis any aspect of the performance of Academy Players or Clubs.

27. Each Club which operates an Academy shall ensure that the Performance Management Application is available for access by the following individuals:
    27.1 relevant Academy Staff; and
    27.2 Parents of its Academy Players aged 17 and younger, and the Academy Players themselves, in relation to information contained on the Performance Management Application which relates to that Academy Player (but excluding information which in the Clubs reasonable opinion ought not to be so disclosed).

### Technical Board

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

29. The membership of the Technical Board shall consist of such officials as the Club Board deems necessary for the Technical Board to properly perform the functions with which it is tasked by these Rules, and accordingly may include:
    29.1 the Chief Executive;
    29.2 the Manager;
    29.3 the Academy Manager;
    29.4 any technical, football or sporting director employed by the Club;
    29.5 such officials as can provide input from the following functional areas:
        29.5.1 recruitment;
        29.5.2 coaching; and
        29.5.3 Professional Development Phase coaching;
    29.6 any other official that the Club Board deems appropriate.

30. The Technical Board shall provide technical advice and support in the development of the Club’s Playing Philosophy, Coaching Philosophy and Coach Competency Framework, and in the development, implementation and monitoring of the Academy Performance Plan.

### Ongoing Monitoring by The League

31. The League shall conduct:
    31.1 an ongoing monitoring of each Academy; and
    31.2 an annual evaluation of each Academy which shall be made available to the Club, the ISO and, if required, the PGB.

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

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

At the meetings referred to in Rule 32, the Club shall:
38.1 discuss with the Academy Player his Individual Learning Plan; and
38.2 take all appropriate action (for example by way of amending his Individual Learning Plan to set mutually agreed performance targets and/or such individual coaching, athletic development or educational support as may be necessary).

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

Each Club which operates an Academy shall meet with the Parent of each Academy Player under the age of 18 at least twice a year and provide to and discuss with the Parent a detailed review of all aspects of the Academy Player's performance and development based on his most recent Multi-disciplinary Reviews.

A written record of the discussion referred to in Rule 40 shall be given to the Parent and noted on the Academy Player's Performance Clock.

Each Club which operates an Academy shall, between 1 May and 30 June in each year, provide to the Parent of each Academy Player under the age of 18 an annual written report on all aspects of the Academy Player's performance and development over the preceding season.

Each Club shall permit a representative of the League to attend Multi-disciplinary Reviews if so requested by the League.
Academy Operations Manager

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

Academy Secretary

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

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

Head of Academy Coaching

65. Each Club which operates an Academy shall employ a Head of Academy Coaching who shall:
   65.1 report to the Academy Manager;
   65.2 subject to Rule 65.6, have responsibility for delivery of the Academy's Coaching Curriculum;
   65.3 be responsible for designing and delivering the Club's Continued Professional Development programme, which shall reflect the Club's Playing Philosophy and Coaching Philosophy and each Coach's Coach Competency Framework for all the Club's Academy coaches;
   65.4 discharge the responsibilities with regard to Development Action Plans set out at Rules 78 to 80;
   65.5 hold at least an up to date UEFA A Licence, an FA Youth Award, and an FA Advanced Youth Award;
   65.6 hold a current Basic First Aid for Sport (Qualification, current EFAiF or an equivalent or higher qualification approved by the Board);
   65.7 have recent and relevant experience of coaching Academy Players in an Academy (or of a comparable environment);
   65.8 be employed Full Time in the case of a Head of Academy Coaching employed in a Category 1, Category 2 or Category 3 Academy and at least Part Time in the case of a Category 4 Academy;
   65.9 attend at least five hours of in-service training to be provided by the League each year;
   65.10 attend such training to be provided by The Football Association as necessary to maintain the validity of the qualifications set out in Rule 63.5;
   65.11 in conjunction with each of the Club's coaches, plan, deliver and monitor the delivery of individual development plans for each such coach.

In addition to the in-service training referred to in Rule 65.9, the Head of Academy Coaching must undertake Continued Professional Development organised by the Club.

Coaches

66. 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 the 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>1</td>
<td>2</td>
<td>2</td>
</tr>
<tr>
<td>Category 2</td>
<td>1</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>Category 3</td>
<td>1</td>
<td>1</td>
<td>2</td>
</tr>
<tr>
<td>Category 4</td>
<td>1/2</td>
<td>1/2</td>
<td>1</td>
</tr>
</tbody>
</table>

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

67. Each Club shall appoint one Full Time coach in each Development Phase who shall be the lead coach for that phase and be responsible for managing the delivery of coaching within them, and who shall:
   67.1 in respect of the Youth Development and Professional Development Phase, hold at least an up to date UEFA A Licence; and
   67.2 in respect of the Foundation Phase, hold at least an up to date UEFA B Licence and the relevant age specific FA Advanced Youth Award.

Goalkeeping Coaches

68. Each Club which operates an Academy shall employ, either on a Full Time or Part Time basis, such goalkeeping coaches as are necessary to ensure that such Academy Players as is a goalkeeper receives the required hours of coaching set out in Rule 116, subject to the following minimum requirements:
   68.1 a Club operating a Category 1 Academy shall employ at least one Full Time goalkeeping coach; and
   68.2 a Club operating a Category 2 Academy shall employ at least one Full Time goalkeeping coach.

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

70. Each goalkeeping coach must hold:
   70.1 an FA B Licence; and
   70.2 an FA Goalkeeping Coaching B Licence.

Senior Professional Development Coach

71. Each Club which operates a Category 1 or Category 2 Academy shall (and a Club which operates a Category 3 or Category 4 Academy may) appoint a Senior Professional Development Coach who shall:
   71.1 report to the Academy Manager;
   71.2 liaise with the Manager;
   71.3 hold a UEFA A Licence and the FA Advanced Youth Award with the age specific specialist element relevant to the Professional Development Phase;
   71.4 oversee on a day-to-day basis the Coaching Curriculum for the Under 19 to Under 21 age groups;
   71.5 manage the transition of Academy Players to the Club’s senior squad in accordance with the Club’s procedures for the same described in Rule 73;
   71.6 contribute to the Multi-disciplinary Reviews of all Academy Players in the Professional Development Phase; and
   71.7 manage the Club’s team which competes in the Professional Development League.

72. Each Club which operates a Category 3 or Category 4 Academy that does not appoint a Senior Professional Development Coach in accordance with Rule 71 shall assign a member of the coaching staff responsible for the coaching of the Club’s professional players to act as an Interim coach who shall:
   72.1 liaise with the Manager;
   72.2 liaise with the Manager; and
   72.3 manage the transition of Academy Players to the Club’s senior squad in accordance with the Club’s procedures for the same described in Rule 73.

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

74. Each coach (excluding goalkeeping coaches to whom Rule 69 applies) must:
   74.1 meet the requirements of the FA Coaching Licensing Scheme and maintain a current FA Basic First Aid Certificate (other qualifications approved by the Board);
   74.2 have an up to date UEFA A Licence; and
   74.3 have an up to date FA Advanced Youth Award with the age specific specialist element relevant to the Development Phase which they coach.

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

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

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

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

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

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

81. Each Club which operates a Category 1 and Category 2 Academy shall appoint a Full Time Head of Academy Sports Science and Medicine who
   81.1 liaise with the Manager;
   81.2 liaise with the Manager; and
   81.3 liaise with the Manager.

82. Each Club which operates a Category 3 or Category 4 Academy shall, for the purposes of their Young Players Respect Code of Conduct, ensure that such a Code of Conduct is appropriate and in accordance with these Youth Development Rules.

Coaches: Qualifications and Professional Development

74. Each coach (excluding goalkeeping coaches to whom Rule 69 applies) must:
   74.1 meet the requirements of the FA Coaching Licensing Scheme and maintain a current FA Basic First Aid Certificate (other qualifications approved by the Board);
   74.2 have an up to date UEFA A Licence; and
   74.3 have an up to date FA Advanced Youth Award with the age specific specialist element relevant to the Development Phase which they coach.

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

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

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

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

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

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

Head of Academy Sports Science and Medicine

81. Each Club which operates a Category 1 and Category 2 Academy shall appoint a Full Time Head of Academy Sports Science and Medicine who shall:
   81.1 liaise with the Manager; and
   81.2 liaise with the Manager.

82. Each Club which operates a Category 3 or Category 4 Academy shall, for the purposes of their Young Players Respect Code of Conduct, ensure that such a Code of Conduct is appropriate and in accordance with these Youth Development Rules.
84. The Head of Academy Sports Science and Medicine shall be:

84.1 if they are a registered physiotherapist member of the Health and Care Professions Council or a registered medical practitioner,

84.1.1 a registered physician practitioner licensed to practise by the General Medical Council (and shall comply with the General Medical Council’s requirements concerning annual appraisal, scope of practice, indemnity and revalidation of practitioners) with a diploma in Sport and Exercise Medicine or an equivalent or higher qualification, or

84.1.2 a registered medical practitioner licensed to practise by the General Medical Council (and shall comply with the General Medical Council’s requirements concerning annual appraisal, scope of practice, indemnity and revalidation of practitioners) with a diploma in Sport and Exercise Medicine or an equivalent or higher qualification, or

84.1.3 the holder of at least a master’s degree in sports science (or other relevant discipline) from a recognised university and have or be working towards British Association of Sport and Exercise Sciences and/or British Psychological Society accreditation; and

84.2 shall have current and relevant professional experience in a sports performance environment.

85. Each Club which operates a Category 1 Academy shall appoint or designate an existing member of Academy Staff to the role of Academy Doctor.

85.1 if they are a registered physiotherapist member of the Health and Care Professions Council or a registered medical practitioner,

85.1.1 a registered physician practitioner licensed to practise by the General Medical Council (and shall comply with the General Medical Council’s requirements concerning annual appraisal, scope of practice, indemnity and revalidation of practitioners) with a diploma in Sport and Exercise Medicine or an equivalent or higher qualification, or

85.1.2 a registered medical practitioner licensed to practise by the General Medical Council (and shall comply with the General Medical Council’s requirements concerning annual appraisal, scope of practice, indemnity and revalidation of practitioners) with a diploma in Sport and Exercise Medicine or an equivalent or higher qualification, or

85.1.3 the holder of at least a master’s degree in sports science (or other relevant discipline) from a recognised university and have or be working towards British Association of Sport and Exercise Sciences and/or British Psychological Society accreditation; and

85.2 shall have current and relevant professional experience in sports performance environment.

88. Each Club which operates a Category 1 Academy shall appoint or designate an existing member of Academy Staff to the role of Academy Nutritionist who:

88.1 shall be Full Time;

88.2 shall be responsible for devising and implementing plans to promote nutrition and a healthy diet amongst Academy Players; and

88.3 shall provide advice to Academy Players and Staff on all aspects of nutrition; and

88.4 shall be on the Sport and Exercise Nutrition Register (“SENr”) or work under the direct management and supervision of an individual listed on the SENr.

95. Each Club which operates a Category 1 Academy shall appoint a Lead Sports Scientist who shall:

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

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

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

95.4 hold a current FA First Aid for Sport Qualification, current EFAiF or an equivalent or higher qualification approved by the League; and

95.5 hold or be working towards holding British Association of Sport and Exercise Medicine accreditation.

96. In addition to the Senior Academy Physiotherapist referred to at Rule 95, each Club which operates a Category 1 Academy shall employ at least one Full Time physiotherapist who shall:

96.1 be a registered physiotherapist member of the Health and Care Professions Council (and shall comply with the Health and Care Professions Council’s requirements concerning annual appraisal, scope of practice, indemnity and revalidation of practitioners) with a diploma in Sport and Exercise Medicine or an equivalent or higher qualification, or

96.2 shall have current and relevant professional experience in sports performance environment;

96.3 ensure that Rules 215.1 and 216 are complied with; and

96.4 undertake Continued Professional Development organised by the Club.

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

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

101. Each Club which operates a Category 2 Academy shall employ a minimum of two Performance Analysts, one on a Full Time basis, and the other at least Part Time.

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

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

Coaching Hours

114. The coaching of age groups under 15 and older in Category 1 and Category 2 Academies shall take place over 46 weeks of each year, each week 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 Games Programmes shall take place).

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

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

<table>
<thead>
<tr>
<th>Category</th>
<th>Coaching Phase</th>
<th>Foundation Phase</th>
<th>Youth Development Phase</th>
<th>Professional Development Phase</th>
</tr>
</thead>
<tbody>
<tr>
<td>Category 1</td>
<td>Coaching hours per week</td>
<td>4 rising to 8 for younger Academy Players</td>
<td>10 rising to 12 for older Academy Players</td>
<td>16 reducing to 14 for Academy Players who have commitments to the professional squad during the Foundation Phase</td>
</tr>
<tr>
<td></td>
<td>Permitted Training Model</td>
<td>Part Time, Hybrid, Full Time</td>
<td>Part Time, Hybrid, Full Time</td>
<td>Full Time, Hybrid</td>
</tr>
<tr>
<td>Category 2</td>
<td>Coaching hours per week</td>
<td>3 rising to 5 for older Academy Players</td>
<td>6 rising to 8 for older Academy Players</td>
<td>10 reducing to 8 for Academy Players who have commitments to the professional squad during the Professional Development Phase</td>
</tr>
<tr>
<td></td>
<td>Permitted Training Model</td>
<td>Part Time, Part Time, Hybrid</td>
<td>Part Time, Hybrid, Full Time</td>
<td>Full Time, Full Time</td>
</tr>
<tr>
<td>Category 3</td>
<td>Coaching hours per week</td>
<td>N/A</td>
<td>N/A</td>
<td>14 reducing to 12 for Academy Players who have commitments to the professional squad during the Professional Development Phase Games Programmes</td>
</tr>
<tr>
<td></td>
<td>Permitted Training Model</td>
<td>N/A</td>
<td>N/A</td>
<td>Full Time</td>
</tr>
</tbody>
</table>

117. The maximum time in which Academy Players in the Foundation Phase can be engaged in a single coaching session is 50 minutes and there will be appropriate rest periods between such sessions.

118. Each Club shall ensure that:

118.1 each Academy Player has access to an individual coaching plan tailored to his specific needs;

118.2 each Academy Player is made aware of his individual coaching plan (and any changes thereto) as soon as reasonably practicable in advance of his being coached in accordance with it; and

118.3 all coaching is recorded on the Academy’s Performance Clock.

119. Each Club shall ensure that a coach to Academy Players and Trials ratio of 1:10 is maintained for all coaching sessions (save that the ratio for Category 3 Academies using the Full Time Training Model shall be 1:8).
126. Each Club shall ensure that each of its coaches plans each coaching session by setting out the learning objectives which the session is designed to achieve and the coaching which will be given in order to achieve them.

Development Centres

127. 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.

128. A child being coached at a Club’s Development Centre:

132.1 may be trained at more than one Club;
132.2 may not play in matches for that Club unless registered as a Trialist; and
132.3 will be free to play for other teams.

129. Clubs which operate Development Centres shall keep an attendance record of all the children who participate in coaching sessions thereat.

130. Each Development Centre operated by a Club may be inspected from time to time by the League and by the ISO.

131. Without prejudice to the generality of Rule 126, the inspection referred to in that Rule may include:

132.1 inspection of the facilities provided; and
132.2 assessment of whether the coaching provided at the Development Centre is in accordance with the Club’s coaching syllabus.

133. No Club shall cause or permit a child whose registration is held by another Club (or club) or with whom another Club (or club) has entered into a pre-registration agreement which remains current to attend its Development Centre.

134. The Premier League will organise a games programme for teams in each of the Under 9 to Under 11 age groups of Clubs operating Category 1 Academies.

135. The League will organise a games programme for teams in each of the Under 9 to Under 11 age groups of Clubs operating Category 3 Academies.

136. The games programmes referred to in Rules 134 and 135 shall consist of matches which:

136.1 shall be competitive but whose results (save for matches in the Under 13, Under 14 and Under 15 Premier League National Cups) shall not give any particular competitive significance between Academies (for example, no league table or the like shall be produced);
136.2 shall not be played outdoors, except for matches for age groups Under 12 to Under 15 during the second half of December and the whole of both January and February in which Churches may be played as Futsal games.

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

137.1 shall consist of matches played in accordance with the following formats (save that some matches played indoors may be played as Futsal games):

138. 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 Cup, participation in which shall not be mandatory.

139. Each Club shall ensure that each of its Academy Players in the Foundation Phase shall:

139.1 be competitive but whose results (save for matches in the Under 13, Under 14 and Under 15 Premier League National Cups) shall not give any particular competitive significance between Academies (for example, no league table or the like shall be produced);
139.2 be played outdoors, except for matches for age groups Under 12 to Under 15 during the second half of December and the whole of both January and February in which Churches may be played as Futsal games.

GAME PROGRAMMES

General

120. Save as permitted by the Board, Clubs shall not affiliate to any other youth leagues or enter any cup competitions except The Football Association Youth Cup and the Premier League Youth Cup.

121. An Academy Player whose registration is held by a Club which operates an Academy shall play football only in a Games Programme or in Authorised Games and in coaching and training games (participation in which is limited to registered Academy Players and Trialists) organised by and played at an Academy.

122. A Club which operates an Academy shall not cause or allow an Academy Player whose registration it holds to play football except as permitted by Rule 130.

123. Each Club which operates an Academy shall record in each Academy Player’s Performance Clock:

123.1 each match in which he has played; and
123.2 no playing time in each match.

124. In all matches that form part of the Games Programme, each Club is required to ensure that all participating Academy Players wear a shirt bearing a clearly visible number on the back, which corresponds to the number allocated to the relevant Academy Player on any teamsheet submitted in accordance with these Rules or otherwise.

Foundation Phase Games Programme

130. An Academy Player whose registration is held by a Club which operates an Academy shall play football only in a Games Programme or in Authorised Games and in coaching and training games (participation in which is limited to registered Academy Players and Trialists) organised by and played at an Academy.

131. A Club which operates an Academy shall not cause or allow an Academy Player whose registration it holds to play football except as permitted by Rule 130.

132. Each Club which operates an Academy shall record in each Academy Player’s Performance Clock:

132.1 each match in which he has played; and
132.2 no playing time in each match.

133. In all matches that form part of the Games Programme, each Club is required to ensure that all participating Academy Players wear a shirt bearing a clearly visible number on the back, which corresponds to the number allocated to the relevant Academy Player on any teamsheet submitted in accordance with these Rules or otherwise.

Youth Development Phase Games Programme

139. The Premier League will organise a games programme for teams in each of the Under 12 to Under 14 age groups of Clubs operating Category 1 and 2 Academies (and for the avoidance of doubt teams from both Categories shall participate together in this games programme). The League will also organise a games programme for teams in the Under 15 age group of Clubs operating Category 1 Academies and of those Category 2 Academies wishing to participate.

140. The League will organise a games programme for teams in each of the Under 15 to Under 18 age groups of Clubs operating Category 3 Academies.

141. The games programme for Category 3 Clubs referred to in Rule 139 shall include the Under 15, Under 16 and Under 17 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.

143. Each Club which operates a Category 3 Academy shall participate in the Foundation Phase Games Programme at a level determined by the League in the light of that Club’s playing results.

144. Each Club which operates a Category 3 Academy shall participate in the Under 12 Frameworks of the Premier League National Cups as determined by the League in the light of that Club’s playing results.

145. Each Club which operates a Category 3 Academy shall participate in the Under 13, Under 14 and Under 15 Frameworks of the Premier League National Cups as determined by the League in the light of that Club’s playing results.

146. Each Club which operates a Category 3 Academy shall participate in the Under 15 Frameworks of the Premier League National Cups as determined by the League in the light of that Club’s playing results.

147. Each Club which operates a Category 3 Academy shall participate in the Under 16 Frameworks of the Premier League National Cups as determined by the League in the light of that Club’s playing results.

CHARTER FOR ACADEMY PLAYERS AND PARENTS

SECTION 1 - CHARTER FOR ACADEMY PLAYERS

151. 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 Academies and for the avoidance of doubt teams from both Categories shall participate together in these games programmes.

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

153. Each Club shall be free to play for other teams.

154. Each Club shall be free to play for other teams.

155. Each Club shall be free to play for other teams.

156. Each Club shall be free to play for other teams.

157. Each Club shall be free to play for other teams.

158. Each Club shall be free to play for other teams.

159. Each Club shall be free to play for other teams.

160. Each Club shall be free to play for other teams.

161. Each Club shall be free to play for other teams.

162. Each Club shall be free to play for other teams.

163. Each Club shall be free to play for other teams.

164. Each Club shall be free to play for other teams.

165. Each Club shall be free to play for other teams.

166. Each Club shall be free to play for other teams.

167. Each Club shall be free to play for other teams.

168. Each Club shall be free to play for other teams.

169. Each Club shall be free to play for other teams.

170. Each Club shall be free to play for other teams.

171. Each Club shall be free to play for other teams.

172. Each Club shall be free to play for other teams.

173. Each Club shall be free to play for other teams.

174. Each Club shall be free to play for other teams.

175. Each Club shall be free to play for other teams.

176. Each Club shall be free to play for other teams.

177. Each Club shall be free to play for other teams.

178. Each Club shall be free to play for other teams.

179. Each Club shall be free to play for other teams.

180. Each Club shall be free to play for other teams.

181. Each Club shall be free to play for other teams.

182. Each Club shall be free to play for other teams.

183. Each Club shall be free to play for other teams.

184. Each Club shall be free to play for other teams.
144. The League shall organise a games programme for teams consisting of Academy Players in the under 16 age group of Clubs operating Category 1, 2 or 3 Academies, and for other teams of Academy Players in those age groups of Clubs operating Category 2 Academies.

145. Save for any matches played abroad pursuant to Rule 146, the games programme for Category 1 Clubs referred to in Rule 144 shall:

145.1 be constituted either on a national basis, in which case the Clubs concerned shall be required to enter their Academy teams into the games programme of the National Football League, or on a regional basis, in which case the teams referred to in paragraph 145.1 shall be required to enter their Academy teams into the games programme of the Regional Football League of the geographical area to which they belong;

145.2 be competitive but whose results shall not be given any particular competitive significance between Academies (for example, no league table or the like shall be produced).

146. The games programme for Category 2 Clubs referred to in Rule 144 shall be organised on a regional basis, in that so far as possible no team has to travel more than two hours to an away match (save that travel times may be necessary in order that each Club can participate meaningfully in the games programme).

147. Matches in the games programmes for Category 1 and Category 2 Clubs referred to in Rule 144 shall, unless the board of the Premier League otherwise permits, be played on Saturday, and arranged so that so far as possible a Club’s fixtures in it reflect those of its teams in the Professional Development Phase Games Programme.

148. As part of the Youth Development Phase Games Programme, the Premier League shall organise matches (which may be organised as Tournaments) against teams from clubs in membership of a national association other than The Football Association or the Football Association of Wales. Such matches shall be organised regularly for Clubs operating Category 1 Academies and from time to time for Clubs operating Category 2 Academies.

149. The League shall organise a games programme for teams consisting of players in the Under 15 and Under 16 age groups of Clubs operating Category 3 Academies, to be played on a regional basis so that as far as reasonably possible no team has to travel more than two hours to an away match (save that travel times may be necessary in order that each Club can participate meaningfully in the games programme).

150. Matches played pursuant to Rules 144 to 149 shall, when played outdoors, be played in accordance with the following format:

<table>
<thead>
<tr>
<th>Team size</th>
<th>Pitch size (yards)</th>
<th>Goal size (feet)</th>
<th>Ball size</th>
</tr>
</thead>
<tbody>
<tr>
<td>Under 11</td>
<td>33 by 20</td>
<td>6 by 4</td>
<td>11</td>
</tr>
<tr>
<td>Under 13</td>
<td>33 by 20</td>
<td>6 by 4</td>
<td>11</td>
</tr>
<tr>
<td>Under 15</td>
<td>33 by 20</td>
<td>6 by 4</td>
<td>11</td>
</tr>
</tbody>
</table>

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

151.1 must participate fully in the Youth Development Phase Games Programme (save that participation in the Under 15s and Under 14 Premier League National Leagues (if voluntary) and

151.2 may enter any Academy Player who has received a scholarship in the previous academic year or the equivalent of the Football Association’s Category 1 Academy Scholarship, unless the Academy has and is able to demonstrate that such a Player is not reasonably available to the Academy’s first team or has not met the requirements of the Academy’s scholarship scheme.

152. Each Club which operates a Category 1 Academy must participate fully in the Youth Development Phase Games Programme (save that participation in the Under 15s and Under 14 Premier League National Leagues (if voluntary) and

153. Each Club which operates a Category 2 Academy must participate fully in the Youth Development Phase Games Programme (save that participation in the Under 15s and Under 14 Premier League National Leagues (if voluntary) and

154. Professional Development Phase Games Programme

154. The Premier League will organise two games programmes, one for teams of Clubs operating Category 1 Academies and one for teams of Clubs operating Category 2 Academies.

155. The League will organise a games programme for teams of Clubs operating Category 3 and Category 4 Academies, and following such consultation determine with those Clubs in its absolute discretion what games programme(s) should be developed for those Clubs, Rules relating to the games programme and (subject to Rule 155.1) how that games programme should be delivered.

156. The games programmes organised by the Premier League and the League pursuant to Rules 154 and 155 will be constituted on the following geographical bases: (subject to Rule 155.1) how that games programme should be delivered.

156.1 Category 1: a national league and a regional league (depending on age group) with some matches played on a national basis and some international matches against teams representing clubs in membership of national associations other than The Football Association or the Football Association of Wales (and such matches may be played either in England or abroad);

156.2 Category 2:

156.2.1 intra leagues, each of which shall be constituted on a geographical basis (for example one league of northern based teams and one of southern based teams), the exact number of leagues and their geographical constitution to be determined by the Board in its absolute discretion and having regard to those Premier League clubs (and Clubs which operate Category 3 and 4 Academies) which operate Category 3 and 4 Academies.

156.3 Categories 3 and 4:

156.3.1 intra or more leagues, each of which shall be constituted on a geographical basis (for example one league of northern based teams and one of southern based teams), the exact number of leagues and their geographical constitution to be determined by the League in its absolute discretion and having regard to those Premier League clubs (and Clubs which operate Category 3 and 4 Academies) which operate Category 3 and 4 Academies.

157. Matches in the Professional Development Phase Games Programme organised under Rule 154:

157.1 shall be played in accordance with the Laws of the Game (and for the avoidance of doubt shall be in the Y11 format);

157.2 shall be for Players in the Under 18 age group (and younger) only, save that a Club may name in its team sheet a goalkeeper in the Under 19 group;

157.3 shall have a maximum of six substitutes named on the team sheet (and for the avoidance of doubt up to three substitutes may enter the field of play);

157.4 shall consist of competitive leagues and Tournaments; and

157.5 may include of an optional Futsal programme organised by the Premier League (for Clubs operating Category 1 and 2 Academies) in the months of December, January and February.

158. Matches in the Professional Development Phase Games Programme organised under Rule 155:

158.1 shall be played in accordance with the Laws of the Game (and for the avoidance of doubt shall be in the Y11 format);

158.2 shall be for Players in the Under 18 age group (and younger) only, save that up to 2 Players in the Under 19 age group may be named on the team sheet for a match provided they are:

158.2.1 a goalkeeper; or

158.2.2 registered as a Scholar and are only continuing as a Scholar beyond the age of 18 because of injury or other extenuating circumstances as approved by the League of which the Club is a member in accordance with that League’s relevant provisions;

158.3 shall have a maximum of nine substitutes named on the team sheet (and for the avoidance of doubt up to five substitutes may enter the field of play);

158.4 shall consist of competitive leagues and/or Tournaments;

158.5 may include an optional Futsal programme organised by the Premier League in the months of December, January and February.

159. Further provisions binding on Clubs competing in the Leagues referred to in Rule 152 shall be set out in the rules of those Leagues.

160. Each Club which operates an Academy:

160.1 must participate fully in the Professional Development Phase Games Programme;

160.2 may enter any Academy Player who has received a scholarship in the previous academic year or the equivalent of the Football Association’s Category 1 Academy Scholarship, unless the Academy has and is able to demonstrate that such a Player is not reasonably available to the Academy’s first team or has not met the requirements of the Academy’s scholarship scheme.

160.3 may include of an optional Futsal programme organised by the Premier League in the months of December, January and February.

161. Each Club which operates a Category 1 Academy shall compete in Premier League 2 as part of the Professional Development Phase Games Programme.

162. Each Club which operates a Category 2 Academy shall compete in the Professional Development League 2 as part of the Professional Development Phase Games Programme, unless it is able to demonstrate to the League that its starting 11s in its first team matches during the relevant season (including matches in the Premier League Challenge Cup, the EFL Trophy, the UEFA Europa League and/or UEFA Champions League included on average at least five Players in the Under 19 age group or younger.

163. Each Club which operates a Category 3 or Category 4 Academy may compete in the development league to be organised by The League as part of the Professional Development Phase Games Programme.

164. The Premier League will organise Premier League 2, which shall consist of a national league competition played on a competitive basis.

165. The Premier League will organise the Professional Development League, which shall consist of a league or leagues played on a competitive basis organised on an regional basis, the composition of such regional league(s) will be at the absolute discretion of the Board of the Premier League who shall so far as reasonably possible determine the composition of each such league to ensure that each Club has to travel no more than three hours to each match (save that travel times may be necessary in order that each Club (or club) can participate meaningfully in the Professional Development League).

166. The League will, if required, organise (or procure the organisation of, for example, through the Football Combination or Central League) Professional Development League 3, which shall consist of a league or leagues played on a competitive basis and organised on a regional basis, the composition of such regional league(s) and the minimum number of matches to be played by each Club to be at the absolute discretion of the Board of the Premier League, the League Competition (including play-off matches), the FA Premier League Challenge Cup, the EFL Trophy, the UEFA Europa League and/or UEFA Champions League included on average at least five Players in the Under 21 age group or younger.

167. Further provisions binding on Clubs competing in Premier League 2 and the Professional Development League shall be set out in the rules of those Leagues.

168. The League will in addition organise international matches (which may take place by way of Tournaments) for teams competing in Premier League 2 and the Professional Development Leagues.
173. Each Club which operates an Academy shall establish an Education Programme which shall set out the activities to be undertaken by the Club to ensure that the education of its Academy Players and Players up to the Under 25 age group who are not regular members of the Club’s first team squad is supported effectively and which:

173.1 is appropriate to the Category of its Academy;

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

173.3 is evaluated by the Club within each Development Phase to ensure it is meeting its objectives as set out therein.

174. Each Club which operates an Academy shall ensure that each of its Academy Players receives a formal Education Programme which:

174.1 is appropriate to his age and Training Model;

174.2 meets his specific academic needs;

174.3 complies with all legal requirements;

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

174.5 in the case of an Academy Player who is entered into a Scholarship Agreement with the Club, consists of the sporting excellence professional apprenticeship ("SEP") and an educational programme approved by the League (which must include an academic or educational qualification approved by the League and be subject to imposing quality assurance by the League); and

174.6 shall continue notwithstanding that the Academy Player signs a professional contract and which shall comply with the requirements of the Education and Skills Act 2008 with regard to education and training.

175. Each Club which operates an Academy Player’s education Programme under his Programme shall be recorded on the League’s Learning Management System and on his Performance Clock.

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

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

176.2 ensuring that any issues concerning an Academy Player’s education arising from that liaison are addressed to the satisfaction of the Club;

176.3 ensuring that Academy Players on the Full Time and Hybrid Training Models (and where the League requests, for Academy Players on the Part Time Training Model) each Academy Player’s school performance and educational data are obtained from his school and recorded on his Performance Clock and on the LMS.

177. Each Club which operates an Academy shall provide progress reports to the Parent of each Academy Player in the Youth Development Reports on Educational Progression. Each Academy Player’s educational progression under his Education Programme shall be recorded on the League’s Learning Management System and on his Performance Clock and which shall comply with all legal requirements; and which shall comply with the requirements of the Education and Skills Act 2008 with regard to education and training.

178. Each Club which operates an Academy shall ensure that:

178.1 detail the educational progression of the Academy Player; and

178.2 provide it as and when necessary, but at a minimum at least once every 12 weeks.

179. 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 (if the officiating referee is a referee of the official of the county FA who has accompanied the teams 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 in adverse weather conditions preclude, the playing of the match and/or prevent the Club at whose ground the match should have been played shall within seven days give to the League notice inviting in writing to that effect.

180. Each Club which operates an Academy shall ensure that:

180.1 its Programme for each such Academy Player provides him with a minimum of 20 hours’ education during each week of the school term; 180.2 enter into an agreement with any school at which its Academy Players are being educated setting out the obligations of the Club in respect of the Club’s provision of educational support referred to in Rule 31, and of the League in respect of the Club’s provision of educational support referred to in Rule 181.5; and

180.3 obtain from the Academy Player’s school reports and, where possible, educational attainment data;

180.4 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; 180.5 provide to the Academy Player such additional educational support (to be detailed in the written agreement referred to in Rule 181.5) as shall be necessary to compensate for teaching he has missed, and to ensure that his education is not adversely affected, as a result of being released from school to undertake coaching during the Core Coaching Time;

180.6 monitor the Academy Player’s academic progression (including by use of the information obtained from the Academy Player’s school pursuant to Rule 181.2) and record the information obtained pursuant to Rule 181.3 on the LMS and display it on his Performance Clock in a timely fashion and at least every 12 weeks (to coincide with dates of his Multi-disciplinary Reviews); and

180.7 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 may arise as a consequence of his being trained at the Club’s Academy.

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

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

181.2 provide to the Academy Player such additional educational support (to be detailed in the written agreement referred to in Rule 181.5) as shall be necessary to compensate for teaching he has missed, and to ensure that his education is not adversely affected, as a result of being released from school to undertake coaching during the Core Coaching Time;

181.3 obtain from the Academy Player’s school reports and, where possible, educational attainment data;

181.4 ensure that the Academy Player’s academic progression (including by use of the information obtained from the Academy Player’s school pursuant to Rule 181.2) and record the information obtained pursuant to Rule 181.3 on the LMS and display it on his Performance Clock in a timely fashion and at least every 12 weeks (to coincide with dates of his Multi-disciplinary Reviews); and

181.5 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 may have arisen as a consequence of his being so trained.

182. Each Club which operates an Academy shall, irrespective of whether its Academy Players are in the Under 12 and Under 13 categories, participate in the Full Time Training Model where they reside within 90 minutes of the Club’s principal training venue; and

182.1 liaise with the Academy at least every six weeks in order to discuss and address any issues concerning the Academy Player’s education which may arise or may have arisen as a consequence of his being so trained.

183. The education element of the Full Time Training Model must comply with these Rules and be structured in accordance with one of the four options set out below or in accordance with any other proposals as the League may approve.

184. Each Club which operates the Full Time Training Model must:

184.1 unless otherwise approved by the League, only enable Academy Players in the Under 12 and Under 13 age groups to participate in the Full Time Training Model where they reside within 90 minutes of the Club’s principal training venue;

184.2 enter into an agreement with any school at which its Academy Players are being educated setting out the obligations of the Club and the school in respect of the education of those Academy Players; and

184.3 ensure that Academy Players in the Under 12, Under 13 and Under 14 age groups are being educated at schools are fully integrated with other pupils of their age, which obligation shall include (without limitation) attending lessons with such other pupils according to the school’s normal timetable (save where the Academy Players are being coached in the Core Coaching Time in accordance with these Rules);

184.4 ensure that there is in place a written agreement between the Club, each Academy Player engaged on the Full Time Training Model, its Parent and/or school which sets out full details of his education and Coaching Curriculum;

184.5 ensure that the Education Programme of each such Academy Player provides him with a minimum of 20 hours’ education during each week of the school term; and

184.6 ensure that appropriate staff:student ratios are utilised for all educational activity in which the Academy Player is engaged;

184.7 ensure that each Academy Player follows a curriculum which reflects the ‘Progress 8’ measurement of educational attainment and attainment (save where there are educational reasons why an Academy Player requires an amended curriculum to be followed), the League may grant dispensation from this requirement, subject to the approval of an Education Advisor, and

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

184.9 monitor the Academy Player’s academic progression (including by use of the information obtained from the Academy Player’s school pursuant to Rule 184.2) and record the information obtained pursuant to Rule 184.3 on the LMS and display it on his Performance Clock in a timely fashion and at least every 12 weeks (to coincide with dates of his Multi-disciplinary Reviews).

185. Without prejudice to the generality of Rule 31, each Club which operates the Hybrid or Full Time Training Model must in respect of each such Training Model:

185.1 not do so unless the League has pre-approved and annually certified its proposed delivery of the Training Model;

185.2 permit the League to monitor and assess its delivery of the Training Model, including in respect of an individual Academy Player, in order to ensure that it complies with these Rules, and

185.3 forthwith implement any changes to its delivery of the Training Model that the League may require.
186. If the League is not satisfied that a Club’s delivery of the Hybrid or Full Time Training Model complies with these Rules:

186.1 it may refuse to an application to register an Academy Player on it and,
186.2 the Board may exercise its powers set out in Rule 273.

187. If a Club wishes to engage an Academy Player on the Full Time Training or Hybrid Model (whether or not the Academy Player is already registered with the Club), it shall complete and submit to the League Form YD4A or YD4B (as appropriate) signed on behalf of the Club by an Authorised Signatory.

188. If the registration of an Academy Player on the Full Time Training Model is terminated by the Club or by the Board of its own volition, or if he changes to another Training Model, the Club shall, unless his Parent agrees otherwise, continue to provide to him until the end of the academic year in which he reaches the age of 16 education and accommodation in accordance with the arrangements made at the time he was first engaged on the Full Time Training Model.

Personal Development and Life Skills Plans

190. Each Club which operates an Academy shall establish a Personal Development and Life Skills Plan to support the holistic development of each of its Academy Players.

191. The programme referred to in Rule 190 shall ensure that each Academy Player trained under the Full Time Training Model and/or in the Professional Development Phase has the opportunity to engage in activities outside the Academy which will encourage him to take an active part in the community and develop an understanding of good citizenship.

192. Each Academy Player shall engage in the activities referred to in Rule 191 unless he has good cause not to do so and each Club shall take all reasonable steps to ensure that each of its Academy Players does so engage.

193. Each Club shall nominate an Officer to be responsible for the welfare and supervision of Academy Players engaged on the Part Time Professional Development Phase or Hybrid Training Model, while they are present at the Club’s facilities.

Inductions and Transitions

194. Each Club shall arrange a pre-season induction event for Academy Players and their Parents and there shall be at least one such induction event per Development Phase.

195. The induction meeting referred to in Rule 194 shall provide such information to the Academy Players and their Parents as is necessary in order for them to understand the coaching and, if relevant, education that the Academy Player will receive from the Club.

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

197. The Code of Conduct as issued by the League from time to time shall be binding on all Academy Players attending Academies (and, for those Academy Players under the age of 16, their Parents) and Clubs and Officials and any breach thereof by such Academy Players or by Clubs or Officials shall be treated as a breach of these Rules.

198. Each Club which operates an Academy shall devise and implement an Induction and Transition Strategy.

Academy Player and Parent Voice

199. Each Club which operates an Academy shall devise and implement one or more mechanisms to invite and receive feedback from Academy Players and their Parents.

200. Clubs shall establish, maintain and, when necessary implement a complaints procedure for Academy Players and Parents, a copy of which shall be submitted to the League.

Safeguarding and Mental and Emotional Wellbeing

201. Each Club shall take all reasonable steps to ensure that it protects the welfare of each of its Academy Players and Players up to the Under 23 age group who continues to train with the Academy on a regular basis by offering support for his wellbeing and pastoral care generally.

202. Each Club which operates an Academy shall devise a mental and emotional wellbeing action plan to include details of support available and a referral process for concerns, in accordance with such guidance issued by the League from time to time.

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

204. Without prejudice to the generality of Rule 202 each Club shall appoint an Academy Safeguarding officer who shall:
204.1 undertake the functions set out in Appendix A specifically with regard to the Academy; and
204.2 liaise with the Club’s Head of Safeguarding.

Health and Safety

205. Clubs and Staff shall observe and comply with any guidance issued by the League in respect of safe event management and any breach thereof shall be treated as a breach of these Rules.

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

Inclusion, Diversity and Equality

207. Each Club which operates an Academy shall ensure that each of its Academy Players undergoes the following tests to measure physical and psychological fitness (in accordance with any guidance issued by the League from time to time):
207.1 age-appropriate medical and physical screening;
207.2 anthropometric assessments;
207.3 physiological/fitness testing;
207.4 movement and posture/functional screening;
207.5 predictive testing of size and shape/maturity measurement (save that a Club operating a Category 4 Academy shall not be obliged to conduct such tests);
207.6 psychological profiling (Category 1 Academies only);
207.7 cardiac screening for Academy Players in the Under 15 age group; and
207.8 monitoring of physical exertion (Category 1 Academies only), and shall submit to the League such information as it may from time to time in order to establish a national database of athletic development.

208. Subject to a Club complying with Rule 209, the Premier League will make available to it (on an anonymous basis) benchmarked data derived from the information provided to it by all Clubs.

209. Each Club which operates an Academy shall ensure that each of its Academy Players undergoes the following tests to measure physical and psychological fitness (in accordance with any guidance issued by the League from time to time):
209.1 undertake the functions set out in Appendix A specifically with regard to the Academy; and
209.2 professional Development and Life Skills Plan.

210. Each Club which operates an Academy shall ensure that each of its registered Academy Players on the Full Time Training Model is registered within an NHS general practitioner for the provision of general medical services, using the address at which he resides.

211. Each Club which operates an Academy shall ensure that details of all injuries suffered by its Academy Players and of all rehabilitation are recorded and provided to the Premier League and The FA in order that a national audit of injury and rehabilitation may be maintained.

212. Each Club which operates an Academy shall ensure that details of all injuries suffered by its Academy Players and of all rehabilitation are recorded and provided to the Premier League and The FA in order that a national audit of injury and rehabilitation may be maintained.

213. Subject to a Club complying with Rule 212, the Premier League will make available to it benchmarked data derived from the national audit of injury and rehabilitation.

214. Each Club which operates an Academy shall ensure that it has in place an Emergency Action Plan, and that all relevant Academy Staff are aware of its contents, and that it provides a copy of it in advance of all its home matches in the Games Programmes to its opponents.

Sports Science and Medicine/Performance Support

215. Each Club which operates an Academy shall ensure that there is available at all games involving Academy Teams appropriate first aid and primary care provision and, without prejudice to the generality of the foregoing or to any Rules applicable to an Authorised Game, that:
215.1 a doctor or physiotherapist who holds the ITMMiF or an equivalent or higher qualification approved by the Board is present at all games involving Academy Teams (save that a Club operating a Category 1 or Category 2 Academy shall ensure that a doctor or physiotherapist who holds the ITMMiF or an equivalent or higher qualification approved by the Board is present at all games involving Academy Teams and shall maintain at each venue at which matches are played and at which coaching takes place.
215.2 a physiotherapist qualified as set out in Rule 95 or 96 or a coach who holds the Football Association’s Diploma in the Treatment and Management of Injuries or an equivalent or higher qualification or a member of staff who holds a current emergency first aid qualification awarded by the FA, the British Red Cross, St John’s Ambulance (or by another entity provided by the Health and Safety Executive as an emergency first aid qualification) shall present at all coaching taking place in Academies (without prejudice to the requirements of Rule 275).

Sports Science and Medicine/Performance Support

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

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

219. The Sports Science and Medicine/Performance Support Programme of each Club should detail the planned provision to each of its Academy Players of at least the following areas:
219.1 physical development;
219.2 medical services (including the prevention and treatment of injury and diet and nutrition); and
219.3 performance analysis.

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

225. Each Club which operates an Academy shall permit the Scouts of other Clubs to attend at matches played in the Games Programme.

Scouts: Qualifications

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

- is in possession of possession of such qualification as the League may require from time to time;
- understands and complies in full with these Rules and the Code of Conduct for Scouts;
- undertakes Continued Professional Development each year.

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

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

- the Scout holds the qualification required by Rule 224.1;
- the Scout is not currently registered as the Scout of another Club.

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

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

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

- give notice to that effect to the League which shall thereafter remove their name from the register;
- return their Scout Identification Card to the League.

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

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

Scouts: Attendance at Matches

226. Each Club which has employed or engaged a Scout shall notify both Clubs involved in the match of the Scout’s proposed attendance by no later than 12 noon on the day before the match (or in the case of a Match played in another country, by the time of the relevant match).

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

TALENT IDENTIFICATION AND RECRUITMENT

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

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

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

Performance Analysis

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

Performance Analysis

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 include upon the training that the Scout received whilst obtaining the relevant scouting qualification referred to in Rule 224.1.

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

- use the results of such Performance Analysis in its monitoring of the coaching and development of Academy Players in the Youth Development Phase and the Professional Development Phase;
- ensure that the relevant Academy Player is informed of the results of the Performance Analysis in a timely manner.

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

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

- return their Scout Identification Card to the League.

228. Each Club which operates an Academy shall permit the Scouts of other Clubs to attend at matches played in the Games Programme.

Scouts: Discipline Action

228A. Any breach by a Scout of Rule 2285 shall amount to a breach of these Rules and the League shall be entitled to take disciplinary action against the Scout and/or their Club for such breach in accordance with Section 8 of the League’s Regulations. In addition to the sanctions available under Section 8, an additional sanction of the removal of a Scout’s registration shall also be available at the conclusion of the disciplinary proceedings, should a breach be held to exist.

228B. Any breach by a Club of Rule 2285 or Rule 229F shall amount to a breach of these Rules and the League shall be entitled to take disciplinary action against the Club for such breach in accordance with Section 8 of the League’s Regulations. In addition to the sanctions available under Section 8, an additional sanction of the removal of a Scout’s registration shall also be available at the conclusion of the disciplinary proceedings, should a breach be held to exist.

Registrations and Provision of Information by the League

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

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

- seven days have elapsed from the date the League receives the application referred to above; and
- during that time, the League has not been contacted by the Academy Player or his Parent to inform the League that he no longer wishes to be registered as an Academy Player for that Club.

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

- any Officer of the Club seeking to register the Academy Player, any Officer of a Club 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
- such Person(s) or any Club (or clubs) to produce documents,

in each case, to ensure that there has been no breach of Rules 296 to 299.

232. Where a request is made by the League in accordance with Rule 231, the League may, in its absolute discretion, stay the registration of the Academy Player until it is satisfied that there has been no breach of Rules 296 to 299 (and, in such circumstances, the Academy Player may not be coached by or play for the Club seeking to register him until the League notifies the Academy Player and the Club that the registration has been undertaken).

233. 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 232, the other Club shall be presumed to have breached Rule 296.

Time/Distance Rules

234. Subject to Rule 234, 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>Category</th>
<th>Foundation Phase</th>
<th>Youth Development Phase</th>
<th>Professional Development Phase</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>1 hour</td>
<td>1 ½ hours</td>
<td>1 hour</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Permitted Recruitment Time/Distance

235. Subject to the conditions set out in Rules 296 and 242, a Trialist may attend an Academy for up to eight consecutive weeks in any one season without being registered provided that:

- the Club which has employed or engaged the Scout notifies both Clubs involved in the match of the Scout’s proposed attendance by no later than 12 noon on the day before the match (or in the case of a Match played in another country, by the time of the relevant match); and
- the Scout is able to produce on demand to the home Club their Scout Identification Card.

Trials

235. Subject to the conditions set out in Rules 296 and 242, a Trialist may attend an Academy for up to eight consecutive weeks in any one season without being registered provided that:

- 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
- before the trial commences his particulars shall be notified forthwith to the League by sending to the League:

- Form YD8 (duly completed); and
- proof of his home address and date of birth in such a form as is required by the League; and
- a photographic image of the Trialist in such format as is required by the League.

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

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

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

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

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

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

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

242.1 a trial may be extended for any number of times by a Club to anyone in age groups Under 9 to Under 11 inclusive who has his permanent residence within one hour’s travelling time of the Club’s Academy;
242.2 a trial may be extended for any number of times by a Club to anyone in age groups Under 12 and Under 13 who has his permanent residence within one and a half hour’s travelling time of the Club’s Academy;
242.3 a trial may be extended for any number of times by a Club to anyone in age groups Under 14 to Under 16 inclusive;
242.4 subject to Rule 242.3 a trial may be offered or given by one or more Clubs to an Academy Player in age group Under 16 who has been informed by the Club holding his registration that it will not offer him/her a Scholarship Agreement with them, in such further series of trials may not in the aggregate exceed eight weeks;
242.5 a trial may not be deferred or given to anyone:
242.5.1 who is on trial at another Academy; or
242.5.2 whose registration is held by another Club or club except with the written consent of such Club or club or in the case of an Academy Player who is exercising such entitlement under either Rule 246, Rule 246.1 or Rule 270 to seek registrational 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.

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

244. If before the date upon which a Trialist's trial period is due to end his trial is terminated, notice to that effect shall be given to the League by sending to the League YDA6 duly completed.

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

246. Where a Club makes an application to the League in Form YDA that an Academy Player is in Trial 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 Rule 229 will apply.

Pre-Registration Agreements

247. Subject to the provisions of Art. 39 of the FIFA Regulations for the Status and Transfer of Players, on or after 1 January in any year a Club may enter into a pre-registration agreement with a player who does not reside within one and a half hours’ travelling time of its Academy provided that such a player is:

247.1 in his Under 16, Under 17 or Under 18 year; and
247.2 in Full Time Education; and
247.3 not registered with another Club or Premier League club.

248. A pre-registration agreement shall be in Form YDA9 and shall include an undertaking by the Club to enter into a Scholarship Agreement with the player upon the Club having acquired the player’s registration and:

248.1 in the case of a player who is under 16 year, on or after the last Friday in June in the academic year in which the Academy Player reaches the age of 16, or
248.2 in the case of a player who is Under 17 or Under 18 year, upon his ceasing Full Time Education.

Unless authorised in writing by the Board, a breach of such an undertaking will constitute a breach of these Rules.

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

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

Registrations

251. Each Club shall ensure that only Academy Players registered with that Club, Trialists attending trials in accordance with Rule 235, and players with whom the Club has entered into a pre-registration agreement in accordance with Rule 247 and the provisions of Rules 229 to 233 shall be registered as an Academy Player at any Club, and only such Academy Players shall be registered as Academy Players with the EFL at the Academy or participate in matches, tours, Festivals, Training Camps or Tournaments in which the Club cooperating that Academy is involved.

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

253. Subject to Rule 246, any player in age group Under 10, Under 11, Under 12, Under 13 and Under 16 shall be registered for one year and those in age group Under 15 and Under 17 for two years.

254. The registration of an Academy Player shall endure until the last Friday in June in the academic year in which he reaches the age of 16.

254.1 he is engaged in the Full Time Training Model; or
254.2 the Club has made an application to the Board to this end, having offered to engage the Academy Player on the Full Time Training Model and the Academy Player having rejected this offer for sound educational reasons. In such case the Board shall ensure that the minimum number of students and satisfy itself to the bona fides of the application, and if so satisfied shall have the power to determine that the Academy Player’s registration should so endure.

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

256. Registrations of Academy Players undertaken by the Premier League which are held by Clubs relegated to the League shall be treated as having been undertaken by the League, and the provisions of the rules relating to registrations with the Premier League shall be at liberty to reject that registration unless otherwise determined by the Board.

257. An application for the registration of an Academy Player at an Academy shall be made by completing and submitting to the League:

257.1 Form YDA signed on behalf of the Club by an Authorised Signatory;
257.2 a copy of the Code of Conduct referred to in Rule 197;
257.3 proof of both the Academy Player’s home address and date of birth in such form as is required by the League; and
257.4 a photographic image of the Academy Player in such format as is required by the League.

The completed Form YDA must be submitted to the Board by the Club within five days of its signature by the Academy Player.

258. A Club shall request each Academy Player (or if he is a minor his Parent) to complete the ethnicity monitoring questionnaires at the same time that he completes Form YDA. If the Club does not submit the completed ethnicity monitoring questionnaire to the League the same time that it submits Form YDA, if the Academy Player or his Parents (as applicable) elects not to complete the questionnaire, he should nevertheless submit Form YDA to the League forthwith.

259. An application in YDA shall be refused if it is made in respect of a player with whom a Club (or club), other than the applicant Club, has entered into a pre-registration agreement which remains current.

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

261. The Board may from time to time direct the minimum number of Academy Players to be registered by each Club in each age group, and each Club shall comply with any such direction.

262. The maximum number of Academy Players registrable by a Club at any one time are as follows:

<table>
<thead>
<tr>
<th>Age group</th>
<th>Maximum number</th>
</tr>
</thead>
<tbody>
<tr>
<td>Under 9</td>
<td>13 in each age group</td>
</tr>
<tr>
<td>Under 10</td>
<td>20 in each age group</td>
</tr>
<tr>
<td>Under 11</td>
<td>20 in each age group</td>
</tr>
<tr>
<td>Under 12</td>
<td>20 in each age group</td>
</tr>
<tr>
<td>Under 13</td>
<td>20 in each age group</td>
</tr>
<tr>
<td>Under 14</td>
<td>20 in each age group</td>
</tr>
</tbody>
</table>

263. No application to register any Academy Player in the Under 9 age group, maybe signed by the Academy Player before the third Saturday in May immediately preceding his Under 9 year.

264. A player in age groups Under 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 Category subject to the following conditions:

264.1 an application for registration of an Academy Player under the provisions of this Rule shall be accompanied by a written Coaching Curriculum which shall include full particulars of any coaching the Academy Player will receive at or in the locality of his place of residence;
264.2 the Coaching Curriculum shall be designed so as to ensure that it does not cause the Academy Player to be absent from school;
264.3 in the case of an Academy Player registered under the provisions of this Rule at an Academy, the Head of Education shall make enquiries of the Academy Player’s school at least four times each school year during the currency of his registration so as to satisfy himself that the Academy Player’s school interests are being served by the Coaching Curriculum and that it is not adversely affecting his education; the result of each enquiry shall be reported in writing to the Academy Manager who in the event of an adverse report shall apply to the Board for the cancellation of the Academy Player’s registration; and
264.4 unless any other travelling arrangements have been submitted to and approved in writing by or on behalf of the Board, on the occasion of each visit by the Academy Player to the Academy at which he is registered he shall be accompanied on both the outward and the return journey by his Parent.

265. An application to register an Academy Player shall be refused if:

265.1 the Academy Player is in age groups Under 10, Under 11 or Under 12;
265.2 the registration of that Academy Player was held by another Club or Premier League club (“the former Club”); and
265.3 the former Club had given notice to that Academy Player under the provisions of Rules 261 or 262 that it intended to retain his registration;
267.4 The Club making the application shall state the period of 12 months, unless the former Club agrees otherwise.

267.5 On or before the third Saturday in May in every year each Club shall send to the League a list in Form YD30 containing the names of each Academy Player in age groups under 12 and under its full-time education beyond his Under 16 year (as the case may be). If the Club fails to do so, it shall be deemed to have accepted the registration of each Academy Player whose name is included in the list required by Regulation 267.1, indicating which it retains, unless it intends to retain and which it intends to terminate with effect from the first Saturday in June.

End of Season Procedure

268.1 By the first Saturday in June he has given written notice to his Club and the League terminating his registration; and

269.1 An Academy Player who receives notification under Rule 267.1 or Rule 267.2 of his Club’s intention to terminate his registration shall be at liberty following receipt of such notification to seek registration as an Academy Player at the Academy of any other Club (or club) provided that:

270.1 The Academy Player completing his Full Time Education; or

271.1 the Academy Player completing his Full Time Education; or

272.1,2 The Board shall have power at any time to cancel the registration of an Academy Player if:

273.1 The Board making the application shall state the period of 12 months, unless the former Club agrees otherwise.

274.2 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, it shall either:

275.4 The Board shall have power to determine an application in such manner as it shall think fit and, in particular, shall have power to appoint one or more suitably qualified persons to enquire into all the circumstances of the application (adopting such procedures as are considered appropriate) and to report to the Board, recommending whether the application should be granted or refused. If the application is granted, the Board may impose conditions (e.g., as to compensation) on the cancellation of the registration. For the avoidance of doubt the Board shall have power to determine any application, and any conditions relating thereto, shall continue notwithstanding any expiry of the registration after the date of the original application.

276. Upon an Academy Player’s registration terminating by virtue of the provisions of Rule 271.2, the League shall provide him with a copy of Form YD10 or YD30 as evidence thereof.

Termination of Registration

271. Subject to Rule 272, the registration of an Academy Player who has not entered into a Scholarship Agreement with a Club shall terminate upon the happening of the earliest of the following events:

272. The Board making the application shall state the period of 12 months, unless the former Club agrees otherwise.

273. 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, it shall either:

274. If the Board is not satisfied that a Club is complying with any one or more of the Rules concerning the Hybrid or Full Time Training Model, it shall either:

275. 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, it shall either:

276. Upon an Academy Player’s registration terminating by virtue of the provisions of Rule 271.2, the League shall provide him with a copy of Form YD10 or YD30 as evidence thereof.
Approaches by and to Clubs and Inducements

296. A Club shall not, either directly or indirectly, make any approach to or communicate with:
296.1 an Academy Player registered with another Club (or club); or
296.2 a player with whom another Club (or club) has entered into a pre-registration agreement which remains current.

297. A public statement made by an Official of or Intermediary for a Club expressing interest in an Academy Player whose registration is held by another Club (or club) shall be deemed for the purpose of Rule 296 to be an indirect approach in breach of that Rule.

298. Except as permitted by Rules 266, 268 and 269, an Academy Player whose registration is held by a Club shall not, either directly or indirectly, make any approach to another Club (or club).

299. Each Club which operates an Academy shall ensure that:
299.1 no Academy Player shall, either directly or indirectly, accept any such inducement.
299.2 no Club shall likewise induce or attempt to induce an Academy Player to enter into a Scholarship Agreement and in particular no Club shall offer or pay to an Academy Player upon his entering into a Scholarship Agreement remuneration in excess of the remuneration referred to in Rule 280.
299.3 no Academy Player shall, either directly or indirectly, accept any such inducement.

FACILITIES

Facilities

300. Each Club which operates an Academy shall ensure that:
300.1 it provides as a minimum the facilities and accommodation set out in Rules 302 to 313; and
300.2 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.

301. Save where otherwise indicated, or with the permission of the Board, the facilities and accommodation set out in Rules 302 to 313 shall be provided at the Club’s principal venue for the coaching and education of Academy Players.

302. Grass pitches

Category 1

- A sufficient number of grass pitches of the appropriate sizes (as required by the Rules relating to Games Programmes and categories) and grass areas (as required by the Rules relating to Games Programmes) to enable the Club to provide matches to its Games Programmes and fulfil its commitments under these Rules as regards coaching.
- One floodlit outdoor Artificial Surface pitch and floodlight perimeter lighting with designated space for spectators, if the Club is able to obtain planning permission for floodlighting in time to comply with these Rules.
- One designated area (on grass) for the coaching of goalkeepers.

Category 2 and 3

- A sufficient number of grass pitches of the appropriate sizes (as required by the Rules relating to Games Programmes and categories) and grass areas (as required by the Rules relating to Games Programmes) to enable the Club to provide matches to its Games Programmes and fulfil its commitments under these Rules as regards coaching.
- One designated area (on grass) for the coaching of goalkeepers.

Category 4

- A sufficient number of grass pitches of the appropriate sizes (as required by the Rules relating to Games Programmes and categories) and grass areas (as required by the Rules relating to Games Programmes) to enable the Club to provide matches to its Games Programmes and fulfil its commitments under these Rules as regards coaching.
- One designated area (on grass) for the coaching of goalkeepers.

303. 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.

304. 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.

305. 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.

306. Without prejudice to the generality of Rule 305, each Club shall ensure that the quality of its pitches used in the Games Programmes is not adversely affected by coaching taking place on them.

307. Artificial Surface pitch

Category 1 and 2

- One floodlit outdoor Artificial Surface pitch (where a Club’s indoor facility is unable to obtain planning permission for floodlighting, the requirement for floodlighting shall be deemed to be satisfied by ensuring that the facility is provided in time to comply with the timing requirements set out in these Rules) in addition to the grass pitches provided in accordance with these Rules.

Category 3

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

308. 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 any new facility must be located at the principal venue. It is accepted, however, that a number of Clubs have existing indoor facilities which are not located at their principal venue, or that it may be impossible for a Club to locate an indoor facility at its principal venue (for planning reasons). In such cases, where the Board is satisfied that the Club’s indoor facility may be located at another facility than that at its principal venue, there shall also be a requirement that the Rules relating to the maximum travel time from an Academy Player’s residence to the coaching venue are complied with.

Categories 1 and 2

- One indoor Artificial Surface pitch (measuring at least 50 yards by 100 yards) which shall be located at the Club’s principal venue or at another facility within or beyond the Club’s’ home town.

Categories 3 and 4

- A sufficient number of changing rooms and washing facilities, of suitable quality, for the exclusive use of all registered Academy Players.
- A sufficient number of separate washing and toilet facilities, of suitable quality, for the use of visiting teams.
- A sufficient number of separate changing rooms and washing and toilet facilities, of suitable quality, for the exclusive use of one or more of the Club’s pre-registrated Academies, or for the exclusive use of one or more of the Club’s pre-registrated Academies (in the case of Category 1 and Category 2 Academies only) after an approach by the Club to the Academy has been made in accordance with Rule 280.
- A match analysis suite is recommended but not mandatory.

309. Changing rooms and washing facilities

Categories 1 to 4

- A dedicated room large enough to hold 20 people and equipped with individual desks and chairs, IT technology as is necessary to undertake, and present the results of, Performance Programmes and computer.
325. In default of agreement between the Applicant Club and the Academy Player's most recent Training Club, the Professional Football Compensation Committee shall (in accordance with the provisions of Appendix 4 of the Regulations) determine the compensation payable to the Applicant Club according to Rule 327.

326. The contingent compensation referred to in Rule 329 shall consist of:

326.1 any amounts of training compensation and/or solidarity payment paid to the Applicant Club and the Training Club

326.2 5% of all Compensation Fees, Transfer Fees, Loan Fees and Contingent Sums paid in respect of:

326.3 the $\text{applicable number of years}$ meaning the number of years for which the Academy Player was registered for the Training Club

326.4 which contains at least 20 computers with internet access.

326.5 Access for Academy Players and Trialists to a study area large enough to hold 20 people and which contains at least 20 computers with internet access.

327. In Rule 330:

330.1 the "applicable annual fixed fee" means the fee set out in the table in Rule 332 referred to in rule 33.

330.2 adding thereto any initial fee (if any) calculated in accordance with Rule 331 by the applicable number of years; and

330.3 the $\text{applicable number of years}$ meaning the number of years for which the Academy Player was registered for the Training Club

331. In Rule 330:

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

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

333.2.1 any amounts of training compensation and/or solidarity payment paid to the Applicant Club and the Training Club

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

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

333.3.2 the $\text{applicable annual fixed fee}$ meaning the fee set out in the table in Rule 332 referred to in rule 33.

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

335.3.2.1 any amounts of training compensation and/or solidarity payment paid to the Applicant Club and the Training Club

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

335.3.3.1 5% of all Compensation Fees, Transfer Fees, Loan Fees and Contingent Sums paid in respect of:

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

335.3.3.3 all future transfers on loan to a club affiliated to a national association other than The Football Association (save for any Welsh club which is a member of the League, the Premier League or the National Division of the National League);
3.14. The appearance fees referred to in Rule 333.1 are as follows:

<table>
<thead>
<tr>
<th>Number of First Team Appearances</th>
<th>Premier League Club</th>
<th>League Championship Club</th>
<th>League 1 Club</th>
<th>League 2 Club</th>
</tr>
</thead>
<tbody>
<tr>
<td>10</td>
<td>£100,000</td>
<td>£75,000</td>
<td>£10,000</td>
<td>£5,000</td>
</tr>
<tr>
<td>20</td>
<td>£200,000</td>
<td>£150,000</td>
<td>£20,000</td>
<td>£10,000</td>
</tr>
<tr>
<td>30</td>
<td>£300,000</td>
<td>£225,000</td>
<td>£30,000</td>
<td>£15,000</td>
</tr>
<tr>
<td>40</td>
<td>£400,000</td>
<td>£300,000</td>
<td>£40,000</td>
<td>£20,000</td>
</tr>
<tr>
<td>50</td>
<td>£500,000</td>
<td>£375,000</td>
<td>£50,000</td>
<td>£25,000</td>
</tr>
<tr>
<td>60</td>
<td>£600,000</td>
<td>£450,000</td>
<td>£60,000</td>
<td>£30,000</td>
</tr>
<tr>
<td>70</td>
<td>£700,000</td>
<td>£525,000</td>
<td>£70,000</td>
<td>£35,000</td>
</tr>
<tr>
<td>80</td>
<td>£800,000</td>
<td>£600,000</td>
<td>£80,000</td>
<td>£40,000</td>
</tr>
<tr>
<td>90</td>
<td>£900,000</td>
<td>£675,000</td>
<td>£90,000</td>
<td>£45,000</td>
</tr>
<tr>
<td>100</td>
<td>£1,000,000</td>
<td>£750,000</td>
<td>£100,000</td>
<td>£50,000</td>
</tr>
</tbody>
</table>

3.35. Include Rule 333.1:

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

3.35.2 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 334, that Club (or Premier League club) shall pay a pro rata amount to the relevant Training Club(s) and the obligation to pay future sums pursuant to that Rule shall transfer to any new Club (or Premier League club) for whom the Academy Player subsequently becomes registered; and

3.35.3 Compensation Fee, Transfer Fee, ‘Sue Howie’ and ‘Contingent Sum’ shall be interpreted to exclude compensation payable pursuant to Rule 325.

3.36. Reference in Rules 333 and 335 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 333.1 and 335.3 and for the avoidance of doubt the original Applicant Club shall not be liable to the Training Club in respect of:

3.36.1 any appearance fees payable pursuant to Rule 333.1 and in respect of appearances made by the Academy Player after he has ceased to be permanently registered for the Applicant Club; or

3.36.2 sums payable pursuant to Rule 333.2 and 335.3 arising from transfers in respect of which the Applicant Club was not the Transferor Club.

3.37. 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 326.2 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).

3.38. 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 was operational or not during the relevant season or any part of it).

3.39. If the Academy Player has been registered for a Training Club for any period of the period between the start of his first year of 12 years to the conclusion of his 18th 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.

3.40. The compensation by the Professional Football Compensation Committee in respect of an Academy Player to whom Rule 328 applies shall determined in accordance with the Committee’s Regulations (as set out at Appendix 4 of the Regulations).

3.41. The new registration of a Contract Player under Regulation 6 shall impose an obligation on the Club next holding his registration to pay to the former Club (or club) compensation for the training and development of that Player if the Club (or club):

3.41.1 has held that Player’s registration as an Academy Player; or

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

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

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

3.41.3.2 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.

3.42. The amount of compensation payable pursuant to Rule 341 shall be:

3.42.1 such sum as shall have been agreed between the applicant Club (or club) and the former Club; or

3.42.2 such sum as the Professional Football Compensation Committee on the application of either Club (or club) shall determine pursuant to Rule 340.

3.43. 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 any copy provided to the League within 5 days of being entered into.

3.44. All compensation (including instalments thereof and contingent sums) payable to a Club, Premier League or a League Club shall be paid by the Applicant Club into the Transfer Fee Account.

APPENDIX A – SAFEGUARDING

Part 1 – The EFL Child Protection Statement

The aim of the League is to:

a. develop passionately and pro-actively in order to best protect all children and young people who play football, enabling them to participate in an enjoyable and safe environment.

b. facilitate the provision of child protection awareness training at Clubs in conjunction with, and supported by, The Football Association and the NSPCC.

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

d. promote ethics and high standards throughout football.

The key principles underpinning this Policy are that:

a. the welfare of children and young persons is, and must always be, the paramount consideration.

b. all children, young people and adults at risk have a right to be protected from all forms of abuse and discrimination regardless of their age, sex, sexual orientation, gender reassignment, ability or disability, pregnancy or maternity, ethnicity, nationality or race, origins, religion or belief, culture, language, heritage or social economic background.

c. all suspicions and allegations of abuse will be taken seriously and responded to swiftly and appropriately.

d. working in partnership with children and young people and their parents/carers is essential.

e. 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’s boards in accordance with their procedures.

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

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

Part 2 – Specific Requirements

Definitions

1. For the purposes of this Part 2:

1.1 Activity or Activities means any activity or series of activities organised or arranged by or in the name of the Club for Academy Players (and/or to be attended by Academy Players); and

1.2 Working includes any individual that is employed, is retained to work or is working at an Academy and Work shall be construed accordingly.

1.3 Regulated Activity has the same meaning as given to it in Section 5 and Schedule 4 of the Safeguarding Vulnerable Groups Act 2006 as amended by the Section 64 of the Protection of Freedoms Act 2012, as amended, extended or re-enacted from time to time.

1.4 Relevant Academy Player, for the purposes of this Appendix only, means any Academy Player who is a child or adult at risk.

Written Policies and Procedures

2. Each Academy shall prepare, implement, review regularly and have reviewed by its local authority (where the local authority is prepared to do so) written policies and procedures for the safeguarding of Relevant Academy Players.

3. Each of the Academy’s policies and procedures for the safeguarding of Relevant Academy Players shall:

3.1 be in accordance with this Appendix and shall have regard to Government legislation and good practice guidance; and

3.2 comply with any policy or guidance published by the League from time to time (including, for the avoidance of doubt, the Safeguarding Operating Standards as defined in the Regulations).

4. Academy DSO

Academy DSO

Each Academy shall designate at least one member of Academy Staff with the necessary skills and expertise as Designated Safeguarding Officer. The name and contact details of the Designated Safeguarding Officer shall be notified to the Academy by the League at the commencement of each Season and within 2 Working Days of any change in Designated Safeguarding Office at any other time.

5. Designated Safeguarding Officer

Each Academy DSO shall:

5.1 make all reasonable efforts to ensure that the Designated Safeguarding Officer has the same meaning as given to it in Section 5 and Schedule 4 of the Safeguarding Vulnerable Groups Act 2006 or any regulations, regulations or guidance as so amended extended or re-enacted from time to time.

5.2 provide specialist leadership on safeguarding provisions and issues within the Academy;

5.3 review and approve the safeguarding provision for all Activities; and

5.4 ensure strict compliance with the Academy’s policies and procedures for the safeguarding of Relevant Academy Players;

5.5 promote awareness within the Academy (and Club) of safeguarding of Relevant Academy Players and encourage and monitor the adoption of best practice procedures in that regard;

5.6 report on a regular basis on the effectiveness of, and the Academy’s compliance with, its policies and procedures for the safeguarding of Relevant Academy Players to the Senior Safeguarding Manager.
5.9. act as the lead Club Official in any investigation of an allegation of abuse of a Relevant Academy Player;
5.10. maintain the safeguarding of Relevant Academy Players Single Central Record (as defined in paragraph 10.5 below) in such format as approved by the League;
5.11. be made known to all Academy Staff, and (in any handbook or the like which the Club produces to accompany any Activity) to Relevant Academy Players (and their Parents or carers) engaged in each Activity and be available in person or by telephone to Academy Staff and such Relevant Academy Players, their Parents and carers at all reasonable times;
5.12. provide relevant training to Academy Staff engaged in each Activity in respect of good practice and what are required to do if they suspect any sign of abuse of Relevant Academy Players, if they suspect such abuse is taking place or if they otherwise have concerns as to the welfare of any Relevant Academy Player;
5.13. provide guidance to and support for any member of Academy Staff engaged in each Activity who reports suspected abuse of a Relevant Academy Player or concerns as to their welfare; and
5.14. be responsible for maintaining clear, comprehensive and up-to-date electronic case management records of all allegations of abuse or poor practice (including, but not limited to, those subject to referral under paragraphs 11 and 19), details of how such allegations are received and any decisions made.
6. The Designated Safeguarding Officer may, in relation to a specific Activity, if appropriate, delegate any of the responsibilities listed in paragraphs 5.10 to 5.13 to one or more other members of Staff (‘Safeguarding Officers’). In such circumstances, the Designated Safeguarding Officer must supervise the work of Safeguarding Officers and ensure that they are properly trained, and supported including, without limitation, by way of regular, minuted meetings with each Safeguarding Officer.
7. Each Designated Safeguarding Officer shall:
7.1. be trained in all issues affecting the safeguarding of Relevant Academy Players;
7.2. be given a job description that properly records their responsibilities, and
7.3. undertake in each calendar year continuing professional development training in the safeguarding of Relevant Academy Players, approved/provided by the League, and maintain a record thereof.
8. The Designated Safeguarding Officer at the Club shall act as leadDisclosure Officer. The Lead Disclosure Officer shall:
8.1. act as the Club’s principal point of contact with the league on all matters connected with safer recruitment and the use of the Disclosure service;
8.2. liaise regularly with and be guided by the advice of the League on all matters concerning safer recruitment procedures and the use of the Disclosure service; and
8.3. ensure strict compliance by the Club with its safer recruitment policies.
Safer Recruitment
9. Each Club shall prepare, implement and review regularly a safer recruitment policy, which shall:
9.1. be in accordance with this Appendix; and
9.2. comply in full with any guidance or policy published by the League from time to time.
10. No person shall be engaged or worked as a member of Academy Staff in a Regulated Activity unless:
10.1. they have completed and submitted to the Club a written application and a self-certification form in Form V02;
10.2. a written reference has been obtained by the Club from at least two referees named in the application;
10.3. they have applied to the Disclosure and Barring Service for disclosure. Where that Person has a role in football as recognised by the Football Association, an enhanced criminal record check (including all police data) must be obtained by the Person;
10.4. their disclosure information has been received and the Club is satisfied that they are not unsuitable to work with Relevant Academy Players; and
10.5. their particulars are held on the single central record of persons employed or retained by the Club (the ‘Single Central Record’);
11. Academies shall ensure that any other individual Working at the Academy obtains an enhanced criminal record check from the Disclosure and Barring Service where the role being fulfilled falls into any of those roles identified as requiring such a check as guidance as issued by the League and/or the Football Association from time to time. Any such individual’s details shall be recorded in the Single Central Record.
12. Youth Rules 47 and 48 shall apply.
13. All Academy Staff shall be required to re-certify on Form V02 on an annual basis no later than 1 July in each year. The date of completion of all V02 Forms must be included on the Single Central Record.
14. There shall be made available for inspection by a duly appointed officer of the League, at all reasonable times, evidence to demonstrate compliance with paragraphs 10 to 13 above including the ability to inspect the SCR. The Club shall ensure that it obtains all necessary consents (including consent under the Data Protection Act) to enable the Club to comply with the provisions of this paragraph 14.
15. Each member of Staff shall be given written:
15.1. the name of the Club’s Designated Safeguarding Officer;
15.2. descriptions of what constitutes poor safeguarding practice, abuse or unsuitable behaviour towards a Relevant Academy Player;
15.3. details of what they are required to do if there is any sign of poor safeguarding practice, abuse or unsuitable behaviour towards a Relevant Academy Player or if there is a suspicion that such conduct is taking place; and
15.4. the League’s ‘Guidance for Safer Working Practice’.
Responsibilities of all Academy Staff
16. Academy Staff shall be in all dealings with and on behalf of Relevant Academy Players do what is reasonable in the circumstances of the case for the purpose of safeguarding.
17. Each member of Academy Staff shall be given regular training (in a form approved by the Club’s Senior Safeguarding Manager) in the Club’s policies and procedures for the safeguarding of Relevant Academy Players.

Dealing with allegations of abuse or unsuitable behaviour
18. On making any referral of an allegation or incident of suspected abuse of or unsuitable behaviour towards a Relevant Academy Player to any external agency (including, without limitation, the police, the local authority or the DBS), the Designated Safeguarding Officer or other official making the referral shall notify the Senior Safeguarding Manager and ensure that the Senior Safeguarding Manager is kept fully apprised of the progress of the referral and any subsequent investigation or action.
19. The Club shall notify the League and The Football Association (through the submission of the affiliated Football Safeguarding Referral Form) of, and give the League and The Football Association such further information as they may require in respect of:
19.1. any evidence obtained by the Club demonstrating the abuse of, or unsuitable behaviour towards a Child or adult at risk, by any member of Academy Staff (in this context including current, former or prospective members of Academy Staff) and whether or not the evidence relates to the same member of Academy Staff;
19.2. any referral to any external agency (as described in paragraph 11); and
19.3. any referral has made to any external agency (including consent under the Data Protection Act) to enable the Club to comply with the provisions of this paragraph 14.
20. On making any referral of an allegation or incident of suspected abuse of or unsuitable behaviour towards a Relevant Academy Player to any external agency (including, without limitation, the police, the local authority or the DBS), the Designated Safeguarding Officer or other official making the referral shall notify the Senior Safeguarding Manager and ensure that the Senior Safeguarding Manager is kept fully apprised of the progress of the referral and any subsequent investigation or action.
21. The Club shall notify the League and The Football Association (through the submission of the affiliated Football Safeguarding Referral Form) of, and give the League and The Football Association such further information as they may require in respect of:
21.1. any evidence obtained by the Club demonstrating the abuse of, or unsuitable behaviour towards a Child or adult at risk, by any member of Academy Staff (in this context including current, former or prospective members of Academy Staff) and whether or not the evidence relates to the same member of Academy Staff;
21.2. any referral to any external agency (as described in paragraph 11); and
21.3. any referral has made to any external agency (including consent under the Data Protection Act) to enable the Club to comply with the provisions of this paragraph 14.

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

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

Publication of Policies
25. Each Club shall publish in an easily accessible section of its website:
25.1. a clear statement of the Club’s commitment to safeguarding;
25.2. the name and contact details of the Club’s Senior Safeguarding Manager, and Designated Safeguarding officer; and
25.3. a copy of the Club’s safeguarding policies and procedures.

Consents
26. Paragraphs 25 and 26 are without prejudice to the rights of individuals under any relevant legislation including, without limitation, all data protection laws.
27. The written consent of a Child’s Parent shall be obtained:
27.1. before the Child participates in an Activity (by the Parent completing and returning a written parental consent form); and
27.2. if the Child is under the age of 16, before any images or footage are taken or used for any purpose whatsoever.
28. Subject to the consent of a Parent or carer, it is not required when images or footage are taken of an Adult at Risk, as a matter of good practice. Clubs should ensure that where such images or footage are taken, the Adult at Risk understands the implications of the images or footage being taken, especially if the images or footage are to be used by the Club (or anyone else) for promotional purposes, or otherwise made publicly available.
APPENDIX B – CODE OF CONDUCT FOR SCOUTS

1. The function of a Scout is to identify to their Club players with whom that Club may wish to enter into negotiations with a view to securing their registration. Scouts are not themselves entitled to enter into any such negotiations nor are they able to make promises to or offer inducements to any players whom they approach.

2. Scouts are employed by and represent their Clubs and are Officials within the meaning of the Regulations of the League by which they are bound.

3. Scouts must therefore be familiar with the Regulations and in particular these Rules relating to Youth Development. They must maintain an awareness of and at all times comply with the Regulations and Rules setting out the circumstances in which their Club may make an approach to a Player or Academy Player (as defined in the Regulations) whose registration is held by another football club.

4. When acting in the course of their duties a Scout shall at all times carry the formal means of identification issued to them by their Club and shall produce the same upon demand.

5. Scouts are responsible for the conduct of their contacts and shall be liable for any act or omission by a contact which constitutes a breach of the Regulations.

6. Scouts shall conduct themselves in a manner befitting their role as Officials of their Clubs and shall take all possible steps to promote the reputation of the game of association football and to prevent it being brought into disrepute.

7. A Scout shall forthwith disclose to their Club the nature and extent of any direct or indirect interest they may have in any transaction or arrangement involving their Club and they shall account to the Club for any benefit which either directly or indirectly they derive therefrom.

8. A Scout shall conduct themselves at all times in an ethical and professional manner and shall observe the highest standards of integrity and fair dealing.

EFL YOUTH DEVELOPMENT 2019/20
CHARTER FOR ACADEMY PLAYERS AND PARENTS
CONFIRMATION OF RECEIPT

I, on behalf of my son ____________________________________________
who is registered at ____________________________________________ Football Club,
can verify that I am in receipt of the EFL Youth Development Charter for Academy Players and Parents Guide 2019/20.

Signed _______________________________________________________
(Parent/Guardian)

Print name ____________________________________________________

Date __________________________________________________________

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