CHARTER FOR ACADEMY PLAYERS AND PARENTS

EFL YOUTH DEVELOPMENT PLAYERS’ AND PARENTS’ GUIDE
SEASON 2018/19
Joining the academy system is a wonderful opportunity for any young player. On behalf of everyone at the English Football League (EFL), we wish you good luck as you begin your journey.

You should expect the quality of coaching, the standard of education and the all-round experience to be outstanding.

We expect all Academy Players to show commitment to and respect for their fellow players of all ages, for their coaches and their Club, and for both the rules and the spirit of the game.

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

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

OUR VISION
WHAT WE WANT TO ACHIEVE
We want to produce more and better home-grown players.
We want our players to be technically excellent and tactically astute independent decision-makers on and off the field, equipped for a successful career as professional footballers. We want to develop the world’s leading youth coaches, provide inspirational facilities and world-class support services.

OUR MISSION
WHAT WE DO
The aim of the Academy system is to help young players maximise their potential in football, education and life. It puts well-being and personal development at the heart of everything we do. Our aim is to develop well-rounded individuals as well as high quality players. Clubs provide expert services, support and advice to Academy Players and their parents, and every young player should enjoy and value their Academy experience.

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

THE PERFORMANCE PATHWAY
We call the development journey of an Academy Player the Performance Pathway. Players can join and leave at different ages or points and can progress into the professional game or another career. Your Club coaches, backed by a wide range of other specialist services, support Academy Players through each phase of the Pathway.

THE PERFORMANCE PATHWAY HAS 3 PHASES

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

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

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

UNDERSTANDING ACADEMY CLASSIFICATION
Each Academy is independently audited every three years and categorised from 1 to 4. The EFL works closely with its Clubs in between audits to ensure that standards are maintained and improved where required. The different categories of Academies reflect the type of programme provided. The environment at an Academy will differ according to the categorisation, but all categories of Academy will have a track record of producing successful professional players. Your Club will be able to provide you with their categorisation status.

<table>
<thead>
<tr>
<th>ACADEMY CLASSIFICATION</th>
<th>DEFINITION</th>
<th>PERFORMANCE PATHWAY</th>
</tr>
</thead>
<tbody>
<tr>
<td>CATEGORY 1</td>
<td>This is the highest classification awarded to an Academy. It is an elite environment where Academy Players are provided with additional access to coaching and the potential of full time education from U12. Category 1 Academies can recruit nationally from U12 provided the Academy Player is guaranteed access to a full time education programme.</td>
<td>U9 to U21</td>
</tr>
<tr>
<td>CATEGORY 2</td>
<td>This is an elite development environment where Academy Players are typically recruited locally but gain access to additional coaching opportunities and education support.</td>
<td>U9 to U21</td>
</tr>
<tr>
<td>CATEGORY 3</td>
<td>This is a development environment where Academy Players are provided with professional coaching and development opportunities.</td>
<td>U9 to U21</td>
</tr>
<tr>
<td>CATEGORY 4</td>
<td>Academies focus on their coaching and educational support for Academy Players in the Professional Development Phase (U17 to U21) only.</td>
<td>U17 to U21</td>
</tr>
</tbody>
</table>
JOINING THE ACADEMY SYSTEM
The first point of contact with your Club may have been through a scout or Intermediary.

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

WHAT IS AN INTERMEDIARY?
An intermediary (formally known as an agent) acts on behalf of a player or a Club and may represent a player or a Club in contractual negotiations. Intermediaries may not, either directly or indirectly, make any approach to, or enter into any agreement with a player in relation to any Intermediaries Activity before the first day of January in the year of the Player’s sixteenth birthday. From this date, Intermediaries may provide advisory services, but are not allowed to receive any payment for those services until a player reaches the age of 18. The services of an Intermediary are not essential for a future in professional football. The PFA also provide independent advisory services should you consider early contact.

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

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

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

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

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.

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 long term commitment to a Club.

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

REGISTRATION PROCESS

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

APPROACHES AND CONTACTS

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

INDUCEMENTS

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

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

Inducements can be wide ranging, from cash payments to the payment or reimbursement of accommodation or travel costs.

It is of course appreciated that some expenses are legitimate and guidance is available upon request outlining what payments are permitted. Should you have any doubts as to whether an inducement is being offered, you or your parents should contact the EFL before proceeding.

Remember, should you be found to have accepted an inducement, there could be serious ramifications for your career, including a potential sanction from the Leagues and/or termination or refusal of your registration.

CODE OF CONDUCT

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

TIME/DISTANCE REGULATIONS

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

### Table of Travel Limitations

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

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

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

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

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

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

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

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

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

COMPENSATION
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 the 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 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.

As an alternative, any party may ask The Player Related Dispute Commission to provide a binding decision on a termination request by making a written application providing full reasons for the request. If the reasons for requesting a binding decision includes a safeguarding issue, you should be aware that all poor practice safeguarding issues should be addressed to the Academy Designated Safeguarding Officer (DSO) as soon as a concern is identified. Safeguarding concerns will be dealt with separately from requests for release from registration.

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 clubs 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.

It is expected to provide support by, for example, helping identify opportunities for you to continue your football career elsewhere. League Football Education (LFE) also provides support for players released at the end of their Scholarships.

For further details on opportunities to attend U16 Exit Trials and U18 Assessment Trials can be found on page 33.
Each Academy has a performance plan which follows the Club’s guiding principles, values, playing style and tactical approach. This encompasses a games programme, education programmes, sports science and medicine services support as well as coaching on the pitch. Your Academy has a designated team of specialist medical and sports science staff to provide a high level of medical care during training sessions and games. Your Academy Manager will introduce you to these specialist staff at your induction.

**COACHING PROGRAMME**

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

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

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

### Category

<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>
GAMES PROGRAMME

FOUNDATION PHASE: U9 TO U11
- Foundation Phase games are played locally, usually on Sundays, and may include regular festivals that involve 3 or more Clubs.
- The focus in this phase is fun and developing mastery of the ball.
- Games take place on age-appropriate pitches. Matches are small-sided games for each age group.
- Subject to fitness, you will participate in at least 50% of match playing time reasonably spread out in any one season.
- Category 1 and 2 Academies participate in a regional indoor season during December and February.

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

PROFESSIONAL DEVELOPMENT PHASE: U17 TO U21
The Professional Development Phase aims to prepare you for professional life in the Club’s first team. Depending on age and Academy Category, you will join a bespoke U18 League or a Professional Development League. U18 League games take place on Saturdays.
Premier League 2 consists of Category 1 Academies, each playing a proportion of matches at the Club’s main stadium. A Professional Development League is also provided for the Category 2 Clubs with a proportion of matches being played in the main stadium. A development League which provides playing opportunities for players at some Category 3 and 4 Academies is also in operation.

THE FOUNDATION PHASE (U9 TO U11) GAME FORMATS

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

THE YOUTH DEVELOPMENT PHASE (U12 TO U16) GAME FORMATS

<table>
<thead>
<tr>
<th>Age</th>
<th>Format</th>
<th>Pitch size (yards)</th>
<th>Goal size (feet)</th>
<th>Ball size</th>
</tr>
</thead>
<tbody>
<tr>
<td>U12 &amp; U13</td>
<td>11 v 11</td>
<td>90 x 60</td>
<td>21 x 7</td>
<td>4</td>
</tr>
<tr>
<td>U14 &amp; U15</td>
<td>11 v 11</td>
<td>90 x 60 to 100 x 60</td>
<td>24 x 8</td>
<td>5</td>
</tr>
<tr>
<td>U16</td>
<td>11 v 11</td>
<td>100 x 60 to 110 x 70</td>
<td>24 x 8</td>
<td>5</td>
</tr>
<tr>
<td>U12 to U16</td>
<td>Futsal (5 v 5)</td>
<td>33 x 18 to 42 x 25m</td>
<td>3 x 2m</td>
<td>4</td>
</tr>
</tbody>
</table>
FESTIVALS, TOURS AND TOURNAMENTS
You may have the chance to be involved in additional festivals, tours and tournaments, both domestically and abroad, some of which may be residential. These opportunities are designed to enhance your playing experience and help your technical and personal development. Your Club will provide you with specific details about these events as they are scheduled in the calendar.

EDUCATION PROGRAMME
Your education is vitally important. Your education programme will help you achieve a productive and fulfilling career, both on and off the field. The Head of Education at your club oversees the programme and will:
- Liaise with your school to make sure your football commitments do not damage your levels of progress at school.
- Make sure you follow a formal education programme that lets you achieve your academic potential and
- Offer advice on all aspects of the education programme.

FOUNDATION PHASE: U9 to U11
In the Foundation Phase the vast majority of Academy’s operate a part time programme whereby you attend school full time and in the main attend the Academy in the 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 will be met by a local school.
- Your Club will make a detailed assessment of your educational needs and work closely with your previous and new schools to ensure your curriculum meets both government requirements and your academic abilities.
- If you are offered a place on a full-time programme, your Club will also offer an extended registration that lasts up to the end of your secondary school education.
- A full educational review will take place every 12 weeks, and will be recorded on the Education Management System (EMS).
- Information regarding educational progression should be recorded on your Performance Clock on at least a 12-weekly basis.
- A full-time place may involve living away from home in accommodation arranged for you by the Club for instance at a boarding school, Club boarding home or with a host family.

PROFESSIONAL DEVELOPMENT PHASE: U17 to U21
In the first two years of this phase, Academy Players must take an education component as part of their Scholarship.

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

A full educational review will take place every 12 weeks, and will be recorded on the Education Management System (EMS). Although not compulsory, there may be education opportunities available to you after you turn 18 to continue your education. This may include higher level programmes, such as degree-level study.

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

Your club may offer you a professional contract to commence from the age of 17 at any time from 1st January following the commencement of your under 16 year.
The Player Recognition System (PRS) is intended to be operational during the 2018/19 season. The PRS will use photo ID cards and bespoke technology to validate eligibility and record attendance at Academy fixtures.

The PRS has the following key objectives:
- Create a safe environment for players and staff
- Ensure the Games Programme is monitored effectively in terms of scouting and recruiting
- Allow recording of player game time
- Ease Club administrative duties

Following the implementation of PRS, an Academy intending to register a player will be required to complete the registration forms as they do currently with the additional requirement to provide a suitable image. The player will then be issued with a card once all registration details – including an image eligibility – have been verified and processed. If any details have been submitted incorrectly the Club will be asked to resubmit the application and the card issuing time may be affected.

Once the systems is operational, each registered player intending to be involved in a fixture must have a valid card available for inspection. It is the responsibility of the Club and player to ensure the card is available. Games Programme Monitors will attend fixtures and administer random card inspections. Cards may be inspected prior, during or after matches. Any lost or damaged cards must be reported to the League immediately so a new card can be printed and issued as soon as possible. Clubs are likely to incur a cost for each lost or damaged card.

The League 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 the PRS, the League will access the following registration data (currently held):
- Player name
- Player FAS ID
- Player Registration Status

Additionally, the PRS will require the following data (not currently held):
- Player image
- Player attendance at fixtures

The data will be used to produce the ID card to verify a player’s eligibility at fixtures. All stored data will be held securely alongside existing player registration data. The PRS is to be implemented to protect the existing registration process and as a result the player, staff, Club and League. The attendance data and requirement for each player to be issued with a card will also enhance existing player safeguarding provisions.
5 PLAYER DEVELOPMENT AND PROGRESSION

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

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

PERFORMANCE REVIEWS
Every Academy Player’s performance is reviewed regularly. A performance review assesses your development against targets set at previous performance reviews. It identifies your 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.

Performance Review Frequency

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

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

6 PLAYER AND SAFEGUARDING WELFARE

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

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

At your Club, there will be a person who is responsible for the welfare of young players; they may be known as the Safeguarding Designated Officer (DSO). It is their responsibility to respond to complaints of poor practice and ensure that such complaints are dealt with appropriately. The DSO also has a responsibility to refer to the appropriate authorities in the event of any concerns.

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

IMAGES / VIDEO FOOTAGE – PARENTS AND PLAYERS UNDER 18 YEARS
Still images and recorded footage are used in many ways: for Club performance analysis, match-day programmes, as well as other publications and literature. Your Club will have an Images Policy.

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

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

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

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

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

Any young person found to be sending inappropriate images of other children may be reported to the police.

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

Parents and players should ensure to read and understand the Clubs Social Media Policy.
THE PFA SAFETY NET

AN INNOVATIVE ONLINE SUPPORT SERVICE TO HELP YOUNG PLAYERS DEAL WITH THE PRESSURES OF PLAYING ACADEMY FOOTBALL.

HOW TO REGISTER

STEP 1: Go to thepfa-safetynet.com.
STEP 2: Click on 'Register' to create an account.
STEP 3: Access confidential advice, support and animated material.

INDEPENDENT ADVICE

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

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

THE PFA 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

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.
THE FA RESPECT PROGRAMME

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

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

YOUNG PLAYERS RESPECT CODE OF CONDUCT

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

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

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

SPECTATORS RESPECT CODE OF CONDUCT

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

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

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

I may be:
- Issued with a verbal warning from a club coach.
- Required to meet with a club official.
- Obliged to leave the match venue by the club.
- Requested by the club not to attend future games.
- Required to leave the club along with any dependents.
FA EDUCATION AND WELFARE STATEMENT

The opportunity for any player to register at an Academy is a great achievement in itself. Well done! Players of all ages must always be aware that some will become successful and others will not. However, sooner or later they will all need to rely on their educational achievements, even if you stay playing until well into your 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 fulfill 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 football. Be all you can be in both.

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 fulfill 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

Dan Ashworth
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 fulfill his dream of becoming a professional footballer by providing an opportunity to develop footballing skills whilst gaining relevant academic qualifications, which are viewed as essential by today’s employers. The AASE programme was designed for those participating in sport at an elite level and is now embraced by a number of professional and Olympic sports as well as professional football.

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

LFE deliver a programme of excellence for the benefit of individual Apprentices and aim to provide every Apprentice with the best opportunity to fulfill 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 258.

UNDER 6 ASSESSMENT TRIALS

As an Under 6 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 6 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 or university.

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 Advanced Apprenticeship in Sporting Excellence (AASE) programme. After the trials have taken place, LFE will notify players if any interest from scouts has been registered in them, usually within two weeks of the final trial date having taken place.

For more information on the Assessment Trials please visit www.lfe.org.uk/trials2018
YOUTH DEVELOPMENT RULES OF THE EFL FOR SEASON 2018/19

CONTENTS

GENERAL
Definitions ............................................................................................................................................. 37
Requirement to be Licensed .......................................................................................................................... 42
Applications to Operate Academies ........................................................................................................... 42

STRATEGY, LEADERSHIP AND MANAGEMENT OF THE ACADEMY
Strategic documents ........................................................................................................................................... 43
Academy Performance Plan ............................................................................................................................... 43
Performance Management Application ........................................................................................................... 44
Technical Board .............................................................................................................................................. 44

EFFECTIVE MEASUREMENT
Academies: Licensing, Evaluation and Audit ................................................................................................. 44
Productivity Profile .......................................................................................................................................... 45

PERFORMANCE MANAGEMENT, PLAYER DEVELOPMENT AND PROGRESSION
Performance Clock ........................................................................................................................................... 45
Individual Learning Plans and Multi-disciplinary Reviews ............................................................................. 45

STAFF
General .......................................................................................................................................................... 45
Academy Management Team ........................................................................................................................... 46
Academy Manager ............................................................................................................................................ 46
Academy Secretary .......................................................................................................................................... 47
Head of Academy Coaching ............................................................................................................................. 47
Coaches ........................................................................................................................................................... 47
Goalkeeping Coaches ...................................................................................................................................... 47
Senior Professional Development Coach ........................................................................................................... 48
Coaches: Qualifications and Professional Development .................................................................................. 48
Head of Academy Sports Science and Medicine ............................................................................................... 48
Lead Sports Scientist ....................................................................................................................................... 49
Lead Strength and Conditioning Coach .......................................................................................................... 49
Senior Academy Physiotherapist ...................................................................................................................... 49
Physiotherapists and Sports Therapists ............................................................................................................ 50
Academy Doctor ............................................................................................................................................. 50
Performance Analysts ...................................................................................................................................... 50
Head of Education .......................................................................................................................................... 50
Head of Recruitment ...................................................................................................................................... 50
Minority Candidates ......................................................................................................................................... 51
Interns ............................................................................................................................................................... 51

COACHING
Coaching Programme ....................................................................................................................................... 51
Coaching Hours ............................................................................................................................................... 51
Development Centres ....................................................................................................................................... 52
GAMES PROGRAMME
General

Performance Analysis

Foundation Phase Games Programme

Youth Development Phase Games Programme

Professional Development Phase Games Programme

Professional Development League

Games Programme: Postponement etc. of Matches

EDUCATION AND WELFARE
General

Induction Events

Reports on Educational Progression

Delivery of the Education Programme

Wellfare, Social Development and Lifestyle Management

Player Exit/Release Strategy

SPORTS SCIENCE AND MEDICINE
Sports Science and Medicine Programme

TALENT IDENTIFICATION AND RECRUITMENT
Scouts: Qualifications

Scouts: Attendance at Matches

Scouts: Disciplinary Action

Registrations and Provision of Information by the League

Time/Distance Rules

Trials

Pre-Registration Agreements

Registrations

End of Season Procedure

Termination of Registration

Scholarships

Appeal against Termination

Appeal against Disciplinary Decision

Order for Costs

Further Appeal

Approaches by and to Clubs and Inducements

FACILITIES
Facilities

FINANCE AND EXPENSES
Finance

Expenses

COMPENSATION
Compensation

APPENDIX A – SAFEGUARDING

APPENDIX B – CODE OF CONDUCT FOR SCOUTS

GENERAL
Definitions

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

1.1 “Academy” means an establishment for the coaching and education of Academy Players operated by a Club in accordance with the requirements of this Section of the Rules and licensed by the PGB pursuant to Rule 12.

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

1.3 “Academy Financial Information” means a budget for the following season, together with a comparison of the budgeted and actual figures for the previous season, all of which information shall be set out in the format to be prescribed by the League.

1.4 “Academy Management Team” has the meaning set out in Rule 56.

1.5 “Academy Manager” means the person responsible for the strategic leadership and operation of a Club’s Academy, whose role and responsibilities are more particularly defined at Rules 58 to 64.

1.6 “Academy Performance Plan” means a document which sets out:

(a) the goals, strategy and measurable short-term and long-term performance targets for all aspects of the work of the Club’s Academy, such strategy and performance targets to be consistent with the Club’s Vision Statement, Coaching Philosophy and Playing Philosophy and
(b) without prejudice to the generality of paragraph (a), how the Academy will deliver and integrate its Coaching, Education, Games and Sports Science and Medicine Programmes.

1.7 “Academy Player” means a male player (other than an Amateur Player, Non-Contract Player (in the EFL) or a Trialist) who is in an age group between Under 9 to Under 21 who is registered at a Club which operates an Academy pursuant to these Rules, save for any player who:

(a) the Board is satisfied has developed technical, tactical, physical, psychological and social skills of such a level that he would not benefit from continued coaching in the Academy or participating or continuing to participate in its Games Programme (which includes, for the purpose of this definition, the league Competition referred to in Rules 112 to 169) and

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

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

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

1.10 “Artificial Surface” means a playing surface which in the reasonable opinion of the League meets the requirements of the FIFA Quality Programme for Football Turf and any new outdoor or indoor Artificial Surface pitch installed by a Club which operates or applies to operate a Category 1 Academy must achieve the ‘FIFA Quality’ star rating under the FIFA Quality Programme for Football Turf.

1.11 “Audit Tool” means the online application maintained by the League and approved by the PGB for the purpose of undertaking (in particular by the EFL) the evaluation and audit of Academies by the assessment of:

(a) the extent to which a Club meets the criteria for Academies set out in these Rules;

(b) the extent to and manner in which a Club meets or exceeds the recommended best practice criteria which are set out in the Audit Tool; and

(c) its Productivity Profile.

1.12 “Authorised Games” means:

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

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

(i) in its first team; or

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

(iii) which are comprised in Internationals, Tournaments or Tournaments, participation in which is limited to Academy teams or which are sanctioned by The Football Association or any other National Association; or

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

(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; or

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

(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.

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

1.14 “Category” means one of the four categories into which each Academy shall be assigned in accordance with the criteria and procedures set out in this section of the Rules, and “Category 1”, “Category 2”, “Category 3” and “Category 4” shall be construed accordingly.
1.15 "Charter for Academy Players and Parents" means the information to be provided by the League to the Parent of each Academy Player upon each occasion of his registration for a Club and which will contain:

a) a summary of the benefits of the Academy Player becoming registered with a Club;

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

1.16 "Chief Executive" means the Official referred to in Regulation 16.55 (1) (in the case of Championship Clubs) and the equivalent Official for League One and Two Clubs.

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

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

1.19 "Coaching Philosophy" means a written statement which sets out in detail (including by describing the content of individual coaching sessions for each Academy Player) the means by which the Club will coach its Academy Players in each age group so that they have the best opportunity to develop the technical, tactical, physical, psychological and social skills that the Club wishes players in each position on the pitch to acquire, as set out in the Club’s Playing Philosophy.

1.20 "Coaching Curriculum" means a Club’s coaching curriculum which must be set out in writing and include:

a) the technical, tactical, physical, psychological and social skills that the Club wishes its Academy Players to develop;

b) the appropriate means of coaching Academy Players in order that they develop these skills (having due regard to their age); and

c) specific coaching curriculum for each Development Phase.

1.21 "Continued Professional Development" means ongoing training for Academy Staff relevant to their discipline, of such quality, content and frequency as is necessary to ensure that each member of Academy Staff has the necessary knowledge and expertise in order to fulfill this role.

1.22 "Core Coaching Time" means between 8.30am and 5.30pm on Mondays to Fridays, save that in the Foundation Phase and Youth Development Phase it also includes between 9am and 5pm on Saturdays.

1.23 "Core Condition" means each of the individual Rules referred to below:

<table>
<thead>
<tr>
<th>Rule Number</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>28</td>
<td>Academy Performance Plan in place</td>
</tr>
<tr>
<td>54-64</td>
<td>Academy Manager* (QUALIFICATIONS AND CONTRACT) The Academy Manager role can still be combined with the Head of Academy Coaching role as long as there is a full-time Academy Operations Manager.</td>
</tr>
<tr>
<td>67-68</td>
<td>Head of Academy Coaching* (QUALIFICATIONS AND CONTRACT) The Academy Manager role can still be combined with the Head of Academy Coaching role as long as there is an additional Full Time Academy Operations Manager.</td>
</tr>
<tr>
<td>85</td>
<td>Academy Secretary (QUALIFICATIONS AND CONTRACT)</td>
</tr>
<tr>
<td>95</td>
<td>Head of Education (QUALIFICATIONS AND CONTRACT)</td>
</tr>
<tr>
<td>96-91</td>
<td>Head of Sports Science and Medicine (QUALIFICATIONS AND CONTRACT)</td>
</tr>
<tr>
<td>167</td>
<td>Head of Recruitment (QUALIFICATIONS AND CONTRACT)</td>
</tr>
<tr>
<td>250</td>
<td>Senior Physiotherapist (QUALIFICATIONS AND CONTRACT)</td>
</tr>
<tr>
<td>251-254</td>
<td>Physiotherapists (QUALIFICATIONS AND CONTRACT)</td>
</tr>
<tr>
<td>255</td>
<td>Senior Clearance Officer (QUALIFICATIONS AND CONTRACT)</td>
</tr>
<tr>
<td>256</td>
<td>Senior Academy Operations Manager (QUALIFICATIONS AND CONTRACT)</td>
</tr>
<tr>
<td>257</td>
<td>Designated Recruitment Officer (QUALIFICATIONS AND CONTRACT)</td>
</tr>
<tr>
<td>258</td>
<td>Senior Academy Physiotherapist (QUALIFICATIONS AND CONTRACT)</td>
</tr>
<tr>
<td>259</td>
<td>Senior Physiotherapy Manager (QUALIFICATIONS AND CONTRACT)</td>
</tr>
<tr>
<td>260</td>
<td>Physiotherapy Manager (QUALIFICATIONS AND CONTRACT)</td>
</tr>
</tbody>
</table>

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

1.24 "Designated Safeguarding Officer" means the Official responsible for the Academy’s arrangements for the safeguarding of children and to whom any report or suspicion of abuse relating to a child must be reported.

1.25 "Development Centre" means an establishment operated by a Club in England or Wales for the coaching of children which is not an Academy and includes any such establishment by whatever name or title it is known.

1.26 "Development Phase" means the Foundation Phase, the Youth Development Phase or the Professional Development Phase as the context requires, and "Development Phases" means all of the former.

1.27 "Education Advisory Group" means the group consisting of two Persons appointed by the Premier League, two appointed by the EFL, and an independent Chair.

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

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

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

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

1.32 "Emergency First Aid in Football" or "EFAF" means the qualification of that name issued by or on behalf of the Football Association.

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

1.34 "FA Youth Award" means the name age specific qualification for Academy coaches awarded by The Football Association.

1.35 "Festival" means an event, which may be spread over more than one day, at which teams from three or more Clubs (or clubs) play a series of matches in an environment in which the matches are competitive but the results are not given any particular significance.

1.35A "Former EFL Club" means a Club relegated to the National League at the end of a Season and which continues to operate an academy thereon. An Education Ombudsman shall either be an experienced educational practitioner or a coach who has extensive experience in youth development.

1.36 "Foundation Phase" means the Under 9 to Under 11 age groups inclusive.

1.37 "Foundation Phase Games Programme" means the games programmes organised by the Premier League and the EFL for teams in each of the Under 9s to Under 11s age groups as set out in Rules 150 to 159.

1.38 "Full Time" means, when applied to a role specified under these Rules, one where the working hours are at least 35 hours per week (subject to such additional hours as the Club may require) and an Education Ombudsman is appointed. A Full Time role may be fulfilled by more than one Official (e.g. on a job-share basis) provided that the minimum hours stated above are undertaken.

1.39 "Full Time Education" means the education provided for registered pupils at primary or secondary schools or full-time equivalent students at colleges of further education.
“Full Time Training Model” means:

a) in the Professional Development Phase a programme of coaching and education whereby the Academy Player’s academic education shall be scheduled to enable four hours of coaching per day (which may be split into two sessions of two hours each) to take place within the Core Coaching Time; and

b) in the Youth Development Phase, a programme which complies with the following:

i) The Academy Player shall receive within the Core Coaching Time a minimum of twenty-four hours of education.

ii) The Academy Player shall receive a significant amount of coaching within the Core Coaching Time. The exact amount of such coaching to take place within the Core Coaching Time is to be determined by the Club for each individual Academy Player. The Club shall demonstrate the amount of coaching is significantly more than the amount of coaching in the Core Coaching Time and that it is for the benefit of the Academy Player’s education. Full details must be set out in the Academy Player’s individual coaching plan referred to in Rule 110.

iii) No single coaching session shall exceed more than 90 minutes, and if there are two or more coaching sessions on a single day, there shall be a period of rest between each session sufficient to ensure that the Academy Player is fully rested, and off at least 90 minutes’ duration, unless the Academy Player’s individual coaching plan recognises that he may have shorter rest periods.

iv) The Club’s delivery of the Full Time Training Model must comply with these Rules.

“Futbol” means the variant of association football that is played in accordance with the Laws of the Game as published from time to time by FIFA (with such variation therein as the League may from time to time determine), the current such Laws being available at http://www.fifa.com/mm/document/affiliation/session/51/44/50/futsallawsofthegameen.pdf

“Games Programme” means the Phase Games Programme, the Youth Development Phase Games Programme, or the Professional Development Phase Games Programme.

“Games Programme Schedule” means the period during which matches in the Games Programmes shall take place.

“Head of Academy Coaching” means the Official referred to in Rule 106.

“Head of Education” means the Official referred to in Rule 106.

“Head of Recruitment” means the Official referred to in Rule 107.

“Hybrid Training Model” means a programme of coaching and education whereby the coaching of an Academy Player primarily takes place outside of the Core Coaching Time, but where the Club may, at its discretion, require the Academy Players engaged on the Hybrid Training Model, to undertake additional training during the School Day for a maximum of half a day a week (if he is in the Foundation Phase) or two days a week (if he is in the Youth Development Phase).

“Individual Learning Plan” means an individual plan for each Academy Player setting out measurable objectives for the development that he needs to undertake and the means by which he will obtain those objectives.

“Intermediate Trauma Medical Management in Football” or “ITMMiF” means the qualification of that name issued by or on behalf of The Football Association.

“Lifestyle Development” means the independent standards organisation to be appointed from time to time by the PGB for the purposes of undertaking the ISO Audits.

“Lifestyle Management Skills” means the personal and social skills and knowledge which it is considered desirable for Academy Players to develop, and training in Lifestyle Management Skills shall include (without limitation) training or coaching in the following:

- dealing with the media;
- use of social media;
- anti-doping;
- gambling, anti-corruption and other matters of sporting integrity;
- financial management;
- equality and diversity;
- well-being - mental, health and nutrition; and
- further education and careers advice.

“Multi-Disciplinary Review” means a review of all aspects of a Academy Player’s football, athletic and educational performance and development and which shall include:

- reports from all relevant Academy Staff (including from the coaching, education and sports science and medicine disciplines);
- for Academy Players on the Full Time Training Model or the Hybrid Training Model, reports and educational data from the Academy Player’s school (and where the League requests, all Academy Players on the Part Time Training Model); and
- self-assessment by the Academy Player;
- short, medium and long-term targets for the Academy Player’s football, athletic and educational performance and development. 

“Part Time” means, when applied to a role specified under these Rules, one where the working hours are less than 35 hours per week.

“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.

“Performance Analysis” means the analysis of the physiological, technical and tactical performance of each individual Academy 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.

“Performance Analysts” means the officials referred to in Rules 102 and 105.

“Performance Clock” means the application utilised for recording, measuring, monitoring and evidencing all aspects of an Academy Player’s progress in his Professional Development and advancement in accordance with the format and procedures to be established by the League.

“Performance Management Application” means the online support service to be developed and maintained by the League and utilised by each Club for the purposes of assisting the management of the Academy and recording and analysing data. Such data shall include (without limitation):

a) each Academy Player’s Performance Clock;

b) key data on Academy Staff such as records of qualification and Continued Professional Development;

c) such information as required 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.

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

“Playing Philosophy” means a written statement which sets out:

a) the principal, 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.

“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.

“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

b) the extent to which the Club is successful in contributing to the development of established professional Players.

“Professional Development Leagues” means the leagues of that name managed, organised and controlled by the Premier League (in the case of Clubs operating Category 1 and Category 2 Academies) or by the EFL (in the case of Clubs operating Category 3 and Category 4 Academies) and “Professional Development League 1”, “Professional Development League 2” and “Professional Development League 3” shall be construed as collectively.

“Professional Development Phase” means the Under 17 to Under 25 age groups inclusive.

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

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

“Scholarship Agreement” means an agreement made between a Club and an Academy Player in YD11.

“Squad” means the team that takes part within the Joint European Use of Talent Scouting Activity (JEU TS A).

“Senior Academy Physiotherapist” means a Person who holds at least an undergraduate degree in sports therapy.

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

“Seniority 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.
Applications to Operate Academies

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

7 A Club which wishes to operate (or continue to operate) a Category 1 Academy must:
   7.1 submit its written application (signed on behalf of the Club by an Authorised Signatory) to do so; and
   7.2 submit such evidence as is required in order to demonstrate compliance with the Core Conditions, in accordance with the timetable issued by the League.

8 The ISO, acting on the advice of the ISD, shall determine whether each applicant Club complies with the Core Conditions and notify each such Club of its determination by the deadline stipulated by the League.

9 The ISO shall determine that a Club either:
   9.1 does not comply with the Core Conditions, in which event the ISO shall not grant a licence to operate a Category 1 Academy; or
   9.2 complies with the Core Conditions, in which event the Club must complete the Audit Tool by the deadline stipulated by the League.

10 The ISD shall conduct an ISD Audit of each Academy at least once every three years (subject to any decision of the PGB that an ISD Audit should be undertaken more frequently), the results of which shall be made available to the Club, the League and the PGB.

11 The ISD shall undertake a further ISD Audit of each Club which to which Rule 9.2 applies by the deadline stipulated by the League.

12 Each applicant Club shall be given reasonable notice of the dates of its ISD Audit and may not change those dates save with the permission of the League.

13 In respect of each Club which applies for a licence to operate an Academy, the ISD shall undertake an analysis ("the ISD Audit") of the matters set out in Rule 11(3)(a) to (c).

14 Where a Club which wishes to obtain a licence to operate (or continue to operate) a Category 2, 3 or 4 Academy
   14.1 the Club shall:
       14.1.1 submit to the League an application by the deadline stipulated by the League prior to the commencement of the relevant Season;
       14.1.2 co-operate with the League's assessment (by whatever means) of the Club's compliance with the criteria applicable to the relevant Category;
       14.1.3 where the League is satisfied, acting reasonably, that the Club will meet the criteria applicable to the Category applied for, the League shall recommend to the ISO that the PGB award a provisional licence to operate an Academy.
       14.3 where the ISD is not satisfied that the Club will meet the criteria applicable to the relevant Category, the League may recommend to the ISO that the PGB award a provisional licence to operate an Academy subject to the following conditions:
   14.3.1 a contractual licence to operate an Academy for such lower Category as is appropriate having regard to the criteria which are met by the Club, in evidence of its application; or
   14.3.2 no provisional licence to operate an Academy at all;
   14.4 the Club shall give due consideration to:
       14.4.1 a Club's application for a provisional licence to operate an Academy; and
       14.4.2 the recommendation of the League in accordance with Rule 14.3, and shall determine the Category of each Academy in respect of which it grants a provisional licence to operate an Academy. If any, a Club shall only have the right to make representations to the PGB in connection with its application for a provisional licence to operate an Academy.
   15 The ISD Audit shall utilise the Audit Tool by assessing and recording therein a score in respect of the matters set out in Rule 11(3)(a) to (c).
The Academy Performance Plan shall be drawn up under the guidance of the Academy Manager in consultation with such officials as the Club may consider appropriate (including, by way of example only, the Manager, the Chief Executive, the Academy Management Team and the technical director if the Club has appointed one and the Technical Board) and shall be reviewed annually by the Academy Manager.

The Club Board shall:
30.1 annually review and approve the Academy Performance Plan;
30.2 ensure that the Academy Performance Plan is communicated to all relevant officials; and
30.3 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
31 Each Club which operates an Academy shall:
31.1 utilise the Performance Management Application from the date of its implementation by the League and record on it the data listed in Rule 10;
31.2 ensure that the data held on the Performance Management Application which is within the Club’s control is held securely and is only released to, or accessed by, those persons who require access to it pursuant to any of these Rules; and
31.3 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.

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

Technical Board
33 Each Club which operates an Academy shall establish a Technical Board.
34 The membership of the Technical Board shall consist of such officials as the Club Board deems necessary in order for the Technical Board to properly perform functions with which it is tasked by these Rules, and accordingly may include:
34.1 the Chief Executive;
34.2 the Manager;
34.3 the Academy Manager;
34.4 such officials as can give input from the following functional areas:
34.4.1 recruitment; and
34.4.2 coaching; and
34.4.3 Professional Development Phase coaching; and
34.5 such other officials as the Club deems appropriate.

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

EFFECTIVE MEASUREMENT
Academies: Licensing, Evaluation and Audit
36 Each Club which operates an Academy shall conduct an annual self-assessment of its Academy which shall:
36.1 be led by its Academy Manager;
36.2 assess the extent to which the Club meets and/or exceeds the criteria pertaining to the relevant Category of Academy set out in this section of the Rules and in the Audit Tool; and
36.3 be made available to the League, the ISO and, if required, the PGB.

The League shall:
37.1 on-going monitoring of each Academy; and
37.2 an annual evaluation of each Academy which shall:
37.2.1 consider the Club’s annual self-assessment referred to in Rule 36 and its most recent Academy Financial Information;
37.2.2 assess the extent to which the Club meets and/or exceeds the criteria pertaining to the relevant Category of Academy set out in this section of the Rules and in the Audit Tool; and
37.2.3 be made available to the Club, the ISO and, if required, the PGB.

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

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

PERFORMANCE MANAGEMENT, PLAYER DEVELOPMENT AND PROGRESSION
Performance Clock
40 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:
40.1 the Academy Player;
40.2 his Parent (and without prejudice to the generality of the foregoing he shall provide to the Academy Player and his Parent a copy of his Performance Clock if he ceases to be registered with the Club);
40.3 the League; and
40.4 the ISO.

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

42 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.

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

44 At those meetings referred to in Rule 43, the Club shall:
44.1 discuss with the Academy Player his Individual Learning Plan; and
44.2 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).

45 Each Multi-disciplinary Review shall be recorded on the Academy Player’s Performance Clock.
46 Each Club which operates an Academy shall meet with the Parent of each Academy Player under the age of 18 at least once 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 Review.

47 A written record of the discussion referred to in Rule 46 shall be given to the Parent and noted on the Academy Player’s Performance Clock.
48 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.
49 Each Club shall permit a representative of the League to attend Multi-disciplinary Reviews if so requested by the League.

STAFF
General
50 Each Club which operates an Academy shall establish a staffing structure for its Academy which shall:
50.1 subject to Rule 51 include the mandatory posts required by this section of the Rules for the Category applicable to its Academy; and
50.2 have regard to the guidelines and best practice set out in the Elite Player Performance Plan.
51 Save for the Academy Manager and the coaches described in Rules 69 and 70, a Club need not employ those Academy Staff whose employment is mandatory for the Category of its Academy pursuant to these Rules provided that the Club is able to demonstrate to the reasonable satisfaction of the League, the ISO or the PGB (whichever body is appropriate), that its staffing structure includes the same expertise and achieves the same results as if all the mandatory posts required by this section of the Rules were filled.
52 The Club shall document its staffing structure in an organisational chart which shall:
52.1 show the reporting lines of each member of Academy Staff; and
52.2 be made available to Academy Staff, the League and the ISO.
Academy Secretary

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

66 The Academy Secretary shall:

66.1 provide administrative support to the Academy Manager and the Academy Management Team;

66.2 act as the point of contact between the Academy and the League for all administrative matters, including the submission of required information; and

66.3 be familiar with all relevant provisions of these Youth Development Rules, as amended from time to time.

Head of Academy Coaching

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

67.1 report to the Academy Manager;

67.2 subject to Rule 67.6, have responsibility for delivery of the Academy’s Coaching Curriculum;

67.3 be responsible for designing and delivering the Club’s Continued Professional Development programme, which shall reflect the Club’s Playing Philosophy and Coaching Philosophy and each coach’s competency framework for all the Club’s Academy coaches;

67.4 discharge the responsibilities with regard to Development Action Plans set out in Rules 82 to 84;

67.5 hold at least an up to date UEFA A Licence, an FA Youth Award, and an FA Advanced Youth Award;

67.6 hold a current Basic First Aid/First Sport Qualification, current EFRA or an equivalent or higher qualification approved by the Board;

67.7 have recent and relevant experience of coaching Academy Players in an Academy (or of a comparable environment);

67.8 be employed Full Time (in the case of a Head of Academy Coaching employed in a Category 1 or Category 2 Academy) or at least Part Time (in the case of a Category 3 or Category 4 Academy);

67.9 attend at least five hours of in-service training to be provided by the League each year; and

67.10 attend such training to be provided by The Football Association as is necessary to maintain the validity of the qualifications set out in Rule 67.5; and

67.11 in conjunction with each of the Club’s coaches, plan, deliver and monitor the delivery of individual development plans for each such coach.

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

Coaches

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

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

70 In addition to the coaches set out in Rule 69 each Club shall employ sufficient additional coaching staff (Full Time or Part Time) to ensure that the coach to Academy Players ratios set out in Rule 117 are maintained.

71 Each Club shall appoint one Full Time coach in each Development Phase who shall be the lead coach for that phase and be responsible for managing the delivery of coaching within it, and who shall hold at least an up to date UEFA A Licence.

Goalkeeping Coaches

72 Each Club which operates an Academy shall employ, either on a Full Time or Part Time basis, such goalkeeping coaches as are necessary to ensure that each Academy Player who is a goalkeeper receives the required hours of coaching set out in Rule 74.

73 Each goalkeeping coach must:

73.1 attend at least five hours of in-service training to be provided by The Football Association each year;

73.2 attend the first aid training for Academy coaches provided by The Football Association at least once every three years; and

73.3 undertake Continued Professional Development organised by the Club.

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

75. Each Club which operates a Category 3 or Category 4 Academy shall appoint a Senior Professional Development Coach who shall:

75.1 report to the Academy Manager;

75.2 liaise with the Manager;

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

75.4 oversee on- and off-pitch coaching for the Under 18s and Under 21s age-groups;

75.5 manage the transition of Academy Players to the Clubs senior squad in accordance with the Clubs procedure for the same described in Rule 77;

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

75.7 manage the Clubs loan which competes in the Professional Development League.

76. Each Club which operates a Category 3 or Category 4 Academy that does not appoint a Senior Professional Development Coach in accordance with Rule 75 shall assign a member of the coaching staff responsible for the coaching of the Clubs Academy players to act as a loans/coach who shall:

76.1 liaise with the Academy Manager;

76.2 liaise with the Manager; and

76.3 manage the transition of Academy Players to the Clubs senior squad in accordance with the Clubs procedure for the same described in Rule 77.

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

8. Each Club (excluding goalkeeping coaches to whom Rule 77 applies) must from the commencement of and throughout their employment hold:

8.1 an up-to-date UEFA B Licence (save where these Rules require a coach to hold an up-to-date UEFA A Licence); and

8.2 an FA Youth Award; and

8.3 an up-to-date FA Advanced Youth Award with the age-specific specialist element relevant to the Development Phase which they coach.

9. Each Club (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.

10. In addition to the service training referred to in Rule 79, each coach must undertake Continued Professional Development organised by the Club.

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

12. 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.

13. 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 to the coach, and amended the Development Action Plan if necessary.

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

Head of Academy Sports Science and Medicine

85. Each Club which operates a Category 1 or Category 2 Academy shall appoint a Full Time Head of Academy Sports Science and Medicine who shall be responsible for the transition of Academy Players to the Club’s senior squad;

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

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

88. The Head of Academy Sports Science and Medicine:

88.1 shall be either:

88.1.1 a registered physiotherapist member of the Health and Care Professions Council (or a registered medical practitioner, a current Football Association Advanced Resuscitation and Emergency Aid certificate, Advanced Trauma Medical Management in Football or an equivalent or higher qualification approved by the Board); or

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

88.1.3 the holder of at least a master’s degree in sports science or a relevant discipline from a recognised university and have or be working towards British Association of Sport and Exercise Sciences accreditation; and

88.2 shall have recent and relevant professional experience in a sports performance environment.

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

89.1.1 a registered physiotherapist member of the Health and Care Professions Council (or a registered medical practitioner, a current Football Association Advanced Resuscitation and Emergency Aid certificate, Advanced Trauma Medical Management in Football or an equivalent or higher qualification approved by the Board); or

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

90. For the avoidance of doubt, if the Head of Academy Sports Science and Medicine is not a registered physiotherapist member of the Health and Care Professions Council or an unregistered medical practitioner (as set out in Rule 88.1 and 88.2 respectively) then the primary of decisions regarding the clinical treatment of Academy Players shall rest with a physiotherapist or registered medical practitioner.

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

Lead Sport Scientists

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

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

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

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

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

93. Each Club which operates a Category 1 or Category 2 Academy shall demonstrate to the reasonable satisfaction of the League, the EFL or the PFA (whichever body is appropriate) that it delivers sufficient and appropriate sports science services to its Academy Players.

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

Lead Strength and Conditioning Coach

95. Each Club which operates a Category 1 or 2 Academy shall employ a Lead Strength and Conditioning Coach who shall:

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

95.2 be responsible for providing to the Club’s Academy Players appropriate strength and conditioning training and monitoring as part of the Sports Science and Medicine Programme;

95.3 hold at least a bachelor’s degree in sports science (or another relevant discipline) from a recognised university and have or be working towards British Association of Sport and Exercise Sciences accreditation;

95.4.1 have attended the following workshops run by the UK Strength and Conditioning Association (or equivalent workshops run by any equivalent body):

95.4.1.1 Foundation Workshop and Certification (Level 1);

95.4.1.2 Weightlifting Workshop;

95.4.1.3 Biomechanics, Agility and Speed Workshop;

95.4.1.4 Planning Effective Programmes Workshop; and

95.4.2 report to the Lead Sports Scientist.

96. The Lead Strength and Conditioning Coach must undertake Continued Professional Development organised by the Club.

Senior Academy Physiotherapist

97. Each Club which operates an Academy shall appoint a Senior Academy Physiotherapist who shall:

97.1 be Full Time in the case of a Category 1 or Category 2 Academy; and at least Part Time in the case of a Category 4 Academy;

97.2 be a registered physiotherapist member of the Health and Care Professions Council (or a registered medical practitioner, a current Football Association Advanced Resuscitation and Emergency Aid certificate or Advanced Trauma Medical Management in Football, or if employed by a Club which operates a Category 3 or Category 4 Academy holds current Intermediate Trauma Medical Management in Football Qualification (or in either case an equivalent or higher qualification approved by the Board); and

97.3 co-ordinate and lead the physiotherapy service within the Academy;

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

97.5 undertake Continued Professional Development organised by the Club.
Physiotherapists and Sports Therapists

98 In addition to the Senior Academy Physiotherapist referred to at Rule 97, each Club which operates a Category 1 or Category 2 Academy shall employ at least one Full Time physiotherapist who shall be a registered physiotherapist member of the Health and Care Professions Council.

99 Any Sports Therapist employed by a Club must be subject to the management and supervision of a registered physiotherapist member of the Health and Care Professions Council.

100 Each physiotherapist and Sports Therapist employed pursuant to Rules 98 and 99 must undertake Continued Professional Development organised by the Club and each such physiotherapist shall hold a current Intermediate Trauma Medical Management in Football Qualification or an equivalent or higher qualification approved by the Board.

Academy Doctor

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

101.1 be a registered Medical Practitioner licensed to practice by the General Medical Council (and shall comply with the General Medical Council’s requirements concerning annual appraisal, scope of practice, indemnity and revalidation of doctors);

101.2 be available to assess and, if appropriate, undertake the treatment of any playing injuries suffered by an Academy Player;

101.3 undertake Continued Professional Development;

101.4 be available for consultation at the Academy on at least one occasion per week (in addition to any attendance at matches); and

101.5 be responsible for the preparation of each Club’s Emergency Action Plan.

Performance Analysts

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

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

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

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

Head of Education

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

106.1 report to the Academy Manager;

106.2 have responsibility for:

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

106.2.2 the educational progression of all Academy Players registered with the Club (subject to the duties of any educational establishment at which an Academy Player’s education is taking place);

106.2.3 ensuring that the education of an Academy Player engaged on the Hybrid or Full Time Training Model is not prejudiced as a result of his being so engaged;

106.2.4 ensuring all documents and records relating to the education of Academy Players required by these Rules are in place and up to date; and

106.3 undertake benchmarking of the educational progress of each year group of Academy Players engaged on the Hybrid and Full Time Training Models against national data, and make the result of that benchmarking available to the League;

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

106.5 hold Qualified Teacher Status and have relevant experience (in the case of Category 1 and 2 Academies) or, as an alternative, possess a teaching qualification or further education teaching qualification (in the case of Category 3 and 4 Academies);

106.6 be Full Time (in the case of Category 1 and 2 Academies); and

106.7 undertake Continued Professional Development organised by the Club.

Head of Recruitment

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

107.1 report to the Academy Manager;

107.2 have responsibility for the organisation, management and delivery of the Club’s policies and procedures for the recruitment of Academy Players;

107.3 have responsibility for the recruitment and training of the Club’s Scouts (including taking all reasonable steps to ensure that they comply with the requirements regarding qualifications, registration and Continued Professional Development set out at Rules 200 to 229F);

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

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

107.6 undertake Continued Professional Development organised by the Club; and

107.7 be Full Time in the case of Category 1 and Category 2 Academies, and at least Part Time in the case of Category 3 and 4 Academies.

Minority Candidates

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

Interns

108 The Head of Academy Sports Science and Medicine must ensure that the Club records and, if requested, makes available to the League, the following details of each intern working within the Academy:

108.1 name, date of birth and contact details (phone number, address and email address);

108.2 qualifications (both academic and sporting such as coaching qualifications);

108.3 details of the intern’s current course, including the institution at which they are enrolled, the name of the course, and the name and contact details of the intern’s tutor; and

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

COACHING

Coaching Programme

109 Each Club which operates an Academy shall prepare (and make available to the League and to the EFL on request) a Coaching Curriculum which shall have regard to:

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

109.2 the Club’s Academy Performance Plan;

109.3 sections 6.6 – 6.8 of the Elite Player Performance Plan (save as regards the reference to minimum hours of coaching, as to which see Rule 117), and

109.4 these Rules.

110 The Club’s Coaching (curriculum shall be drawn up by the Academy Manager (or, in the circumstances set out in Rule 63, the Head of Coaching (academy) who shall consult with all appropriate Club Officials (which may include the Manager, the Chief Executive, coaching staff, the Academy Management Team and the Technical Director if the Club has appointed one).

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

Coaching Hours

112 The coaching of age groups under 15 and older in Category 1 and Category 2 Academies shall take place over 46 weeks of each year, such weeks to be determined by reference to the Games Programme Schedule (including the two periods set out therein during which no matches in the Foundation Phase and Youth Development Phase Games Programmes shall take place).

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

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

<table>
<thead>
<tr>
<th>Category</th>
<th>Permitted Training Hours</th>
<th>Permitted Training Model</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Part Time, Hybrid</td>
<td>Half Time</td>
</tr>
<tr>
<td>2</td>
<td>Part Time, Hybrid, Full Time</td>
<td>Full Time</td>
</tr>
<tr>
<td>3</td>
<td>Part Time, Hybrid</td>
<td>Full Time</td>
</tr>
<tr>
<td>4</td>
<td>Part Time, Hybrid</td>
<td>Full Time</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Category</th>
<th>Permitted Training Hours</th>
<th>Permitted Training Model</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>N/A</td>
<td>N/A</td>
</tr>
<tr>
<td>2</td>
<td>N/A</td>
<td>N/A</td>
</tr>
<tr>
<td>3</td>
<td>N/A</td>
<td>N/A</td>
</tr>
<tr>
<td>4</td>
<td>N/A</td>
<td>N/A</td>
</tr>
</tbody>
</table>

Foundation Phase Youth Development Phase Professional Development Phase

<table>
<thead>
<tr>
<th>Category</th>
<th>Coaching Hours per week</th>
<th>Coaching Hours for older Academy Players</th>
<th>Coaching Hours for older Academy Players</th>
<th>Coaching Hours for older Academy Players</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>4</td>
<td>6 or rising to 8 for older Academy Players</td>
<td>10 rising to 12 for older Academy Players</td>
<td>12 reducing to 12 for Academy Players who have commitments to the professional squad during the professional appraisal period and Continued Professional Development Plan set out at Rules 200 to 229F;</td>
</tr>
</tbody>
</table>

Tabla: | Permitted Training Hours | Permitted Training Model |
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Part Time, Hybrid</td>
<td>Half Time</td>
</tr>
<tr>
<td>2</td>
<td>Part Time, Hybrid, Full Time</td>
<td>Full Time</td>
</tr>
<tr>
<td>3</td>
<td>Part Time, Hybrid</td>
<td>Full Time</td>
</tr>
<tr>
<td>4</td>
<td>Part Time, Hybrid</td>
<td>Full Time</td>
</tr>
</tbody>
</table>

Tabla: | Permitted Training Hours | Permitted Training Model |
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>N/A</td>
<td>N/A</td>
</tr>
<tr>
<td>2</td>
<td>N/A</td>
<td>N/A</td>
</tr>
<tr>
<td>3</td>
<td>N/A</td>
<td>N/A</td>
</tr>
<tr>
<td>4</td>
<td>N/A</td>
<td>N/A</td>
</tr>
</tbody>
</table>
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 Team sheet submitted in accordance with these Rules or otherwise.

Performance Analysis

132 Each Club operating a Category 1 or Category 2 Academy shall:
132.1 have such technical facilities as are necessary to undertake the Performance Analysis required of it by Rule 132.2;
132.2 undertake Performance Analysis (including, in the case of a Club which operates a Category 1 Academy, by undertaking GPS evaluation in the Professional Development Phase and in the Youth Development Phase if the Full Time Training Model is utilised) of training activity and matches in the Youth Development Phase Games Programme, the Professional Development Phase Games Programme and the Professional Development League; 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; and 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.

133 Each Club operating a Category 3 or Category 4 Academy shall comply with Rule 132 but only in respect of players in the Under 17 to Under 18 age groups.

134 Subject to a Club complying with Rule 132 or 133 (as appropriate depending on the Category of its Academy), and to a sufficient number of Clubs (and Premier League Clubs) likewise complying, the Premier League may make available to it benchmarked data derived from comparing the Performance Analysis dataset it has submitted to the League with that submitted by other Clubs (an anonymised back).

Foundation Phase Games Programme

135 The Premier League will organise a games programme for teams in each of the Under 9 to Under 11 age groups of Clubs operating Category 1 and 2 Academies (and for the avoidance of doubt teams from both Categories shall participate together in this games programme).

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

137 The games programmes referred to in Rules 135 and 136 shall consist of matches which:
137.1 shall be competitive but whose results (except in the case of Tournaments) shall not give any particular competitive significance between Academies (for example, no league table or the like shall be produced);
137.2 subject to Rule 137.3 shall be organised on a local basis so that, as far as reasonably possible no team shall travel more than one hour to an away match (save that longer travel times may be necessary in order that each Club can participate meaningfully in the games programme);
137.3 may be played in Festivals organised on a local, regional or national basis and each Club which operates a Category 1 Academy shall organise and host a minimum of three Festivals per season;
137.4 shall take place during the Games Programme Schedule;
137.5 may include matches against representative county schoolboy sides (being sides selected by the English Schools' Football Association); and
137.6 shall be played outdoors, save in respect of:
137.6.1 Clubs operating Category 1 or 2 Academies when, during the second half of December and the whole of both January and February, they shall be played indoors; and
137.6.2 Clubs operating Category 3 Academies when, during the second half of December and the whole of both January and February, they may be played indoors.

138 Each Club shall ensure that all of its Players have played in accordance with the following formats (save that some matches played indoors may be played as Futsal games):

<table>
<thead>
<tr>
<th>Age group</th>
<th>Time</th>
<th>Format</th>
<th>Goal size (feet)</th>
<th>Ball size</th>
</tr>
</thead>
<tbody>
<tr>
<td>Under 9</td>
<td>4v4</td>
<td>9v9</td>
<td>4x6 to 6x7</td>
<td>4</td>
</tr>
<tr>
<td>Under 10</td>
<td>4v4</td>
<td>9v9</td>
<td>4x6 to 6x7</td>
<td>4</td>
</tr>
<tr>
<td>Under 11</td>
<td>4v4</td>
<td>9v9</td>
<td>4x6 to 6x7</td>
<td>4</td>
</tr>
</tbody>
</table>

The participating Clubs shall endeavour to agree which of the above formats shall be utilised, but in default of agreement the home Club shall decide.

139 Each Club which operates a Category 1, Category 2 or Category 3 Academy must participate fully in the Foundation Phase Games Programme; and
139.2 may organise and participate in additional Authorised Games of the types listed in paragraphs (c), (d) and (e) of that definition only (which shall be notified to the Premier League (if the Club operates a Category 1 or 2 Academy) no later than 72 hours before they are scheduled to take place).

140 The Premier League will organise a games programme for teams in each of the Under 12 to Under 14 age groups of Clubs operating Category 1 and 2 Academies and (for the avoidance of doubt teams from both Categories shall participate together in this games programme). The League will also organise a games programme for teams in the Under 15 age group of Clubs operating Category 3 Academies and of those Category 2 Academies wishing to participate.

141 The EFL will organise a games programme for teams in each of the Under 12 to Under 14 age groups of Clubs operating Category 3 Academies.

142 The games programme for Category 1 Clubs referred to in Rule 141 shall include the Under 13, Under 14 and Under 15 Premier League National Cups participation in which shall not be mandatory.

143 Each Club shall inform the League by 30 April in each year whether it wishes to compete in the Under 13, Under 14 and Under 15 Premier League National Cups the following season.
144 The games programmes referred to in Rules 140 and 141 shall consist of matches which shall:

144.1 be competitive in nature and whose results (save for matches in the Under 13, Under 14 and Under 15 Premier League National Cups) shall not be given any particular competitive significance between Academies (for example, no league table or the like shall be produced);

144.2 (in the case of the games programme referred to in Rule 140) be organised on a regional basis so that as far as reasonably possible no team has to travel more than two hours to an away match save that longer travel times may be necessary.

144.2.1 In so far as possible, each Club shall create teams that shall not, except for matches in the Under 13, Under 14 and Under 15 Premier League National Cups.

144.2.2 for matches in the Under 13, Under 14 and Under 15 Premier League National Cups.

144.3 (in the case of the games programme referred to in Rule 141) be organised on a regional basis so that as far as reasonably possible no team has to travel more than two hours to an away match and/or regional basis so that as far as reasonably possible no team has to travel more than two hours to an away match (save that in both cases longer travel times may be necessary in order that each Club can participate meaningfully in the games programme).

144.4 shall include one or more Festivals or Tournaments for each Club organised on a regional, national or international basis (which may include matches organised pursuant to Rule 149), with the number of such Festivals and Tournaments increasing for the older age groups in the Youth Development Phase.

144.5 take place during the Games Programme Schedule;

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

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

<table>
<thead>
<tr>
<th>Age group</th>
<th>Team size</th>
<th>Pitch size (yards)</th>
<th>Sub size (yards)</th>
<th>Ball size</th>
</tr>
</thead>
<tbody>
<tr>
<td>Under 12</td>
<td>11v11</td>
<td>60x40</td>
<td>32x12</td>
<td>4</td>
</tr>
<tr>
<td>Under 13</td>
<td>11v11</td>
<td>60x40</td>
<td>32x12</td>
<td>4</td>
</tr>
<tr>
<td>Under 16</td>
<td>11v11</td>
<td>60x40</td>
<td>32x12</td>
<td>4</td>
</tr>
</tbody>
</table>

145 The Premier League shall organise a games programme for teams consisting of Academy Players in the Under 16 age group of Clubs operating Category 1 Academies, and another for teams of Academy Players in these age groups of Clubs operating Category 2 Academies.

146 Save for any matches played already pursuant to Rule 149, the games programme for Category 1 Clubs referred to in Rule 145 shall:

146.1 be organised by those clubs which operate Category 3 and 4 Academies;

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

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

148 Matches in the games programmes for Category 1 and Category 2 Clubs referred to in Rule 145 shall, unless the board of the Premier League otherwise permits, be played on Saturdays and arranged so that as far as possible a Club’s fixtures in it mirror those of its teams in the Professional Development Phase Games Programme.

149 As part of the Youth Development Phase Games Programme, the Premier League shall organise matches (which may be organised as Tournaments) against teams from clubs in membership of a national association other than The Football Association or The Football Association of Wales (and such matches may be played either in England or abroad).

150 The EFL shall organise a games programme for teams consisting of players in the Under 15 and Under 16 age groups of Clubs operating Category 1 Academies, and no team has to travel more than two hours to an away match (save that longer travel times may be necessary in order that each Club can participate meaningfully in the games programme).

151 Matches played pursuant to Rules 145 to 150 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>11v11</td>
<td>100x60</td>
<td>24x8</td>
<td>4</td>
</tr>
</tbody>
</table>

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

152.1 must participate fully in the Youth Development Phase Games Programme (save that participation in the Under 13 and Under 14 Premier League National Cups is voluntary); and

152.2 may organise and participate in additional Authorised Games of the types listed in paragraphs (c), (d), (f) and (g) of that definition only which shall be notified to the Premier League in the case of a Club operating a Category 1 or 2 Academy no later than 72 hours before they are scheduled to take place.

153 Each Club which shall ensure that each of its Academy Players in the Under 12 to Under 14 age groups shall, subject to fitness, participate in half the playing time of matches in the Youth Development Phase Games Programme and any other matches organised by its Club pursuant to Rule 152.2, the Academy Player’s playing time to be reasonably spread over the season.

154 Each Club which shall ensure that each of its Academy Players in the Under 15 to Under 16 age groups shall, subject to fitness, participate in at least 20 matches per season (being matches in the Youth Development Phase Games Programme or any other matches organised by the Club pursuant to Rule 152.2). Participation in a match shall for the purposes of this Rule mean playing at least 50% of the game time.
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.

The Code of Conduct as issued by the League from time to time shall be binding on Academy Players of compulsory school age attending Academies and their Parents and on Clubs and Officials and any breach thereof by such Academy Players or by Clubs or Officials shall be treated as a breach of these Rules.

Induction Events

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.

The induction meeting referred to in Rule 185 shall provide such information to the Academy Players and their Parents as is necessary in order for them to understand the coaching and, if relevant, education that the Academy Player will receive from the Club.

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

Reports on Educational Progression

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

The progress reports shall:

- detail the educational progression of the Academy Player;
- be provided as and when necessary, but as a minimum at least once every 12 weeks.

Delivery of the Education Programme

Part Time Training Model

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

- inform the Academy Player’s school that he is being so trained;
- provide to the Academy Player such additional educational support (to be detailed in the written agreement referred to in Rule 192.3) and record the information obtained pursuant to Rule 192.3 it on his Performance Clock;
- base with the school on a regular basis in order to discuss and address any issues concerning the Academy Player’s education which have risen or may arise as a consequence of his being trained at the Club’s Academy.

Hybrid Training Model

Each Club which operates the Hybrid Training Model must appoint a sufficient number of appropriately qualified teaching staff to provide the educational support referred to in Rule 192.2.

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

- undertake all necessary liaison and co-operation with the Academy Player’s school to ensure that the required educational support can take place within the Core Coaching Time;
- provide to the Academy Player such additional educational support (to be detailed in the written agreement referred to in Rule 192.3) and record the information obtained pursuant to Rule 192.3 it on his Performance Clock;
- base with the school on a regular basis in order to discuss and address any issues concerning the Academy Player’s education which have risen or may arise as a consequence of his being trained at the Club’s Academy.

Full Time Training Model

Each Club which operates an Academy shall, in respect of each of its Academy Players in the Youth Development Phase being trained under the Full Time Training Model, ensure that it provides the Academy Player with coaching and education in accordance with a programme which complies with Rules 194a to 199 and which is approved in advance by the League.

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

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

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

195.3 ensure that there is in place a written agreement between the Club, each Academy Player engaged on the Full Time Training Model, his Parent and his school which sets out full details of his education and coaching curriculum;

195.4 ensure that the education programme of each such Academy Player provides him with a minimum of 20 hours’ education each week of the school term;

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

195.6 ensure that each such Academy Player’s education is tailored to his academic ability and attainment targets and meets national guidelines;

195.7 obtain from the Academy Player’s school his school reports and, where possible, educational attainment data, and monitor the Academy Player’s academic progression (including by use of the information obtained from the Academy Player’s school pursuant to Rule 195.7) and record the information obtained pursuant to Rule 195.7 in his Performance Clock in a timely fashion and at least every 12 weeks (to coincide with dates of his Multi-disciplinary Reviews);

195.8 Without prejudice to the generality of Rule 132, each Club which operates the Hybrid or Full Time Training Model must in respect of each such Training Model:

196.1 not discourage the League has pre-approved and annually certified its proposed delivery of the Training Model; and

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

196.3 forthwith implement any change to the delivery of the Training Model that the League or PGB may require.

197.1 If the League is not satisfied that a Club’s delivery of the Hybrid or Full Time Training Model complies with these Rules:

197.1.1 it may refuse to apply to register an Academy Player on it; and

197.1.2 the Board may exercise its powers set out in Rule 268.

198. If a Club wishes to engage an Academy Player on the Full Time Training or Hybrid Model (whether or not the Academy Player is already registered with the Club), it shall complete and submit to the League Form 19DA or 19DB (as appropriate) signed on behalf of the Club by an Authorised Signatory.

199. If the registration of an Academy Player on the Full Time Training Model is terminated by the Club or by the Board of its own volition, or if the Club 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 18, education and accommodation in accordance with the arrangements made at the time he was first engaged on the Full Time Training Model.

200. Each Club which operates an Academy shall satisfy the League, in such manner as the League shall from time to time specify, of the Hybrid Training Model on which each of its Academy Players is engaged and if an Academy Player changes to the Hybrid Training Model or Part Time Training Model, forthwith inform the League of the change and provide such evidence as the League may require to show that the Academy Player and his Parent consented to the change.

Welfare, Social Development and Lifestyle Management

201. Each Club which operates an Academy shall establish a programme to educate each of its Academy Players in Lifestyle Management Skills.

202. The programme referred to in Rule 201 shall ensure that each Academy Player trained under the Full Time Training Model and/or in the 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 a good citizenship.

203. Each Academy Player shall engage in the activities referred to in Rule 202 unless he has good cause not to do so and each Club shall take all reasonable steps to persuade each of its Academy Players that it is in their interest to participate in the programme.

204. Each Club which operates an Academy shall nominate a member of Academy Staff to manage and deliver the said programme.

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

Player Exit/Release Strategy

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

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

Scouts: Qualifications

220 Each Club which operates an Academy shall ensure that each of its Scouts:
220.1 is in possession of such qualification as the League may require from time to time;
220.2 understands and complies in full with these Rules and the Code of Conduct for Scouts, and
220.3 undertakes Continued Professional Development each year.

221 Each Club shall ensure that, where the relevant Scout’s duties include those referred to in Rule 220, in addition to complying with the Scout regulations and these Rules, it provides evidence to the League within five days of employing or engaging the Scout that the Scout holds the qualification required by Rule 220.1, and the League shall register the Scout where it is satisfied that the registration requirements of this section of these Rules have been complied with and the Scout holds the qualification required by Rule 220.1.

221A The League shall register a Scout and shall notify the applicant Club to that effect upon being satisfied that:
221A.1 the Scout holds the qualification required by Rule 220.1;
221A.2 the Scout is currently registered as the Scout of another Club.

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

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

221D Upon a Club which operates an Academy ceasing to employ or engage an unregistered Scout, it shall within five days thereof:
221D.1 give notice to that effect to the League which shall thereupon remove their name from the register; and
221D.2 return their Scout Identification Card to the League.

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

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

Scouts: Attendance at Matches

222 Each Club which operates an Academy shall permit the Scouts of other Clubs to attend at matches played in the Games Programmes provided that:
222.1 the Club which has employed or engaged the Scout notifies both Clubs involved in the match of the Scout’s proposed attendance and that no less than 12 hours have elapsed since the last Normal Working Day before the published date of the match, and
222.2 the Scout is able to produce on demand to the home Club their Scout Identification Card.

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

224 Each Club which operates an Academy shall prepare and produce a document setting out the process of how Scouts employed by that Club should approach Academy Players (and other players) and the process thereafter. Such process should comply in full with these Rules and the Code of Conduct for Scouts and should be based upon the training that the Scout received while obtaining the relevant scouting qualification referred to in Rule 221.

Scouts: Disciplinary Action

224A Any breach by a Scout of Rule 22B shall amount to a breach of these Rules and the League shall be entitled to take disciplinary action against the Scout and/or 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 found to exist.

224B Any breach by a Club of Rule 22C or Rule 22F 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 found to exist.

Registrations and Provision of Information by the League

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

226 Subject to Rule 227, the League will undertake the registration (which shall be backdated to the date of application) of the Academy Player if:
226.1 seven days have elapsed from the date the League receives the application referred to above; and
226.2 during that time, the League has not been contacted by the Academy Player or his Parent to inform the League that he no longer wishes to be registered as an Academy Player for that Club.

226C In such circumstances, the Academy Player may be contacted by and play for the Club during the period of seven days referred to in Rule 226.1. The provisions of Rules 291 and 294 shall apply during the period referred to in Rule 226.1.

226D 227 Without prejudice to its powers of inquiry under Section 8 of the Regulations, prior to undertaking any registration of an Academy Player, the League may, in its absolute discretion, request:
227.1 any Officer of the Club seeking to register the Academy Player, any Official of a Club with which the Academy Player has previously been registered, the Academy Player himself and/or his Parent(s) to appear before it to answer questions; and
227.2 such Persons or any Club (or club) to produce documents, in each case, to ensure that there has been no breach of Rules 291 to 294.

228 Where a request is made by the League in accordance with Rule 227, the League may, in its absolute discretion, stay the registration of the Academy Player until it is satisfied that there has been no breach of Rules 291 to 294, 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.

229 If the Academy Player directly or indirectly contacts another Club, and such contact results in the Academy Player becoming registered with that other Club without the consent of the Club referred to in Rule 225, the other Club shall be presumed to have breached Rule 291.

Time/Distance Rules

230 Subject to Rule 231, each Club which operates an Academy shall be permitted to register Academy Players who reside within the travel times measured from the location of the Club’s principal venue for the provision of coaching and education set out in the following Table:

<table>
<thead>
<tr>
<th>Category</th>
<th>Distance</th>
<th>Category</th>
<th>Distance</th>
<th>Category</th>
<th>Distance</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>1 hour</td>
<td>2</td>
<td>2 hours</td>
<td>3</td>
<td>2½ hours</td>
</tr>
<tr>
<td>2</td>
<td>1½ hour</td>
<td>3</td>
<td>3 hour</td>
<td>4</td>
<td>No limit</td>
</tr>
<tr>
<td>3</td>
<td>2 hour</td>
<td>4</td>
<td>4 hour</td>
<td>5</td>
<td>No limit</td>
</tr>
</tbody>
</table>

230A The following distances are permitted:
230A.1 a Club may apply to extend the period referred to in Rule 231 for an additional period of four weeks.

230B 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 referred to in Rule 231 for an additional period of four weeks.

231 Subject to the conditions set out in Rules 232 and 238, a Trialist may attend an Academy for up to eight consecutive weeks in any one season without being registered or provided that:
231A at least seven days’ prior written notice to that effect shall be given to any junior club of such Trialist; and
231B before the trial commences his particular shall be notified forthwith to the League by sending to the League:
231B.1 Form YD8 duly completed,
231B.2 proof of his home address and date of birth in such a form as is required by the League; and
231B.3 a photographic image of the Trialist in such format as is required by the League.

232 In the case of the Trialist in one of the age groups Under 9 to Under 16, a Club may apply to the League for permission to extend the period of eight weeks referred to in Rule 231 to an additional period of four weeks.

233 An application to extend a trial period must be:
233.1 made by the Club at least one week before the Trialist’s trial period is due to expire;
233.2 accompanied by such information and assurances as the League may require; and
233.3 consented to by the Trialist and his Parent.

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

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

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

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

238 The conditions referred to in Rule 237 are as follows:
238A a trial may be offered or given by a Club to anyone in age groups Under 9 to Under 11 inclusive who has his permanent residence within one hour’s travelling time of the Clubs Academy;
238B a trial may be offered or given by a Club to anyone in age groups Under 12 and Under 13 who has his permanent residence within one and a half hours’ travelling time of the Clubs Academy;
238C a trial may be offered or given by a Club to anyone in age groups Under 14 to Under 16 inclusive;
238.5 Subject to Rule 238.6.2 a trial may be offered or given by one or more Clubs to an Academy/Player in age group Under 16 who has been informed by the Club holding his registration that it will not offer to enter into a Scholarship Agreement with him; any such trial or series of trials may not in the aggregate exceed six weeks;

238.6 a trial may not be offered or given to anyone:

238.6.1 who is on trial at another Academy; or

238.6.2 whose registration is held by another Club: or (club) except with the written consent of such Club (or club) or in the case of an Under 17 or Under 18 player, unless the circumstances are such that Rule 263, Rule 264 or Rule 265 to seek registration as an Academy Player at the Academy of another Club (or club).

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

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

240 If before the date upon which a Trialist’s trial period is due to end his trial is terminated, notice to that effect shall be given to the League by sending to the League YD8 duly completed.

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

242 Where a Club makes an application to the League in Form YD4 that an Academy Player who is a Trialist with that Club at the time of the application be registered as an Academy Player with that Club, the relevant trial will be immediately deemed cancelled by the League and the provisions of Rules 225 to 229 shall apply.

Pre-Registration Agreements

243 Subject to the provisions of Art. 19 of the FIFA Regulations for the Status and Transfer of Players, on or after 1st January in any Season 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:

243.1 In his Under 16, Under 17 or Under 18 year; and

243.2 in Full Time Education; and

243.3 not registered with another Club or Premier League club.

244 A pre-registration agreement shall be in Form YD4 and shall include an undertaking by the Club to enter into a Scholarship Agreement with the player upon having acquired the player’s registration and:

244.1 in the case of a player in his Under 16 year, on or after the last Friday in June in the academic year in which the Academy Player reaches the age of 16; or

244.2 in the case of a player in his Under 17 or Under 18 year, upon his ceasing Full Time Education.

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

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

246 A written copy of the Scholarship Agreement 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

247 Subject to Rules 120 to 126, except for Trialists attending trials in accordance with Rule 239, and players attending Development Centres, by the Board and then only to the extent set out in the programme.

248 Subject to Rule 245, players in age groups Under 9, Under 10, Under 11, Under 12, Under 14 and Under 16 shall be registered for one year and those in age groups Under 13 and Under 15 for two years.

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

249.1 he is engaged in the Full Time Training Model; or

249.2 he has made an application to the Board for an extension of the period of his registration, having offered to enrol with 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 enquire into the circumstances and satisfy itself that the best interests of the application, and if not satisfied shall have the power to determine that the Academy Player’s registration should so end; and

249.3 registration of Youth Players entered into prior to the date of implementation of these Rules (being with effect from 1st July 2021) shall endure for the original period that registration.

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

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

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

252.1 a copy of the Evidence of Residence for the year of registration.

252.2 a copy of the Code of Conduct referred to in Rule 104.

252.3 proof of both the Academy Player’s home address and date of birth in such form as is required by the League; and

252.4 a photographic image of the Academy Player in such format as is required by the League.

The completed Form YD4 must be submitted to the Board by the Club within five days of the signature by the Academy Player.

253 A Club shall request each Academy Player (or if he is a minor his Parent) to complete the efficiency monitoring questionnaires at the same time that he completes Form YD4. If he does so the Club shall submit the completed efficiency monitoring questionnaires to the League at the same time that it submits Form YD4. If the Academy Player or his Parent (as applicable) elects not to complete the questionnaire, he should nevertheless submit Form YD4 to the League forthwith.

254 An application in YD4 shall be refused if it is made in respect of a player with whom a Club (or club), other than the applicant Club, has entered into a pre-registration agreement which remains current.

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

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

257 The maximum number of Academy Players registrable by a Club at any one time is as follows:

Age groups Under 9 to Under 14 inclusive: 20 in each age group
Age groups Under 15 and Under 16 inclusive: 30 in each age group
Age groups Under 17 and Under 18: 40 in each age group
Age groups Under 19 to Under 21 inclusive: 50 in each age group

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

259 A player in age groups Under 14 to Under 16 inclusive who resides more than one and a half hours’ travelling time from the nearest Academy may be registered as an Academy Player at the nearest Club which operates an Academy of the appropriate Category subject to the following conditions:

259.1 an application for registration of an Academy Player under the provisions of this Rule shall be accompanied by a written coaching curriculum which shall include full particulars of any coaching the Academy Player will receive or at in the localities of his place of residence;

259.2 the coaching curriculum shall be designed so as to ensure that it does not cause the Academy Player to be absent from school;

259.3 in the event of a dispute as to the eligibility of an Academy Player under the provisions of this Rule, the Academy, the Head of Education shall make enquiries of the Academy Player’s school of at least four times each Season during the currency of his registration so as to satisfy himself that the Academy Player’s best interests are being served by the coaching curriculum and that it is not adversely affecting his education; the result of each enquiry shall be reported in writing to the Academy Manager who in the event of an adverse report shall apply to the Board for the cancellation of the Academy Player’s registration; and

259.4 unless any other travelling arrangements have been submitted to and approved in writing by or on behalf of the Board, on the occasion of each visit by the Academy Player to the Academy at which he is registered he shall be accompanied on both the outward and the return journey by his Parent.

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

260.1 the Academy Player is in age groups Under 10, Under 11 or Under 12; and

260.2 the registration of that Academy Player was held by another Club or Premier League club ("the former Club") within the period of 12 months prior to the making of the application; and

260.3 the Former Club had given notice to the Academy Player under the provisions of Rules 261.2 or 262.2 that it intended to retain his registration; and

260.4 the Club making the application had within the said period of 12 months registered two Academy Players in age groups Under 10, Under 11 or Under 12 whose registrations had been held the former Club.

261 On or before the third Saturday in May in every year each Club shall send to the League a list in Form YD5 containing the names of each of the Academy Players whose registration is held by him (other than those who have entered into a Scholarship Agreement whose names are included in the list required by Regulations 671), indicating which it retains, which it intends to retain and which it intends to terminate with effect from the first Saturday in June.

End of Season Procedure

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

262.1 on or before the third Saturday in May in every year in which his registration is held, each Club shall give or send to each of its Academy Players in age groups Under 10 to Under 11 Form 30 notifying him whether it intends to retain or to terminate his registration with effect from the first Saturday in June; and

262.2 on or before the third Saturday in May, each Club shall give or send to each of its Academy Players in age groups Under 12 and Under 13 Form 40 notifying it whether it intends to retain his registration for the next two seasons or to terminate it with effect from the first Saturday in June.

263 An Academy Player who receives notification under Rule 262.1 or Rule 262.2 of his Club’s intention to terminate his registration shall be at liberty following receipt of such notification to seek registration as an Academy Player at the Academy of any other Club (or club).
274.5 An Academy Player who enters into a Scholarship Agreement with a Club shall be:

274.6 entitled to receive such remuneration as shall be determined by the Board from time to time; and

274.7 required to complete his Education Programme (as defined in the Scholarship Agreement).

275.1 The Academy Player and his Parent shall make an application in writing addressed to the Club and to the League, stating the reasons for the registration.

275.2 The application may state that the Academy Player is eligible for registration under the provisions of Rule 275.1 (particularly that there have been no changes to the circumstances set out in Rule 275.1).

275.3 The application may also state that the Academy Player is registered with another Club (or club); and

275.4 the Academy Player is registered with another Club (or club). If the Club chooses to cancel the Academy Player’s registration, the Academy Player shall remain registered with the Club and the Scholarship Agreement shall remain in full force and effect.

276.1 The Board shall have power at any time to cancel the registration of an Academy Player:

276.2 upon the written application of either:

276.2.1 the Academy Player or, if the Academy Player is a child, his Parent on his behalf (and one of the grounds, but not the only ground, on which such an application may be made is that the categorisation of the Club’s Academy has been lowered pursuant to Rule 265.3); or

276.2.2 of its own volition in the circumstances set out in Rule 268.

276.3 An Academy Player who receives notification under Rule 262.1 or Rule 262.2 of his Club’s intention to retain his registration shall likewise be at liberty to seek registration as an Academy Player at the Academy of any other Club (or club) provided that:

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

276.5 he has received the League’s written acknowledgement of the same.

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

277.2 his registration is not held by another Club (or club); and

277.3 (except in the case of an Academy Player who has entered into a Scholarship Agreement with another Club (or club) which has been cancelled (by mutual agreement) he is under the age of 18 years; and

277.4 the Scholarship Agreement commences no earlier than the last Friday in June in the academic year in which the Academy Player reaches the age of 16.

278.1 An Academy Player who is a child of or Agent for a Club expressing interest in an Academy Player whose registration is held by another Club (or club); or

278.2 of its own volition in the circumstances set out in Rule 268.

279.1 A Club may enter into a Scholarship Agreement with an Academy Player if:

279.2 his registration is not held by another Club (or club); and

279.3 (except in the case of an Academy Player who has entered into a Scholarship Agreement with another Club (or club) which has been cancelled (by mutual agreement) he is under the age of 18 years; and

279.4 the Scholarship Agreement commences no earlier than the last Friday in June in the academic year in which the Academy Player reaches the age of 16.

280.1 An Academy Player who enters into a Scholarship Agreement with a Club shall be:

280.2 entitled to receive such remuneration as shall be determined by the Board from time to time; and

280.3 required to complete his Education Programme (as defined in the Scholarship Agreement).

281.1 An appeal by an Academy Player under the provisions of clause 10.3 or by a Club under the provisions of clause 10.3.1 of the Scholarship Agreement shall be commenced by notice in writing addressed to the other party to the agreement and to the League.

281.2 An appeal by an Academy Player under the provisions of paragraphs 3.1.2 of the Schedule to the Scholarship Agreement shall be commenced by notice in writing addressed to the Club and to the League.

284.1 An appeal by an Academy Player under the provisions of paragraphs 3.1.2 of the Schedule to the Scholarship Agreement shall be commenced by notice in writing addressed to the Club and to the League.

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

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

287.1 The Player Related Dispute Commission shall have power to make an order for costs:

288.1 The Player Related Dispute Commission shall have power to determine the amount of any such costs which may include, without limitation, those incurred by the Company in the conduct of the appeal.

289.1 in the case of a Club, under the provisions of Article 48; or

289.2 in the case of an Academy Player, as a civil debt.

290.1 Within 14 days of a decision of the Board given under the provisions of Rule 286 either party may by notice in writing appeal against such decision to the League Appeals Committee in accordance with Regulations 72.2 to 72.17 inclusive, whose decision shall be final.

291.1 An Academy Player who is a child of or Agent for a Club expressing interest in an Academy Player whose registration is held by another Club (or club); or

291.2 a player with whom another Club (or club) has entered into a pre-registration agreement which remains current.

292.1 A public statement made by an Official of an Agent for a Club expressing interest in an Academy Player whose registration is held by another Club (or club) is a pre-registraion agreement which remains current shall be deemed for the purpose of Rule 291 to be an indirect approach in breach of that Rule.

293.1 Except as permitted by Rules 283 and 284, an Academy Player whose registration is held by a Club shall not, either directly or indirectly, make any approach to another Club (or club).
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 adjacent to the principal venue.

Without prejudice to the generality of Rule 298, each Club shall ensure that:

- 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 any Club which operates a Category 3 or Category 4 Academy at least once a year.
- Each Club which operates an Academy shall ensure that:
  - it provides as a minimum the facilities and accommodation set out in Rules 297 to 308; and
  - it also provides, but is not limited to:
    - Training facilities
      - A minimum of two floodlit grass pitches equal in number to the number of Academy teams at the Academy which is unable to obtain planning permission for floodlighting then the requirement for floodlighting shall be waived);
      - One floodlit grass pitch enclosed with perimeter fencing and with designated areas for spectator attendance (unless it is a Club academy which requires permission for floodlighting than the requirement for floodlighting shall be waived);
      - A designated area (on grass) for the coaching of goalkeepers;
      - A designated area for the coaching of goalkeepers.
    - Facilities
      - A guest lounge for the use of Parents at each training session and match that is open to Parents. The guest lounge shall be large enough to hold 50 people and have access to refreshments and other facilities.
    - Classrooms
      - A minimum of two classrooms which shall each:
        - contain 20 computers with access to the internet;
        - be in close proximity to the Club’s principal venue for the coaching and education of Academy Players and the place at which the Academy Players undertake their education (if this is not the principal venue).

Facilities

Each Club which operates an Academy shall ensure that:

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

- 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 accordance with these Rules.

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

Grass pitches

Category 1
- A sufficient number of grass pitches of the appropriate sizes (as required by the Rules relating to Games Programmes, and with goal posts as required by the Rules relating to Games Programmes) to enable the Club to play all its matches in the Games Programmes and fulfill its commitments under these Rules as regards coaching.
- One floodlit grass pitch enclosed with perimeter fencing and with designated areas for spectator attendance (unless it is a Club academy which requires permission for floodlighting than the requirement for floodlighting shall be waived);
- A designated area (on grass) for the coaching of goalkeepers.

Categories 2 and 3
- A sufficient number of grass pitches of the appropriate sizes (as required by the Rules relating to Games Programmes, and with goal posts as required by the Rules relating to Games Programmes) to enable the Club to play all its matches in the Games Programmes and fulfill its commitments under these Rules as regards coaching.
- A 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 with goal posts as required by the Rules relating to Games Programmes) to enable the Club to play all its matches in the Games Programmes and fulfill its commitments under these Rules as regards coaching.
- A designated area (on grass) for the coaching of goalkeepers.

Each Club which operates an Academy shall ensure that:

- It provides as a minimum the facilities and accommodation set out in Rules 297 to 308; and
- it also provides, but is not limited to:
  - Training facilities
    - A minimum of two floodlit grass pitches equal in number to the number of Academy teams at the Academy which is unable to obtain planning permission for floodlighting then the requirement for floodlighting shall be waived);
    - One floodlit grass pitch enclosed with perimeter fencing and with designated areas for spectator attendance (unless it is a Club academy which requires permission for floodlighting than the requirement for floodlighting shall be waived).
    - A designated area (on grass) for the coaching of goalkeepers.
  - Facilities
    - A guest lounge for the use of Parents at each training session and match that is open to Parents. The guest lounge shall be large enough to hold 50 people and have access to refreshments and other facilities.
  - Classrooms
    - A minimum of two classrooms which shall each:
      - contain 20 computers with access to the internet;
      - be in close proximity to the Club’s principal venue for the coaching and education of Academy Players and the place at which the Academy Players undertake their education (if this is not the principal venue).

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 located elsewhere, or that it may be impossible for a Club’s indoor facility to be located at its principal venue for planning reasons. In such cases, where the Board is satisfied that the Club’s indoor facility may be located elsewhere (if not 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 indoor venue are complied with.

Artificial surface pitch

Categories 1 to 3
- One floodlit outdoor Artificial surface pitch (have that it is floodlit to obtain planning permission for floodlighting than the requirement for floodlighting shall be waived);
- One floodlit outdoor Artificial surface pitch (have that it is floodlit to obtain planning permission for floodlighting than the requirement for floodlighting shall be waived).

Categories 2 and 4
- Access to one floodlit outdoor Artificial surface pitch (have that it is floodlit to obtain planning permission for floodlighting than the requirement for floodlighting shall be waived).

Classrooms

Category 1
- A minimum of three classrooms which shall each:
  - contain sufficient desks for 20 students;
  - contain 20 computers with access to the internet;
  - be in close proximity to the Club’s principal venue for the coaching and education of Academy Players and the place at which the Academy Players undertake their education (if this is not the principal venue).

Classes

Category 2
- A minimum of two classrooms which shall each:
  - contain sufficient desks for 20 students;
  - contain 20 computers with access to the internet.

At least one of the classrooms must be in close proximity to the Club’s principal venue for the coaching and education of Academy Players and the place at which the Academy Players undertake their education (if this is not the principal venue).

Changing rooms and washing facilities

Categories 1 to 4
- A sufficient number of changing rooms equal in number to the number of teams (including visiting teams) playing at the Academy at any time to such an extent that 10 Club’s indoor facility to be located at its principal venue for the coaching and education of Academy Players and the place at which the Academy Players undertake their education (if this is not the principal venue).
- A sufficient number of extra changing rooms equal in number to the number of teams (including visiting teams) playing at the Academy at any time to such an extent that 10
325 The initial fee referred to in Rule 324 shall be calculated by:
325.1 multiplying the applicable annual fixed fee (or fees) calculated in accordance with Rule 326 by the applicable number of years; and
325.2 adding thereto any initial fee (capitated at such sum as would have been payable when calculated in accordance with this section of the Rules) paid by the most recent Training Club when it acquired the registration of the Academy Player.

326 In Rule 326:
326.1 the “applicable annual fixed fee” means the fee set out in the table in Rule 327 referable to:
326.1.1 the age group of the Academy Player during any year that was registered with the Training Club; and
326.1.2 the Category of the Training Club’s Academy during that year; and
326.2 the “applicable number of years” means the number of years for which the Academy Player was registered for the Training Club (subject to Rule 333).

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

<table>
<thead>
<tr>
<th>Age group of the Academy Player</th>
<th>Category of the Academy of the Training Club at the relevant time</th>
<th>Applicable Annual Fixed Fee</th>
</tr>
</thead>
<tbody>
<tr>
<td>Under 9 to Under 11</td>
<td>All Categories</td>
<td>£4,000</td>
</tr>
<tr>
<td>Under 12 to Under 16</td>
<td>Category 1</td>
<td>£10,000</td>
</tr>
<tr>
<td>Under 12 to Under 16</td>
<td>Category 2</td>
<td>£20,000</td>
</tr>
<tr>
<td>Under 12 to Under 16</td>
<td>Category 3</td>
<td>£32,500</td>
</tr>
</tbody>
</table>

328 The contingent compensation referred to in Rule 326 shall consist of:
328.1 appearance fees, calculated by reference to the number of First Team Appearances (up to a maximum of 100) made by the Academy Player for the Applicant Club or any other Club or Premier League club for whom the Academy Player subsequently becomes registered (including, with effect from the commencement of Season 2016/17 only, by way of a Temporary Transfer or other loan) and to the divisional status of the relevant Club as set out in the table in Rule 329;
328.2 if the Academy Player’s registration is transferred prior to his twenty-third birthday to a club affiliated to a national association other than The Football Association (save for any Welsh club which is a member of the League, the Premier League or the Premier Division of the National League) or an EFL Club, and to the divisional status of the relevant Club as set out in the table in Rule 329; and
328.3 any amounts of training compensation and/or solidarity payment paid to the Applicant Club and the Training Club pursuant to the FIFA Regulations for the Status and Transfer of Players; and
328.4 all future transfers on loan to a club affiliated to a national association other than The Football Association (save for any Welsh club which is a member of the League, the Premier League or the Premier Division of the National League).

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

<table>
<thead>
<tr>
<th>Number of First Team Appearances</th>
<th>Divisional Status of the Club</th>
<th>Fixed Fee</th>
<th>Applicable Annual Fee</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>EFL Championship Club</td>
<td>£5,000</td>
<td>£25,000</td>
</tr>
<tr>
<td></td>
<td>EFL 1 Club</td>
<td>£5,000</td>
<td>£25,000</td>
</tr>
<tr>
<td></td>
<td>EFL 2 Club</td>
<td>£5,000</td>
<td>£25,000</td>
</tr>
<tr>
<td>10</td>
<td></td>
<td>£5,000</td>
<td>£25,000</td>
</tr>
<tr>
<td>20</td>
<td></td>
<td>£10,000</td>
<td>£50,000</td>
</tr>
<tr>
<td>30</td>
<td></td>
<td>£15,000</td>
<td>£75,000</td>
</tr>
<tr>
<td>40</td>
<td></td>
<td>£20,000</td>
<td>£100,000</td>
</tr>
<tr>
<td>50</td>
<td></td>
<td>£25,000</td>
<td>£125,000</td>
</tr>
<tr>
<td>60</td>
<td></td>
<td>£30,000</td>
<td>£150,000</td>
</tr>
<tr>
<td>70</td>
<td></td>
<td>£35,000</td>
<td>£175,000</td>
</tr>
<tr>
<td>80</td>
<td></td>
<td>£40,000</td>
<td>£200,000</td>
</tr>
<tr>
<td>90</td>
<td></td>
<td>£45,000</td>
<td>£225,000</td>
</tr>
<tr>
<td>100</td>
<td></td>
<td>£50,000</td>
<td>£250,000</td>
</tr>
</tbody>
</table>
APPENDIX A – SAFEGUARDING

Part 1 – The EFL Child Protection Statement

The aim of The EFL is to:

a DEVELOP A POSITIVE AND PRO-ACTIVE ENVIRONMENT.

b FACILITATE THE PROVIDING OF CHILD PROTECTION AWARENESS TRAINING AT CLUBS IN CONJUNCTION WITH, AND SUPPORTED BY, THE FOOTBALL ASSOCIATION AND THE NSPCC.

c DEMONSTRATE THE 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 THE RIGHT TO BE PROTECTED FROM ALL FORMS OF ABUSE AND DISCRIMINATION REGARDLESS OF THEIR AGE, SEXUAL ORIENTATION, GENDER REASSIGNMENT, ABILITY OR DISABILITY, PREGNANCY OR MATERNITY, ETHNICITY, NATIONALITY OR RACIAL ORIGIN, RELIGION OR BELIEF, CULTURE, LANGUAGE, HERITAGE OR SOCIAL ECONOMIC BACKGROUND.

c ALL SUSPICIONS AND ALLEGATIONS OF ABUSE WILL BE TAKEN SERIOUSLY AND RESPONDED TO SWIFTLY AND APPROPRIATELY.

d WORKING IN PARTNERSHIP WITH CHILDREN AND YOUNG PEOPLE AND THEIR PARENTS/CAREERS IS ESSENTIAL.

Children’s 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 children or children or, in the case 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

1 For the purposes of this Part 2, Regulated Activity has the same meaning as given to it in Section 5 and Schedule 4 of the Safeguarding Vulnerable Groups Act 2006 as amended by the Section 64 of the Protection from Freedoms Act 2012, as amended, extended or re-enacted from time to time.

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

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

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

2.3 Where that person has a role in football as recognised by The Football Association, or is otherwise licensed by the Football Association for a specific role in football, the check obtained pursuant to paragraph 2.2 is to the satisfaction of The Football Association; and

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

3 Academies shall ensure that any other individual employed, retained to work or working at the Academy obtains an enhanced criminal records check from the Disclosure and Barring Service where the role being fulfilled falls into any of these roles identified as requiring such a check in guidance as issued by the League and/or the Football Association from time to time. Any such individual’s details shall be recorded in the SCR.

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

5 There shall be made available for inspection by a duly appointed officer of the League, at all reasonable times, evidence to demonstrate compliance with paragraphs 2.2 to 4 above including the ability to inspect the SCR. The Club shall ensure that it obtains all necessary consents (including consent under the Data Protection Act) to enable the Club to comply with the provisions of this paragraph 5.
6. At each Academy operated by a Club, a member of staff shall be assigned as the Designated Safeguarding Officer; and that person shall be trained in child protection issues and shall be given specific responsibility for the same and in particular shall:
6.1 ensure there are written child protection policies and procedure based on the principles set out in guidance as issued and/or distributed by the League from time to time;
6.2 deal with and keep appropriate records of any complaints or allegations of poor practice;
6.3 ensure that all complaints or allegations of abuse are dealt with appropriately and where circumstances exist which may harm a child or children or pose, or may pose, a risk of harm to a child or children, refer the matter to:
6.3.1 The Football Association for investigation and action in accordance with the Football Association’s Safeguarding Children Regulations (as may be amended or replaced from time to time); and/or
6.3.2 the appropriate statutory agencies, (excluding but not limited to the Police, Children’s Services Department or the LADO), and in respect of any referral, shall share information and fully cooperate with any regulatory or statutory investigations. Where the Club makes a referral under this paragraph 6.3, the Club shall promptly provide full details to The League;
6.4 ensure compliance by the Academy with paragraphs 2 to 4 above including without limitation, maintaining the SCR;
6.5 ensuring all staff who work with children undertake appropriate safeguarding training for their role in accordance with guidance as issued by The Football Association and/or the League from time to time;
6.6 liaise with Youth Players, parents, staff, the police, local authority statutory agents including the LADO, Social Services Departments, the League, The Football Association and other relevant persons and bodies in relation to child protection issues;
6.7 promote awareness of child protection issues generally within the Academy and encourage and monitor the adoption of best practice procedures in that regard; and
6.8 work together with designated safeguarding officers from other departments of the Club (under the leadership of the Safeguarding Senior Manager) to support a strategic approach to safeguarding within the Academy and the Club as a whole.

APPENDIX B – CODE OF CONDUCT FOR SCOUTS

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

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

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

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

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

6. Scouts shall conduct themselves in a manner befitting their role as officials of their Clubs and shall take all possible steps to promote the reputation of 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 director 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.