ENGLISH FOOTBALL LEAGUE (EFL) STAFF CONTACTS

EFL YOUTH DEVELOPMENT DEPARTMENT
EFL Youth Development Director
Dave Wetherall  01772 325834

EFL Youth Development Business and Operations Manager
Jim Briden  07711 077267

EFL Youth Development Co-ordinator
Pauline Hothersall  01772 325814

EFL Senior Regional Manager
Phil Stant  01773 273844

EFL REGIONAL MANAGERS
North West – Graham Mitchell  07436 812345
North East – Adrian Shaw  07736 668056
Midlands – Dave Regis  07918 151246
South West – Bob Bloomer  07760 788687
South East – Ken Gram  07436 562220
South & London – John Clayton  07760 616865
South Central – Ben Smith  07795 677078

EFL PLAYER ADMINISTRATION DEPARTMENT
EFL Head of Player Administration
Debbie Birch

EFL Player Admin Manager
Louise Smith

EFL Player Admin Officers
Gill Banks  01772 325828
Ric Seear  01772 325952
playeradmin@efl.com

EFL COMPETITIONS DEPARTMENT
EFL Competitions Manager
Paul Snelledge

EFL Youth and Reserves Team Officer
Debbie Anyon  01772 325834

EFL CHILD PROTECTION
EFL Child Protection Advisor
Ann Hussey  01772 325811
ahussey@efl.com

From 1st October 2017, please use the following email address: safeguarding@efl.com

CONTENTS

EFL
EFL House
10-12 West Cliff
Preston
Lancashire
PR1 8HU
01772 325800
efl.com

LEAGUE FOOTBALL EDUCATION (LFE)

THE PREMIER LEAGUE (PL)
30 Gloucester Place
London
W1U 8PL
0207 8649000  0207 8649001
premierleague.com

THE FOOTBALL ASSOCIATION (FA)
Wembley Stadium
PO Box 1966
London
SW1P 9EQ
0844 9808200  0844 9808201
thefa.com

THE PROFESSIONAL FOOTBALLERS’ ASSOCIATION (PFA)
20 Oxford Court
Bishopsgate
Manchester
M2 3WQ
0161 2360575  0161 2287229
thepfa.co.uk

EFL YOUTH DEVELOPMENT RULES

EFL YOUTH DEVELOPMENT RULES 2017/18

CONFIRMATION OF RECEIPT

CHARTER

THE ACADEMY SYSTEM ........................................... 6
OUR VISION .......................................................... 6
OUR MISSION ....................................................... 6
YOUR OPPORTUNITY .............................................. 6
THE PERFORMANCE PATHWAY ............................. 7
UNDERSTANDING ACADEMY CLASSIFICATION ....... 7

PARTICIPATION ...................................................... 8
JOINING THE ACADEMY SYSTEM ......................... 8
ACADEMY REGISTRATION .................................. 9
SCHOLARSHIP OFFERS ....................................... 10
ACADEMY INDUCTION ...................................... 12

ACADEMY PERFORMANCE PLAN ......................... 17
COACHING PROGRAMME ................................ 17
GAMES PROGRAMME ....................................... 18
FESTIVALS, TOURS AND TOURNAMENTS ............ 20
EDUCATION PROGRAMME ................................ 20

PLAYER RECOGNITION SYSTEM ......................... 23

PLAYER DEVELOPMENT AND PROGRESSION ....... 24

PLAYER AND SAFEGUARDING WELFARE ............. 25

INDEPENDENT ADVICE ...................................... 26

FEEDBACK .......................................................... 27
FEEDBACK AND OPEN COMMUNICATION ............. 27
COMPLAINTS ....................................................... 27

KEY CONTACTS .................................................... 29

ADDITIONAL INFORMATION ................................. 30
TH E FA RESPECT PROGRAMME ......................... 30
YOUNG PLAYERS RESPECT CODE OF CONDUCT .... 31
SPECTATORS RESPECT CODE OF CONDUCT ......... 31
FA EDUCATION & WELFARE STATEMENT .......... 32
APPRENTICESHIPS .......................................... 32
TRIALS .............................................................. 33

EFL YOUTH DEVELOPMENT RULES 2017/18 ............ 35

CONFIRMATION OF RECEIPT ............................... 73

From 1st October 2017, please use the following email address: safeguarding@efl.com
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.
OUR VISION
WHAT WE WANT TO ACHIEVE
We want to produce more, and better, home-grown players.
We want our players to be technically excellent and tactically astute, independent decision-makers on and off the field, equipped for a successful career as professional footballers.
We want to develop the world’s leading youth coaches, provide inspirational facilities and world-class support services.

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

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

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

THE PERFORMANCE PATHWAY HAS 3 PHASES

<table>
<thead>
<tr>
<th>PHASE</th>
<th>Age Range</th>
</tr>
</thead>
<tbody>
<tr>
<td>FOUNDATION PHASE</td>
<td>Under 9 (U9) to Under 11 (U11)</td>
</tr>
<tr>
<td>YOUTH DEVELOPMENT PHASE</td>
<td>Under 12 (U12) to Under 16 (U16)</td>
</tr>
<tr>
<td>PROFESSIONAL DEVELOPMENT PHASE</td>
<td>Under 17 (U17) to Under 21 (U21)</td>
</tr>
</tbody>
</table>

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 a 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 980 8213.

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

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. 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.

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

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 page 26).

DURATION OF REGISTRATION

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

INTERMEDIARIES

Intermediaries in England are registered and monitored by the Financial Regulation team at The FA. You can contact them here:

Intermediaries Hotline: 0844 980 8213
E-mail queries: intermediaries.queries@thefa.com
Fax: 0844 980 0679
Postal address: Financial Regulation, Wembley Stadium, PO Box 1966, SW1P 9EQ
SCHOLARSHIP OFFERS

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

An offer of a Scholarship may be officially recorded at any time on, or after, 1st January in the year in which you reach the age of 14. For those Academy Players in the Under 16 age group, it shall be offered on, or before, 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 page 26.

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 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.

Information about the PFA Independence Advisory Service available to you regarding registration and contractual offers can be found in Section 7 page 26.

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

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.

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

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

Compensation Formula

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

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).
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 concerns you have, which may have led to your desire to leave, with the Academy Manager. Any concerns regarding a safeguarding issue should be addressed to the Academy Designated Safeguarding Officer (DSO).

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

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

More information about feedback and communication, including the complaints process, can be found in Section 8 page 27.

MOVING TO ANOTHER ACADEMY

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

As part of this process, you and your parents (together with the Club that you wish to move to) will also need to sign a declaration that no approach has been made to you prior to the relevant date, nor has any inducement has 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 an extremely important part of ensuring the integrity of the Academy system and the EFL and Premier League Rules. We will endeavour to ensure the process is completed as soon as possible.

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

LEAVING THE ACADEMY

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

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

### Coaching Programme

The age group you are in will, to an extent, determine the coaching contact time you will receive. The number of coaching sessions available to you should increase as you progress along the Performance Pathway. The Club will advise you which coaching programmes will be available to you, these vary in terms of the number of hours of coaching received each week and when in the day those sessions take place (see Education Programme on page 20). Close integration with your education and welfare programmes will be paramount in building an effective coaching programme for you. The Club will continually monitor your progress via regular performance reviews (see Section 5 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.

### Coaching Hours Per Week

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

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

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

YOUTH DEVELOPMENT PHASE: U12 to U16

The Youth Development Phase offers three 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 reports to your parents at least twice a year.

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

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

PROFESSIONAL DEVELOPMENT PHASE: U17 to U21

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

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

A full educational review will take place every 12 weeks, and will be recorded on the Education Management System (EMS).

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

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

Your Club may offer you a professional contract to commence from the age of 17 at any time from 1st January following the commencement of your under 16 year.
The Player Recognition System (PRS) was introduced during the 2017/18 season. The PRS uses 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.

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 and 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 support 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 players and parents should be made aware of them during induction and through Club publications.

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

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

IMAGES/VIDEO FOOTAGE – PARENTS AND PLAYERS UNDER 18 YEARS
Still images and recorded footage are used in many ways: for Club performance analysis, match-day programmes, as well as other publications and literature. Your Club will have an Images Policy. You should understand what the Images Policy for your Club is. The parent/legal guardian of the player will be asked to sign a consent form to ensure that you understand how the images may be used.

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

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

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

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

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

Although the majority of images are appropriate and are taken in good faith, images of children can be misuse 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.
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 Professional Footballers' Association (PFA). You are advised to make contact at the earliest opportunity.

T: 0161 236 0575
E: youthadvisory@thepfa.co.uk

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 and contractual offers
- Football Association and FIFA Rules and Regulations

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 independent advice and assistance.

FEEDBACK AND OPEN COMMUNICATION

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

We work hard to ensure that things go well; you should always raise any concerns 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 your Academy’s complaints procedure, put your complaint in writing and make it formal.

ESCALATION

If having completed your Academy’s complaints procedure including the appeals process, you remain dissatisfied, contact the Youth Department at the EFL. Guidance can also be sought from the PFA Independent Youth Advisory Service.

E: youthadvisory@thepfa.co.uk  T: 0161 236 2575

RESPONSE

Complaints to EFL; these should be emailed to enq@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.

POOR PRACTICE

The EFL expects professional Clubs to deal with complaints of poor practice issues at the Club with guidance and support from the EFL Child Protection Advisor when required.
# KEY CONTACTS

<table>
<thead>
<tr>
<th>Role</th>
<th>Name</th>
<th>Contact</th>
</tr>
</thead>
<tbody>
<tr>
<td>ACADEMY MANAGER</td>
<td></td>
<td></td>
</tr>
<tr>
<td>HEAD OF ACADEMY COACHING</td>
<td></td>
<td></td>
</tr>
<tr>
<td>ACADEMY COACH</td>
<td></td>
<td></td>
</tr>
<tr>
<td>CLUB DOCTOR</td>
<td></td>
<td></td>
</tr>
<tr>
<td>PHYSIOTHERAPIST</td>
<td></td>
<td></td>
</tr>
<tr>
<td>HEAD OF SPORTS SCIENCE AND MEDICINE</td>
<td></td>
<td></td>
</tr>
<tr>
<td>HEAD OF EDUCATION</td>
<td></td>
<td></td>
</tr>
<tr>
<td>ACADEMY DESIGNATED SAFEGUARDING OFFICER</td>
<td></td>
<td></td>
</tr>
<tr>
<td>CLUB DESIGNATED SAFEGUARDING OFFICER</td>
<td></td>
<td></td>
</tr>
<tr>
<td>EFL REGIONAL MANAGER</td>
<td></td>
<td></td>
</tr>
<tr>
<td>OTHER USEFUL CONTACT</td>
<td></td>
<td></td>
</tr>
<tr>
<td>OTHER USEFUL CONTACT</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
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.
- 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 & 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 50’s.

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

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

Good luck with your career.

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

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

LFE deliver a programme of excellence for the benefit of individual Apprentices and aim to provide every Apprentice with the best opportunity to fulfil his own potential. The excellent work carried out by LFE was endorsed by Ofsted during an inspection in April 2012 when LFE was awarded ‘Outstanding’ in all 23 areas of inspection.

Further information on LFE and the Apprenticeship programme can be obtained at www.lfe.org.uk

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

Alan Sykes
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 6 consecutive weeks, but this can be extended to a maximum of 18 weeks (for an initial additional period of 6 weeks, and then a further period of 6 weeks thereafter) upon a clubs application to The League.

A trial may not be offered to any player who is on trial at another academy or who is currently registered at another club (unless consent is given). Before a trial commences the required form YD8 must be completed and sent 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 236.

UNDER 16 ASSESSMENT TRIALS

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

To be eligible to attend the trials you must have been registered at an Academy and have been released during the current season. To attend the trials you are required to be nominated by the releasing 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 U18 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 four venues in April and 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 able 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/trials2017
In this Section of the Rules the following terms shall have the following meanings:

- **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 18.
- **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 59 to 65.
- **Academy Financial Information**: 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.
- **Academy Manager 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.
- **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.
- **Artificial Surface**: means a playing surface which in the reasonable opinion of the League meets the requirements of the FSA Quality Concept for Football Turf and:
  a) any new outdoor Artificial Surface pitch installed by a Club which operates or applies to operate a Category 1 Academy must achieve the FSA recommended 2 star rating under the FSA Quality Concept for Football Turf; and
  b) any new indoor Artificial Surface pitch installed by a Club which operates or applies to operate a Category 1 Academy must achieve the FSA recommended 2 star rating under the FSA Quality Concept for Football Turf.
- **Audit Tool**: means the online application maintained by the League and approved by the PGB for the purpose of undertaking (in particular by the DIS) the evaluation and audit of Academies by the assessment of:
  a) the extent to which a Club meets the criteria for Academies set out in these Rules;
  b) the extent to which a Club meets or exceeds the recommended best practice or criteria which are set out in the Audit Tool; and
  c) its Productivity Profile.
- **Authorised Games**: means:
  a) international matches arranged by a national association including preparation and trials thereafter; or
  b) matches in which the Academy Player plays for the Club holding his registration:
    i) in its first teams; or
    ii) which are comprised in a Games Programme; or
    iii) which are comprised in a Games Programme or
    iv) which are sanctioned by the Football Association or by a foreign national association; or
  c) matches organized by the English Schools Football Association or Independent Schools Football Association or an association affiliated to either of such associations in which the Academy Player plays with the prior agreement of his Parents (in the case of an Academy Player under the age of 18 years), all participation in such matches to be notified by the Academy Player to the Club holding his registration; or
  d) 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
  e) other matches authorised by the Board.
1.13 "Basic First Aid for Sport Qualification" means the qualification of that name issued by or on behalf of The Football Association.

1.14 "Category" means one of the four categories into which each Academy shall be assigned in accordance with the criteria and procedures set out in this section of the Rules, and "Category 1", "Category 2", "Category 3" and "Category 4" shall be construed accordingly.

1.15 "Charter for Academy Players and Parents" means the information to be provided by the League to the Parent of each Academy Player upon each occasion of his registration for a Club and which will contain:

a) information about the consequences of the Academy Player becoming registered with a Club;

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

1.16 "Chief Executive" means the official referred to in Regulation 16.15.5(c) (in the case of Championship Clubs) and the equivalent official (for League One and Two Clubs).

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

1.18 "Coaching 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 criteria for each Development Phase.

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

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

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

<table>
<thead>
<tr>
<th>Role Number</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>113.45</td>
<td>Academy Manager* (QUALIFICATIONS AND CONTRACT)</td>
</tr>
<tr>
<td>113-95</td>
<td>This 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>66-89</td>
<td>Head of Academy Coaching (QUALIFICATIONS AND CONTRACT)</td>
</tr>
<tr>
<td>72-13</td>
<td>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>76-84</td>
<td>Academy Secretary (QUALIFICATIONS)</td>
</tr>
<tr>
<td>87-13</td>
<td>Head of Education: qualifications and training (QUALIFICATIONS AND CONTRACT)</td>
</tr>
<tr>
<td>100</td>
<td>Head of Recruitment: qualifications and training (QUALIFICATIONS AND CONTRACT)</td>
</tr>
<tr>
<td>75-70/84</td>
<td>Senior Professional Development Coach: qualifications and training (QUALIFICATIONS AND CONTRACT)</td>
</tr>
<tr>
<td>70-75/84</td>
<td>Development Phase Lead: Lead Coach: Team Manager (QUALIFICATIONS AND CONTRACT)</td>
</tr>
<tr>
<td>70-75/86</td>
<td>Coach: Lead Development Phase (Qualifications and Contract)</td>
</tr>
<tr>
<td>70-75/86</td>
<td>Coach: Lead Foundation Phase (Qualifications and Contract)</td>
</tr>
<tr>
<td>70-75/86</td>
<td>Coach: Lead Professional Development Phase (Qualifications and Contract)</td>
</tr>
<tr>
<td>79-75/86</td>
<td>Coach: Lead Development Phase (Qualifications and Contract)</td>
</tr>
<tr>
<td>70-75/86</td>
<td>Coach: Lead Junior Development Phase (Qualifications and Contract)</td>
</tr>
<tr>
<td>70-75/86</td>
<td>Coach: Lead Professional Development Phase (Qualifications and Contract)</td>
</tr>
<tr>
<td>75-75/85</td>
<td>Team Manager (qualifications and training)</td>
</tr>
<tr>
<td>100</td>
<td>Academy Safeguarding Officer (QUALIFICATIONS AND CONTRACT)</td>
</tr>
<tr>
<td>94-86</td>
<td>Lead Sports Scientist (QUALIFICATIONS AND CONTRACT)</td>
</tr>
<tr>
<td>77-86</td>
<td>Lead Strength and Conditioning Coach (QUALIFICATIONS AND CONTRACT)</td>
</tr>
<tr>
<td>105</td>
<td>Medical</td>
</tr>
<tr>
<td>99</td>
<td>Senior Academy Physiotherapist (QUALIFICATIONS AND CONTRACT)</td>
</tr>
<tr>
<td>100-102</td>
<td>Registered Physiotherapist member of the Health and Care Professions Council and Sports Therapists (QUALIFICATIONS AND CONTRACT)</td>
</tr>
<tr>
<td>104-105</td>
<td>Performance Analyst 1 (CONTRACT)</td>
</tr>
<tr>
<td>104-105</td>
<td>Performance Analyst 2 (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.

1.24A "Designated Safeguarding Officer" means the official responsible for the Academy’s arrangements for the safeguarding of children and to whom any enquiry 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 FSB thereon. 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 180.

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 Programme, and the contingency plan for how any medical emergencies at such matches shall be dealt with.

1.32 "FA Advanced Youth Award" means the advanced qualification for Academy coaches to be developed and awarded by The Football Association.

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

1.34 "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.

1.34A "Former EFL Club" means a Club relegated to the National League at the end of a Season and which continues to operate an academy (but it is not an Academy) in accordance with the provisions of Regulation 64.3.

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

1.36 "Foundation Phase Games Programme" means the games programme organised by the Premier League and the EFL for teams in each of the Under 9 to Under 11 age groups.

1.37 "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). 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.

1.38 "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.
1.59 "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 shall be determined by the Academy Player’s package.
      iii) All individual Academy Players shall be coached within the Core Coaching Time.
      iv) The Club shall demonstrate the amount of coaching is significantly more than the amount of coaching in the Core Coaching Time provided to Academy Players in the Premier League Academy Games Programme, the Hybrid Training Model or the Part Time Training Model.
      v) Full details must be set out in the Academy Player’s individual coaching plan referred to in Rule 118.
      vi) The Academy Player’s individual coaching plan shall be reviewed at least quarterly, unless the Academy Player’s individual coaching plan recognises that he may have shorter rest periods.

1.60 "Futsal" means the variant of association football that is played in accordance with the Futsal Laws of the Game as published from time to time by FIFA (with any such variation thereto as the League may from time to time determine), the current such Laws being available at:

1.61 "Productivity Methodology" means the methodology developed by the League for analysing the registration and playing history of Players and, as a consequence thereof, for producing each Club’s Productivity Profile.

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

1.63 "Professional Development League" 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 accordingly.

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

1.65 "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 157 to 163.

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

1.67 "Scholarship Agreement" means an agreement made between a Club and an Academy Player by PTE.

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

1.69 "Senior Academy Physiotherapist" means the Official referred to in Rule 99.

1.70 "Senior Professional Development Coach" means the Official referred to in Rule 76.

1.71 "Sports Science and Medicine Programme" means an integrated, interdisciplinary programme for the provision of sports science and medical, services and analysis as more particularly described in Rules 214 to 225.

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

1.73 "Technical Board" has the meaning set out in Rules 34 to 36.

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

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

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

1.77 "Trialist" means a player playing in age groups Under 9 to Under 21 who is attending an Academy on trial under the provisions of Rules 237 or 238.

1.78 "Vision Statement" means a written statement of the Club’s desired culture, values, ambitions and strategic aims, and the behaviours and activities which the Club has adopted and will adopt (including within its Academy) in order to achieve the same.

1.79 "Youth Development Phase" means the Under 12s to Under 16 age groups inclusive.
Applications to Operate Academies

If a Club engages in the training and development of young players then it must:

- apply to the PGB for a licence to operate an Academy; and
- cooperate with the League’s assessment (by whatever means) of the Club’s compliance with the criteria applicable to the relevant Category.

The PGB will undertake an ISO Audit between October 2015 and March 2016 of each Club to which Rule 9.2 applies.

A Club which wishes to operate (or continue to operate) a Category 1 Academy with effect from 1 July 2016 must:

- submit a licence to operate an Academy; and
- comply with the Core Conditions, in which event the PGB shall not grant it a licence to operate a Category 1 Academy, or
- submit to the League by 30 September 2015 evidence (in the form prescribed by the League from time to time) that it is compliant with the Core Conditions.

The PGB, acting on the advice of the ISO, shall determine whether each applicant Club complies with the Core Conditions and notify each such Club of its determination by 1 September 2015.

The ISO will undertake an ISO Audit of each Academy at least once every three years (subject to any decision of the PGB that an ISO Audit shall be undertaken less frequently or any requirement of these Rules which provides for ISO Audits to be undertaken more frequently), the results of which shall be made available to the League and the PGB.

The ISO will undertake an ISO Audit between October 2015 and March 2016 of each Club to which Rule 9.2 applies.

Each applicant Club shall be given reasonable notice of the dates of its ISO Audit and may not change those dates save with the permission of the PGB, which shall only be granted if the PGB is satisfied that there are exceptional circumstances which justify such a change.

A Club which wishes to operate (or continue to operate) a Category 1 Academy with effect from 1 July 2016 must:

- submit to the League an application by the deadline stipulated by the League prior to the commencement of the relevant Season;
- co-operate with the League’s assessment (by whatever means) of the Clubs’ compliance with the criteria applicable to the relevant Category;
- 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 PGB that the PGB award a provisional licence to operate an Academy for that Category; and
- where the League is not satisfied that the Club will meet the criteria applicable to the relevant Category, the PGB may recommend to the PGB that the PGB award:
  - a provisional licence to operate an Academy for such lower Category as appropriate having regard to the criteria which are met by the Club as evidenced by the application; or
  - no provisional licence to operate an Academy at all;

The PGB shall give due consideration to:

- a Club’s application for a provisional licence to operate an Academy; and
- the recommendation of the League in accordance with Rule 15.4.1, 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 if Rule 15.3 applies.

In respect of each Club which applies for a licence to operate an Academy, the PGB shall undertake an analysis (“the ISO Audit”) of the matters set out in Rule 17.1(a) to (f).

Where a Club engages in the training and development of young players then it must:

- apply to the PGB for a licence to operate an Academy; and
- cooperate with the League’s assessment (by whatever means) of the Club’s compliance with the criteria applicable to the relevant Category.

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

In determining the Category of each Academy the PGB will consider and rely upon an anonymised report from the ISO on all applications for the same Category, which shall include a comparison of the scores obtained by each applicant and their Malus Scores, and a recommendation by the ISO as to the Category to be awarded, together with reasons.

For the avoidance of doubt, a Club shall only have the right to make representations to the PGB in connection with its application for a licence to operate an Academy if it believes that the ISO Audit contains manifest error.

A Club may only appeal against the decision of the PGB not to issue a licence to operate an Academy, or against the PGB’s determination of the Category of its Academy, if that decision was:

- reached as a result of fraud, malice or bad faith; or
- reached as a result of procedural errors so great that the rights of the Club have been clearly and substantially prejudiced; or
- reached as a result of a perverse interpretation of the law; or
- one which could not reasonably have been reached by any tribunal which had applied its mind properly to the facts of the case.

Any appeal by a Club pursuant to Rule 21 shall be dealt with in accordance with Rule 140 (Application for an Appeal) of the Rules of The Football Association.

A Club may not:

- re-apply for a licence to operate an Academy within three years of the determination by the PGB of an application made by it unless:
- 23.1.1 the PGB is satisfied that there are exceptional circumstances which justify a further application; and
- 23.1.2 the Club bears any costs of the League, ISO and PGB reasonably incurred by any of those bodies in assessing and determining the Club’s further application; or
- apply for a licence to operate an Academy higher than that to which the Club is licensed to operate where those Clubs already operating in that higher Category are scheduled to be re-audited in the following Season.

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

In determining the Category of each Academy the PGB will consider and rely upon an anonymised report from the ISO on all applications for the same Category, which shall include a comparison of the scores obtained by each applicant and their Malus Scores, and a recommendation by the ISO as to the Category to be awarded, together with reasons.

For the avoidance of doubt, a Club shall only have the right to make representations to the PGB in connection with its application for a licence to operate an Academy if it believes that the ISO Audit contains manifest error.
Academy Performance Plan

29 Each Club which operates an Academy shall prepare an annual self-assessment of its Academy and make it available to the League and to the ISO. The self-assessment shall:

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

Performance Management Application

32 Each Club which operates an Academy shall:

32.1 ensure that the Performance Management Application is available for access by the Academy Manager;

32.2 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

32.3 [sic] provide the League with such information as it may from time to time require for the purposes of analysing and benchmarking on an individual or Category-wide basis any aspect of the performance of Academy Players or Clubs.

Technical Board

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

35 The membership of the Technical Board shall consist of such officials as the Club Board deems necessary in order for the Technical Board to properly perform the functions with which it is tasked by these Rules, and accordingly may include:

35.1 the Chief Executive;

35.2 the Manager;

35.3 the Academy Manager;

35.4 such officials as can give input from the following functional areas:

35.4.1 recruitment; and

35.4.2 coaching; and

35.4.3 Professional Development Phase coaching; and

35.5 any other official that the Club deems appropriate.

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

EFFECTIVE MEASUREMENT

Academies: Licensing, Evaluation and Audit

37 Each Club which operates an Academy shall conduct an annual self-assessment of its Academy which shall:

37.1 be led by its Academy Manager;

37.2 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;

37.3 utilise the Audit Tool, and

37.4 be made available to the League, the ISO and, if required, the PGB.

38 The League shall conduct:

38.1 on-going monitoring of each Academy; and

38.2 an annual evaluation of each Academy which shall:

38.2.1 consider the Club's annual self-assessment referred to in Rule 37 and its most recent Academy Financial Information;

38.2.2 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

38.2.3 utilise the Audit Tool; and

38.2.4 be made available to the Club, the ISO and, if required, the PGB.

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

Productivity Profile

40 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

41 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:

41.1 the Academy Player;

41.2 the Parent (and without prejudice to the generality of the foregoing the Club shall provide to the Academy Player and his Parent a copy of his Performance Clock if the Parent is to be registered with the Club);

41.3 the League; and

41.4 the ISO.

Individual Learning Plans and Multi-disciplinary Reviews

42 Each Club which operates an Academy shall ensure that it undertakes a Multi-disciplinary Review in respect of each Academy Player:

42.1 every 12 weeks (if he is one of the Under 9 to Under 11 age groups); and

42.2 every 6 weeks (if he is one of the Under 12 to Under 18 age groups); and

42.3 [sic] with such frequency as is necessary according to his developmental needs (if he is one of the Under 19 to Under 21 age groups).

43 Each Multi-disciplinary Review shall assess the performance and development of the 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.

44 Each Club which operates an Academy shall ensure that it conducts a meeting with each of its Academy Players:

44.1 at least every 12 weeks (if he is in one of the Under 9 to Under 11 age groups); and

44.2 at least every 6 weeks (if he is in one of the Under 12 to Under 18 age groups); and

44.3 with such frequency as is necessary according to his developmental needs (if he is one of the Under 19 to Under 21 age groups).

45 At the meetings referred to in Rule 44, the Club shall:

45.1 discuss with the Academy Player his Individual Learning Plan; and

45.2 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).

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

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

48 A written record of the discussion referred to in Rule 47 shall be given to the Parent and noted on the Academy Player’s Performance Clock.

49 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.

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

STAFF

General

51 Each Club which operates an Academy shall establish a staffing structure for its Academy which shall:

51.1 subject to Rule 52 include the mandatory posts required by this section of the Rules for the Category applicable to its Academy; and

51.2 have regard to the guidelines and best practice set out in the Elite Player Performance Clock.

52 Save for the Academy Manager and the coaches described in Rules 70 and 71, 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 is appropriate), that its staffing structure includes the same expertise and achieves the same results as if all the mandatory posts required by these Rules were filled.

53 The Club shall document its staffing structure in an organisational chart which shall:

53.1 show the reporting lines of each member of Academy Staff; and

53.2 be made available to Academy Staff, the League and the ISO.

54 The relationship between a Club and each member of its Academy Staff shall be appropriately documented by way of:

54.1 an employment contract; or

54.2 a statement of terms of employment pursuant to Section 1 of the Employment Rights Act 1996; or

54.3 in the case of a non-employee, a contract for services.
The Academy Manager must undertake Continued Professional Development organised by the Club. In addition, where the Academy Academy Secretary

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).

Academy Management Team

Each Club which operates an Academy shall establish an Academy Management Team which shall:

- be led by the Academy Manager;
- in addition to the Academy Manager consist of such other Officials as the Club Board deems necessary in order for the Academy Management Team to properly perform the functions with which it is tasked by these Rules and otherwise, and which may accordingly include the Head of Education, the Head of Sports Science and Medicine, the Head of Recruitment, the Head of Academy Coaching and the Academy Secretary.

The Academy Management Team shall assist the Academy Manager in running the operations of the Academy in accordance with the Club’s Academy Performance Plan.

Academy Manager

Each Club which operates an Academy shall employ a Full Time Academy Manager.

The Academy Manager’s appointment shall be approved by the Club Board.

The Academy Manager shall report to the Chief Executive or to such other senior administrative Official of the Club as the Club Board shall approve.

The responsibilities of the Academy Manager shall include (unless otherwise approved by the Board):

- guiding the development of the Club’s Playing Philosophy, Coaching Philosophy and Coaching Curriculum;
- drawing up the Academy Performance Plan as set out in, and subject to the provisions of, Rule 30;
- implementing the Academy Performance Plan;
- advising the Club Board on:
  - whether the Academy has met the performance targets set out in the Academy Performance Plan; and
  - the actions to be taken by the Club if the Academy has not met those performance targets;
- ensuring the effective use by all appropriate Academy Staff of the Performance Management Application, Performance Clocks, and the Audit Tool, including ensuring that all relevant data is recorded thereon;
- designing, implementing and management of the Academy Coaching Curricula;
- conducting an annual self-assessment of the Academy in accordance with the provisions of Rule 37;
- providing all necessary assistance to the League in connection with its on-going monitoring and annual evaluations of the Academy and to the EFL in connection with the EFL Audit;
- ensuring that all Academy Staff undertake the Continued Professional Development required of them by this section of the Rules;
- being the line manager of the Head of Education, Head of Coaching, and Head of Recruitment; and
- liaising with the Club’s Manager as appropriate.

Subject to Rule 64, each Academy Manager must hold:

- an up to date UEFA Licence; and
- an FA Youth Award; and
- an FA Advanced Youth Award.

A Club may appoint as Academy Manager a person who does not hold the qualifications set out in Rule 63 provided that the Head of Academy Coaching:

- holds these qualifications;
- is tasked with overseeing the Coaching Curriculum; and
- is a member of the Academy Management Team and sits on the Technical Board.

The Academy Manager must undertake Continued Professional Development organised by the Club. In addition, where the Academy Manager holds a qualification set out in Rule 65, he or she must attend such training provided by the Football Association as is necessary to maintain the validity of that qualification and at least five hours of in-service training to be provided by the League every year and hold a current Basic First Aid or Sport Qualification or an equivalent or higher qualification approved by the Board.

Head of Academy Coaching

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

- report to the Academy Manager;
- subject to Rule 62.6, have responsibility for delivery of the Academy’s Coaching Curriculum;
- be responsible for designing and delivering the Club’s Continued Professional Development programme, which shall reflect the Club’s Playing Philosophy and Coaching Philosophy and each coach’s Coach Competency Framework for all the Club’s Academy Coaches;
- discharge the responsibilities with regard to Development Action Plans set out at Rules 84 to 86;
- hold at least up to date UEFA Licence, an FA Youth Award, and an FA Advanced Youth Award;
- hold a current Basic First Aid or Sport Qualification or an equivalent or higher qualification approved by the Board;
- have recent and relevant experience of coaching Academy Players in an Academy (or of a comparable environment);
- 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);
- attend at least five hours of in-service training to be provided by the League each year; and
- attend such training to be provided by The Football Association as is necessary to maintain the validity of the qualifications set out in Rule 68.5; and
- in conjunction with each of the Club’s coaches, plan, deliver and monitor the delivery of individual development plans for each such coach.

In addition to the in-service training referred to in Rule 68.5, the Head of Academy Coaching must undertake Continued Professional Development organised by the Club.

Coaches

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

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

In addition to the coaches set out in Rule 70 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 70.5 are maintained.

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 Licence.

Goalkeeping Coaches

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.

Each goalkeeping coach must:

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

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

Senior Professional Development Coach

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

- report to the Academy Manager;
- liaise with the Manager;
- hold a UEFA A Licence and the FA Advanced Youth Award with the age specific specialist element relevant to the Professional Development Phase;
- oversee on a day-to-day basis the Coaching Curriculum for the Under 19 to Under 21 age groups;
The Head of Academy Sports Science and Medicine shall hold either:

- a registered physiotherapist member of the Health and Care Professions Council or a registered medical practitioner (as set out in Rule 91.1 and 91.2 respectively) then the primacy of decisions regarding the clinical treatment of Academy Players shall rest with a physiotherapist or registered medical practitioner.

- For the avoidance of doubt, if the Head of Academy Sports Science and Medicine is not a registered physiotherapist member of the Health and Care Professions Council or a registered medical practitioner (as set out in Rule 91.1 and 91.2 respectively) then the primacy of decisions regarding the clinical treatment of Academy Players shall rest with a physiotherapist or registered medical practitioner.

- For the avoidance of doubt, if the Head of Academy Sports Science and Medicine is not a registered physiotherapist member of the Health and Care Professions Council or a registered medical practitioner (as set out in Rule 91.1 and 91.2 respectively) then the primacy of decisions regarding the clinical treatment of Academy Players shall rest with a physiotherapist or registered medical practitioner.

92 For the avoidance of doubt, if the Head of Academy Sports Science and Medicine is not a registered physiotherapist member of the Health and Care Professions Council or a registered medical practitioner (as set out in Rule 91.1 and 91.2 respectively) then the primacy of decisions regarding the clinical treatment of Academy Players shall rest with a physiotherapist or registered medical practitioner.

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

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

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

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

94.3 lead and manage the sports science services for the Academy, and

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

95 Each Club which operates a Category 3 or Category 4 Academy shall demonstrate to the reasonable satisfaction of the League, the IS0 and the PGB that it delivers sufficient and appropriate sports science services to its Academy Players.

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

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

97.1 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;

97.2 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;

97.3 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;

97.4 hold a current Basic First Aid for Sport Qualification or an equivalent or higher qualification approved by the Board; and

97.5 attend the following workshops run by the UK Strength and Conditioning Association (or equivalent workshops run by an equivalent body):

- 97.5.1 Foundation Workshop and Certification (Level 1);

- 97.5.2 Exercise Physiology Workshop;

- 97.5.3 Powerlifting, Agility and Speed Workshop;

- 97.5.4 Planning Effective Programmes Workshop; and

97.6 report to the Lead Sports Scientist.

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

Senior Academy Physiotherapist

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

99.1 be Full Time in the case of a Category 1, Category 2 or Category 3 Academy and at least Part Time in the case of a Category 4 Academy;

99.2 be a registered Physiotherapist member of the Health and Care Professions Council (save that a Club which operates a Category 3 or 4 Academy may continue to employ its Senior Academy Physiotherapist any person so employed at the time of these Rules coming into force who does not hold the qualifications specified in this Rule provided that he has successfully completed The Football Association’s Diploma in the Treatment and Management of Injuries course or an equivalent or higher qualification. Any person appointed thereafter must hold the qualifications specified by this Rule);

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

99.4 with effect from the start of Season 2014/15, if employed by a Club which operates a Category 1 or Category 2 Academy hold a current Football Association Advanced Reception and Emergency Aid certificate or if employed by a Club which operates a Category 3 or Category 4 Academy hold a current Intermediate First Aid for Sport Qualification (or in either case an equivalent or higher qualification approved by the Board);

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

99.6 ensure that Rules 224.1 and 225 are complied with; and

99.7 undertake Continued Professional Development organised by the Club.

Physiotherapists and Sports Therapists

100 In addition to the Senior Academy Physiotherapist referred to at Rule 99, each Club which operates a Category 1 or 2 Academy shall employ at least one Full Time physiotherapist who shall be a registered physiotherapist member of the Health and Care Professions Council.

101 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.

102 Each Physiotherapist and Sports Therapist employed pursuant to Rules 100 and 101 must undertake Continued Professional Development organised by the Club and each such physiotherapist shall hold a current Intermediate First Aid for Sport Qualification or an equivalent or higher qualification approved by the Board.

76.5 manage the transition of Academy Players to the Clubs senior squad in accordance with the Clubs procedure for the same process.

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

76.7 manage the Clubs team which competes in the Professional Development league.

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

- liaise with the Academy Manager;

- liaise with the Manager, and

77.3 manage the transition of Academy Players to the Clubs senior squad in accordance with the Clubs procedure for the same.

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

Coaches: Qualifications and Professional Development

79 Subject to Rule 80, each coach (excluding goalkeeping coaches to whom Rule 74 applies) must from the commencement of and throughout their employment hold:

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

- an FA Youth Award, and

79.3 an up to date FA Advanced Youth Award with the age-specific specialist element relevant to the Development Phase which he coaches.

80 A coach employed by a Club prior to 1 July 2015 who does not hold a qualification required by Rules 79.2 and 79.3 shall acquire it by 30 July 2017.

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

82 In addition to the in-service training referred to in Rule 81, each coach must undertake Continued Professional Development organised by the Club.

83 Each Club which operates an Academy shall prepare a Coach Development Plan, which must be approved by its Technical Board.

84 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 him, and agree with him the competencies and behaviours which he needs to develop, and the activities which he will undertake in order to develop them, and the timeframe within which he will undertake them, and record the same in writing and give a copy to the coach.

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

86 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

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

88 Each Club which operates a Category 3 or Category 4 Academy shall demonstrate to the reasonable satisfaction of the League, the IS0 and the PGB that it delivers sufficient and appropriate sports science services to its Academy Players.

89 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.

90 The Head of Academy Sports Science and Medicine:

90.1 shall be either:

- 90.1.1 a registered physiotherapist member of the Health and Care Professions Council, or

- 90.1.2 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 Sports and Exercise Medicine or equivalent or higher qualification, or

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

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

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

91.1 if he is a registered physiotherapist member of the Health and Care Professions Council or an approved medical practitioner, a current Football Association Advanced Reception and Emergency Aid certificate or an equivalent or higher qualification approved by the Board; or

91.2 if he is neither of the above, a current Intermediate First Aid for Sport Qualification or an equivalent or higher qualification approved by the Board.
Academy Doctor

103 Each Club which operates an Academy shall appoint an Academy Doctor who shall:

103.1 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);
103.2 be available to assess and, if appropriate, undertake the treatment of any playing injuries suffered by an Academy Player;
103.3 undertake Continued Professional Development;
103.4 be available for consultation at the Academy on at least one occasion per week (in addition to any attendance at matches); and
103.5 be responsible for the preparation of each Club’s Emergency Action Plan.

Performance Analysts

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

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

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

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

Head of Education

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

108.1 report to the Academy Manager;
108.2 have responsibility for:
108.2.1 the organisation, management and delivery of the Club’s Education Programme;
108.2.2 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);
108.2.3 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 engaged;
108.2.4 ensuring all documents and records relating to the education of Academy Players required by these Rules are in place and kept up to date;
108.3 undertake benchmarking of the educational progression of each year group of Academy Players engaged on the Hybrid and Full Time Training Models against national data, and make the result of that benchmarking available to the League;
108.4 ensure that the Academy’s educational provision reflects the strategy and performance targets set out in the Club’s Academy Performance Plan;
108.5 hold Qualified Teacher Status and have relevant experience (in the case of Category 1 and 2 Academies) or, as a minimum, possess a teaching qualification or further education teaching qualification (in the case of Category 3 and 4 Academies);
108.6 be Full Time (in the case of Category 1 and Category 2 Academies); and
108.7 undertake Continued Professional Development organised by the Club.

Head of Recruitment

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

109.1 report to the Academy Manager;
109.2 have responsibility for the organisation, management and delivery of the Club’s policies and procedures for the recruitment of Academy Players;
109.3 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 in Rules 226 to 227F);
109.4 be in possession of such qualifications as the League may require from time to time; and
109.5 undertake at least five hours of in service training each year;
109.6 undertake Continued Professional Development organised by the Club; and
109.7 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

109A Each Club which operates an Academy shall comply with the provisions of Regulation 111 of the League’s Regulations (Minority Candidates).

Interns

110 The Heads of Academy Sports Science and Medicine must ensure that the Clubs observe and, if required, make available to the League, the following details of every internship within the Academy:

110.1 name, date of birth and contact details (phone number, address and email address);
110.2 qualifications (both academic and sporting such as coaching qualifications);
110.3 details of the intern’s current course, including the institution at which he is enrolled, the name of the course, and the name and contact details of his tutor; and
110.4 the contact details of a member of Academy Staff who is responsible for supervising the intern whilst he is at the Academy.

COACHING

Coaching Programme

111 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:
111.1 the Club’s Vision Statement, Coaching Philosophy and Playing Philosophy;
111.2 the Club’s Academy Performance Plan;
111.3 sections 6.6 to 6.8 of the Elite Player Performance Plan (save as regards the reference to minimum hours of coaching, as to which see Rule 111.4), and
111.4 These Rules.

112 The Club’s Coaching Curriculum shall be drawn up by the Academy Manager (or, in the circumstances set out in Rule 64, the Head of Academy Coaching) who shall consult with all appropriate Club Officials (which may include the Manager, the Chief Executive, coaching staff, the Academy Management Team and the Technical Director if the Club has appointed one).

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

Coaching Hours

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

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

116 Save as otherwise permitted by the PFA, the minimum hours of coaching to be delivered by Academies 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>Foundation Phase</th>
<th>Youth Development Phase</th>
<th>Professional Development Phase</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Coaching hours per week</td>
<td>Coaching hours per week</td>
<td>Coaching hours per week</td>
</tr>
<tr>
<td>Category 1</td>
<td>Part Time</td>
<td>Full Time</td>
<td>Part Time</td>
</tr>
<tr>
<td>Category 2</td>
<td>Part Time</td>
<td>Hybrid</td>
<td>Part Time</td>
</tr>
<tr>
<td>Category 3</td>
<td>Part Time</td>
<td>Hybrid</td>
<td>Part Time</td>
</tr>
<tr>
<td>Category 4</td>
<td>Part Time</td>
<td>Hybrid</td>
<td>Part Time</td>
</tr>
</tbody>
</table>

117 The maximum time in which Academy Players in the Foundation Phase can be engaged in a single coaching session is 90 minutes and there will be appropriate rest periods between such sessions.

118 Each Club shall ensure that:

118.1 each Academy Player has access to an individual coaching plan tailored to his specific needs;
118.2 each Academy Player is made aware of his individual coaching plan (and any changes thereto) as soon as reasonably practicable in advance of his being coached in accordance with it; and
118.3 all coaching is recorded on the Academy Player’s Performance Clock.

119 Each Club shall ensure that a coach to Academy Players and Trainee ratios of 1:10 is maintained for all coaching sessions (save that the ratio for Category 1 Academy Players shall be 1:8).

120 Each Club shall ensure that each Academy Player in age groups Under 15 and older participates at least once a year in a Festival or other competition such as a Training Camp or a Tournament which lasts for at least two days.

121 Each Club shall ensure that each of its coaches plans each coaching session by setting out the learning objectives which the session is designed to achieve and the coaching which will be given in order to achieve them.

Development Centres

122 Each Club which operates a Category 1, Category 2 or Category 3 Academy may operate one or more Development Centres to be located within one hour’s travelling time of the location of its principal venue for the provision of coaching and education to Academy Players.
The games programmes referred to in Rules 137 and 138 shall consist of matches which shall:

- be competitive but whose results (save for matches against representative county schoolboy sides (being sides selected by the English Schools’ Football Association)) shall not give any particular competitive significance to that Academy against national trends.
- be played outdoors, save in respect of Tournaments.

139.6 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

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

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

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

140 Each Club shall ensure that each of its Academy Players in the Foundation Phase shall, subject to fitness, participate in at least half the playing time in any one season of matches in the Foundation Phase Games Programme and any other matches organised by the Club pursuant to Rule 140.2 such playing time to be reasonably spread out over the Season.

Youth Development Phase Games Programme

142 The Premier League will organise a games programme for teams in each of the Under 13 to Under 14 age groups of Clubs operating Category 1 and 2 Academies (and for the avoidance of doubt teams from both Categories shall participate together in this games programme). The League will also organise a games programme for teams in the Under 15 age group of Clubs operating Category 1 Academies and of those Category 2 Academies wishing to participate.

143 The EFL will organise a games programme for teams in each of the Under 13 to Under 14 age groups of Clubs operating Category 3 Academies.

144 The games programmes referred to in Rules 142 and 143 shall consist of matches which shall:

- be competitive but whose results (save for matches against representative county schoolboy sides) shall not give any particular competitive significance to that Academy against national trends.
- be played outdoors, save in respect of Tournaments.

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

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

146 Each Club shall ensure that each of its Academy Players in the Foundation Phase shall, subject to fitness, participate in at least half the playing time in any one season of matches in the Foundation Phase Games Programme and any other matches organised by the Club pursuant to Rule 146.2 such playing time to be reasonably spread out over the Season.

Performance Analysis

134 Each Club operating a Category 1 or Category 2 Academy shall:

- have such technical facilities as are necessary to undertake the Performance Analysis required of it by Rule 134.2;
- undertake Performance Analysis (including, in the case of a Club which operates a Category 1 Academy, 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 (youth games programme), the Professional Development Phase Games Programme and the Professional Development Leagues;
- 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.

135 Each Club operating a Category 3 Academy shall comply with Rule 134 but only in respect of players in the Under 17 to Under 18 age groups.

136 Subject to a Club complying with Rule 134 or 135 (as appropriate depending on the Category of its Academy), and to a sufficient number of Clubs (and Premier League Clubs) likewise complying, the League will make available to it benchmarked data derived from comparing the Performance Analysis data it has submitted to the League with that submitted by other Clubs (on an anonymised basis).

Foundation Phase Games Programme

137 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 such games programme shall be for the avoidance of doubt played outdoors (for example, no league table or the like shall be produced).

138 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.

139 The programmes referred to in Rules 137 and 138 shall consist of matches which:

- 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);
- shall be played outdoors, save in respect of Tournaments.

139.3 Subject to Rule 139.3 shall be organised on a local basis so that, as far as reasonably possible no team has to travel more than one hour to an away match (save that longer travel times may be necessary in order that each Club can participate meaningfully in the games programme).

139.3 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;
Each Club shall ensure that each of its Academy Players in the Under 12 to Under 14 age groups shall, subject to fitness, participate in half the number of matches played outdoors, in accordance with Rule 144.7.

Save for any matches played already pursuant to Rule 151, the games programme for Category 1 Clubs referred to in Rule 147 shall:

- be constituted either on a national basis or, if a majority of the Clubs (and Premier League clubs) which operate Category 1 Academies so determine by no later than 31 March in the preceding season, on an regional basis (as that term is defined in Rule 144, and

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

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

Matches in the games programmes for Category 1 and Category 2 Clubs referred to in Rule 147 shall, unless the board of the Premier League otherwise determines, be played on Saturday and arranged so that as far as possible a Club returns to its mirror teams of its Professional Development Phase Games Programme.

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

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 3 Academies, to be played on a regional basis so that as far as reasonably possible no team has to travel more than two hours to an away match (save that longer travel times may be necessary in order that each Club can participate meaningfully in the games programme).

Matches pursuant to Rules 147 to 152 shall, when played outdoors, be played in accordance with the following format:

<table>
<thead>
<tr>
<th>Age group</th>
<th>Team size</th>
<th>Pitch size (yards)</th>
<th>Goal size (yards)</th>
<th>Ball size</th>
</tr>
</thead>
<tbody>
<tr>
<td>Under 12</td>
<td>11v11</td>
<td>100x60 (11v11)</td>
<td>24x8</td>
<td>4</td>
</tr>
<tr>
<td>Under 13</td>
<td>11v11</td>
<td>90x60 (9v9)</td>
<td>21x7</td>
<td>3</td>
</tr>
<tr>
<td>Under 14</td>
<td>11v11</td>
<td>80x50 (9v9)</td>
<td>21x7</td>
<td>3</td>
</tr>
<tr>
<td>Under 15</td>
<td>11v11</td>
<td>70x50</td>
<td>21x7</td>
<td>4</td>
</tr>
<tr>
<td>Under 16</td>
<td>11v11</td>
<td>60x40</td>
<td>21x7</td>
<td>5</td>
</tr>
</tbody>
</table>

Each Club which operates a Category 3, Category 2 or Category 4 Academy:

- 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

- may organise and participate in additional Authorised Games of the types specified in paragraphs 144.1.2 and 144.2 of that definition (only which shall be notified to the Premier League (in the case of a Club operating a Category 1 or Category 2 Academy) no later than 31 March in the preceding season) and provided that such additional Authorised Games shall be in accordance with the rules relating to the games programme and subject to Rule 159.3.5 (how that games programme should be delivered).

The Premier League will organise two games programmes, one for teams of Clubs operating Category 3 Academies and one for teams of Clubs operating Category 4 Academies.

The EFL will organise a games programme for teams of Clubs operating Category 3 and Category 4 Academies, and following such consultation determine whether to include in its absolute discretion what games programmes(s) should be developed for these Clubs, Rules relating to the games programme and subject to Rule 159.3.5 (how that games programme should be delivered).

The Premier League will organise Professional Development League 1, which shall consist of a league or leagues played on a competitive basis organised on an regional basis (the composition of such regional leagues(s) to be at the absolute discretion of the board of the Premier League who shall as far as reasonably possible determine the composition of such each league to ensure that each Club has to travel no more than three hours to each match (save that longer travel times may be necessary in order that each Club can participate meaningfully in Professional Development League 1).

The Premier League will organise Professional Development League 2 which, shall consist of a league or leagues played on a competitive basis organised on an regional basis, the composition of such regional league(s) to be at the absolute discretion of the board of the Premier League who shall as far as reasonably possible determine the composition of such each league to ensure that each Club has to travel no more than three hours to each match (save that longer travel times may be necessary in order that each Club (or club) can participate meaningfully in Professional Development League 2). For the avoidance of doubt teams of Clubs operating Category 3 and Category 4 Academies shall compete together in Professional Development League 3.

Eligibility of each of the Professional Development Leagues shall be limited to players in age group Under 21 or younger, save that each Club may nominate on its team sheet for any match in a Professional Development League no more than:

- 1 older goalkeeper;

and

the number of older outfield players determined pursuant to Rule 170.

Eligibility of each of the Professional Development Leagues shall be limited to players in age group Under 21 or younger, save that each Club may nominate on its team sheet for any match in a Professional Development League no more than:

- 1 older goalkeeper;

and

the number of older outfield players determined pursuant to Rule 170.

Eligibility of each of the Professional Development Leagues shall be limited to players in age group Under 21 or younger, save that each Club may nominate on its team sheet for any match in a Professional Development League no more than:

- 1 older goalkeeper;

and

the number of older outfield players determined pursuant to Rule 170.
Each Club which operates an Academy shall establish an Education Programme which shall set out the activities to be undertaken by General

Unless otherwise authorised by the Board, and subject to any transitional arrangements authorised by the Board in respect of Season 2022/23, pursuant to which a mid-season match/matches may be scheduled, matches in the Professional Development Leagues shall be played on Saturdays, save that the home Club shall, subject to the rules of the Professional Development Leagues, have discretion to change the date and kick off time of a match to Friday evening, or any time on Sunday or Monday.

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

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

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

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

196.3 use the information obtained (if any) to monitor the Academy Player's academic progress by reference to his school reports and, where possible, educational attainment data, and record the information obtained on his Performance Clock;

196.4 liaise with the school on a regular basis in order to discuss and address any issues concerning the Academy Player's education which have arisen or may arise as a consequence of his being trained at the Club; and

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

196.6 if the League so requests ensure that educational support referred to in Rule 198.2.

196.7 inform the Academy Player's school that he is being so trained.

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

196.9 monitor the Academy Player's academic progress (including by use of the information obtained from the Academy Player's school pursuant to Rule 196.3) and record the information obtained pursuant to Rule 196.3 on the Performance Clock in a timely fashion and at least every 12 weeks (to coincide with dates of his Multi-disciplinary Reviews);

196.10 enter into a written agreement with the Academy Player's school and Parent which sets out details of the delivery of the Hybrid Training Model to the Academy Player including weekly timetables, the likely impact on the Academy Player's education, and any additional educational support to be provided by the Club;

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

197 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 196.2.

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

198.1 undertake all necessary liaison and co-operation with the Academy Player's school to ensure that the Academy Player receives coaching and education in accordance with a programme which complies with Rules 200 to 205 and which is approved in advance by the League.

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

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

198.4 monitor the Academy Player's academic progress by reference to his school reports and, where possible, educational attainment data;

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

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

199.1 ensure that it provides the Academy Player with coaching and education in accordance with a programme which complies with Rules 200 to 205 and which is approved in advance by the League.

200 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 proposal as the League may approve.

201.1 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;

201.2 ensure that Academy Players in the Under-12, Under-13 and Under-14 age groups being educated at school 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);

201.3 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 school which sets out full details of his education and coaching arrangements;

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

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

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

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

180 Each Club which operates an Academy shall establish an Education Programme which shall set out the activities to be undertaken by the Club to ensure that the education of its Academy Players and Under 21 Players under the age of 21 is supported effectively and which:

180.1 is appropriate to the Category of its Academy;

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

180.3 is inclusive of the Club within each Development Phase to ensure it meets the objectives as set out therein.

181 Each Club which operates an Academy shall ensure that each of its Academy Players is provided with an education programme which:

181.1 is appropriate to his age and Training Model;

181.2 meets his specific academic needs;

181.3 complies with all legal requirements;

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

181.5 in the case of an Academy Player who is entered into a Scholarship Agreement with the Club, consists of either the advanced apprenticeship framework for sport excellence (AASE) or any other programme of education approved in writing by the League;

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

182 Each Academy Player’s educational progress under his Education Programme shall be recorded on his Performance Clock.

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

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

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

183.3 ensuring that for Academy Players on the Full Time and Hybrid Training Models (and where the League requires, for Academy Players on the Part Time Training Model) each Academy Player's school reports and educational data are obtained from his school and recorded on his Performance Clock.

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

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

186 Without prejudice to the generality of Rule 186 each Club shall appoint an Academy Safeguarding Officer who shall undertake the functions set out in Appendix A specifically with regard to the Academy.

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

187.1 ensure that all the education of its Academy Players takes place at the Club’s training facility;

187.2 unless otherwise authorised by the Board, and subject to any transitional arrangements authorised by the Board in respect of Season 2022/23, pursuant to which a mid-season match/matches may be scheduled, matches in the Professional Development Leagues shall be played on Saturdays, save that the home Club shall, subject to the rules of the Professional Development Leagues, have discretion to change the date and kick off time of a match to Friday evening, or any time on Sunday or Monday.

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

188.1 ensure that all the education of its Academy Players takes place at the Club’s training facility;

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

189.1 ensure that all the education of its Academy Players takes place at the Club’s training facility; and

190 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 breach of these Rules.

178 Each match in the games programme between Academy teams in age groups Under 9 to Under 16 inclusive shall not be cancelled, postponed or abandoned except with the written consent of the Board or on the instructions of the officiating referee (or if the officiating referee is unavailable, the match shall not be abandoned if the Club shall have accompanied him to the match) who shall be empowered to instruct that such match be cancelled, postponed or abandoned only if he considers that the pitch is unfit for, or if adverse weather conditions preclude, the playing of the match in which event any Club whose ground the match should have been played shall within seven days give notice of the same to the notice in writing to that effect.

179 Except in the case of an Under 9 to Under 16 games programme match which, without either participating Club being at fault, is cancelled, postponed or abandoned under the provisions of Rule 178, any Club which causes the cancellation, postponement or abandonment of such a match shall be in breach of these Rules.

180.1 is appropriate to his age and Training Model;

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

180.3 is inclusive of the Club within each Development Phase to ensure it meets the objectives as set out therein.

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

181.1 is appropriate to his age and Training Model;

181.2 meets his specific academic needs;

181.3 complies with all legal requirements;

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

181.5 in the case of an Academy Player who is entered into a Scholarship Agreement with the Club, consists of either the advanced apprenticeship framework for sport excellence (AASE) or any other programme of education approved in writing by the League;

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

182 Each Academy Player’s educational progress under his Education Programme shall be recorded on his Performance Clock.
Each Club which operates an Academy shall devise and implement a programme, to be managed by its Head of Education and Welfare or

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

Each Club’s Sport Science and Medicine Programme shall be managed by its Head of Academy Sports Science and Medicine (in the case of a

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.

202 Each Club which operates an Academy shall ensure that such of its Academy Players undergoing tests to measure physical and

218 Each Club which operates an Academy shall ensure that each of its Academy Players undertaking tests to measure physical and

218.1 age-appropriate medical and physical screening;

218.2 anthropometric assessments;

218.3 physiological fitness testing;

218.4 movement and posture/functional screening;

218.5 predictive testing of size and shape/maturity measurement (save that a Club operating a Category 4 Academy shall not be

218.6 psychological profiling (Category 1 Academies only); and

218.7 monitoring of physical exertion (Category 1 Academies only); and

shall submit to the League such information as it may from time to time require in order to establish a national database of

219 Subject to a Club complying with Rule 218, the League will make available to it (on an anonymised back) benchmark data derived from

the information provided to it by all Clubs.

220 Each Club which operates an Academy shall ensure that each of its registered Academy Players on the Full Time Training Model is registered

with an NHL general practitioner for the provision of general medical and/or services, using the address at which he resides.

221 Each Club which operates an Academy shall ensure that each of its Academy Players and of all rehabilitation are

recorded and provided to the League and the FA in order that a rational audit of injury and rehabilitation may be maintained.

222 Subject to a Club complying with Rule 221, the League will make available to it benchmark data derived from the national audit of injury

and rehabilitation.

223 Each Club which operates an Academy shall ensure that it has in place an Emergency Action Plan, and that all relevant Academy Staff are

aware of its contents, and that it provides a copy of it in advance of all its home matches in the GamesProgrammes to its opponents.

224 Each Club which operates an Academy shall ensure that there is available at all games involving Academy teams appropriate first aid or

primary care provision and, without prejudice to the generality of the foregoing or any Rules applicable to an Affiliated Team, that,

224.1 a doctor who holds a current Football Association Advanced Resuscitation and Emergency Care certificate or an equivalent or

higher qualification approved by the Board or (in the case of a Club which operates a Category 1 or Category 2 Academy)

or a physiotherapist who holds the Intermedeiate First Aid for Sport qualification or an equivalent or higher qualification approved by

the Board or (in the case of a Club which operates a Category 3 or Category 4 Academy) is present at each game in the Professional

Development Phase GamesProgramme; and

224.2 a doctor or physiotherapist who holds the Intermediate First Aid for Sport qualification or an equivalent or higher qualification

approved by the Board or (in the case of a Club which operates a Category 3 or Category 4 Academy) is present at each game in the Professional

Development Phase GamesProgramme.

227.1 the Scout holds the qualification required by Rule 226.1.

227.2 the Scout is not currently registered as the Scout of another Club.

227.3 the Scout holds the qualification required by Rule 226.1.

and shall submit the information provided to it by all Clubs.

228 Except during the period of five days referred to in Rule 227, no Club shall employ a Scout who is not registered with the League pursuant to

Rule 223 unless it has made an application to register him which has yet to be determined.

229 Upon a Club operating an Academy ceasing to employ or engage a registered Scout, it shall within five days thereof:

229.1 give notice to that effect to the League who shall thereupon remove his name from the register; and

229.2 return his Scout Identification Card to the League.

224.3 a defibrillator is maintained at each venue at which matches is played and at which coaching takes place and that at all times a

member of staff qualified in its use is present during matches and coaching.

225 A physiotherapist qualified set out in Rule 95.2 or Rule 90.1 on a coach holding The Football Association’s Diploma in the Treatment and

Management of Injuries or an equivalent or higher qualification or a member of staff who holds a current Emergency First and

Emergency Second Qualification shall be present at all coaching/taking place in Academies (without prejudice to the requirement of

227.4.1 undertakes Continued Professional Development each year.

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

226.3 undertakes Continued Professional Development each year.

227 Each Club shall ensure that, where the relevant Scout’s duties include those referred to in Rule 226, in addition to complying with the Scout

registration requirements of these Rules, it provides evidence to the League within five days of employing or engaging the Scout that

the Scout holds the qualification required by Rule 226.1, 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 226.1.

227A The League shall register a Scout and shall notify the applicant Club to that effect upon being satisfied that:

227A.1 the Scout holds the qualification required by Rule 226.1;

227A.2 the Scout is not currently registered as the Scout of another Club.

227B At the start of each season each Club shall issue a Scout Identification Card to each of its registered Scouts.

227C Except during the period of five days referred to in Rule 227, no Club shall employ a Scout who is not registered with the League pursuant to

Rule 223 unless it has made an application to register him which has yet to be determined.

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

227D.1 give notice to that effect to the League who shall thereupon remove his name from the register; and

227D.2 return his Scout Identification Card to the League.

Scouts: Qualifications

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

226.1 understands and complies in full with these Rules and the Code of Conduct for Scouting;

226.2 undertakes Continuous Professional Development each year.

227 Each Club shall ensure that, where the relevant Scout’s duties include those referred to in Rule 226, in addition to complying with the Scout

registration requirements of these Rules, it provides evidence to the League within five days of employing or engaging the Scout that

the Scout holds the qualification required by Rule 226.1, 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 226.1.

227A The League shall register a Scout and shall notify the applicant Club to that effect upon being satisfied that:

227A.1 the Scout holds the qualification required by Rule 226.1;

227A.2 the Scout is not currently registered as the Scout of another Club.

227B At the start of each season each Club shall issue a Scout Identification Card to each of its registered Scouts.

227C Except during the period of five days referred to in Rule 227, no Club shall employ a Scout who is not registered with the League pursuant to

Rule 223 unless it has made an application to register him which has yet to be determined.

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

227D.1 give notice to that effect to the League who shall thereupon remove his name from the register; and

227D.2 return his Scout Identification Card to the League.

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

229 Each Club which operates an Academy shall take all reasonable endeavours to ensure that its Scouts comply in all respects with Rule 227E

and the Code of Conduct for Scouts.

TALENT IDENTIFICATION AND RECRUITMENT}

Scouts: Qualifications

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

226.1 understands and complies in full with these Rules and the Code of Conduct for Scouting; and

226.2 undertakes Continuous Professional Development each year.

227 Each Club shall ensure that, where the relevant Scout’s duties include those referred to in Rule 226, in addition to complying with the Scout

registration requirements of these Rules, it provides evidence to the League within five days of employing or engaging the Scout that

the Scout holds the qualification required by Rule 226.1, 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 226.1.

227A The League shall register a Scout and shall notify the applicant Club to that effect upon being satisfied that:

227A.1 the Scout holds the qualification required by Rule 226.1;

227A.2 the Scout is not currently registered as the Scout of another Club.

227B At the start of each season each Club shall issue a Scout Identification Card to each of its registered Scouts.

227C Except during the period of five days referred to in Rule 227, no Club shall employ a Scout who is not registered with the League pursuant to

Rule 223 unless it has made an application to register him which has yet to be determined.

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

227D.1 give notice to that effect to the League who shall thereupon remove his name from the register; and

227D.2 return his Scout Identification Card to the League.

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

229 Each Club which operates an Academy shall take all reasonable endeavours to ensure that its Scouts comply in all respects with Rule 227E

and the Code of Conduct for Scouts.
Scouts: Attendance at Matches

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

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

228.2 the Scout is able to produce on demand to the home Club his Scout Identification Card.

229 Each Club which operates an Academy shall inform the home Club of its arrival at a match.

230 Each Club which operates an Academy shall prepare and produce a document setting out the process of how Scouts employed by that Club shall approach Academy Players (and other players) and the process thereafter. Such process should comply in full with these Rules and the Code of Conduct for Scouts and should build upon the training that the Scout received while obtaining the relevant scouting qualification referred to in Rule 226.1.

Scouts: Disciplinary Action

230A Any breach by a Scout of Rule 227B shall amount to a breach of these Rules and the League shall be entitled to take disciplinary action against the Scout and/or his Club for such breach in accordance with Section 8 of the League’s Regulations. In addition to the sanctions available under Section 8, an additional sanction of the removal of a Scout’s registration shall also be available at the conclusion of the disciplinary proceedings, should a breach be held to exist.

230B Any breach by a Club of Rule 227C or Rule 227F shall amount to a breach of these Rules and the League shall be entitled to take disciplinary action against the Club for such breach in accordance with Section 8 of the League’s Regulations. In addition to the sanctions available under Section 8, an additional sanction of the removal of a Scout’s registration shall also be available at the conclusion of the disciplinary proceedings, should a breach be held to exist.

Registrations and Provision of Information by the League

231 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 that Parent’s Charter.

232 Subject to Rule 233, the League will not undertake the registration (which shall be backdated to the date of application) of the Academy Player if:

232.1 seven days have elapsed since the date the League receives the application referred to above; and

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

233 Without prejudice to its powers of inquiry under Section 8 of the Regulations, prior to undertaking any registration of an Academy Player, the League shall undertake an inquiry into:

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

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

234 Where a request is made by the League in accordance with Rule 233, the League may, in its absolute discretion, stay the registration of the Academy Player until it is satisfied that there has been no breach of Rules 297 to 300 (and, in such circumstances, the Academy Player may not be coached by or play for the Club seeking to register him until the League notifies the Academy Player and the Club that the registration has been undertaken).

235 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 233, the other Club shall be presumed to have breached Rule 297.

Time/Distance Rules

236 Subject to Rule 265, each Club which operates an Academy shall be permitted to register Academy Players who reside within the travel times measured from the location of the Club’s principal venue for the provision of coaching and education set out in the following table:

<table>
<thead>
<tr>
<th>Category</th>
<th>Foundation Phase</th>
<th>Youth Development Phase</th>
<th>Professional Development Phase</th>
</tr>
</thead>
<tbody>
<tr>
<td>Category 1</td>
<td>1 hour</td>
<td>No limit for Academy Players engaged in the Full Time Training Model; 1½ hours for all other Academy Players in the Youth Development Phase</td>
<td>No limit</td>
</tr>
<tr>
<td>Category 2</td>
<td>1 hour</td>
<td>No limit</td>
<td>No limit</td>
</tr>
<tr>
<td>Category 3</td>
<td>1 hour</td>
<td>1½</td>
<td>No limit</td>
</tr>
<tr>
<td>Category A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
</tr>
</tbody>
</table>

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

Trials

237 Subject to the conditions set out in Rules 238 and 239, a Trialist may attend the Academy for up to six consecutive weeks in any one Season without being registered/provided that:

237.1 at least seven days’ prior written notice to that effect shall be given to any junior club of which such Trialist is a member; and

237.2 before the trial commences his particulars shall be notified forthwith to the League by sending to the League Form YD8 duly completed, together with proof of his home address and date of birth in such a form as is required by the League.

238 In the case of the Trialist in any of the age groups Under 9 to Under 16, a club may apply to the League for permission to extend the period of six weeks referred to in Rule 237 for an initial additional period of six weeks, and then for a further period of six weeks thereafter.

239 An application to extend a trial period must be:

239.1 made by the Club at least two weeks before the Trialist’s trial period is due to expire;

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

239.3 consented to by the Trialist and his Parent.

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

241 A Trialist may not register with another Club (or club) during the initial 6 week trial period but may at any time terminate an extended trial period to which he is subject.

242 Rule 41 (Performance Clocks) and Rule 42 (Multi disciplinary Reviews) shall apply with regard to Trialists.

243 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/or to determine whether to grant an application to extend a trial period.

244 The conditions referred to in Rule 237 are as follows:

244.1 a trial may be offered or given by a Club to anyone in age groups Under 9 to Under 11 inclusive who has his permanent residence within one hour’s travelling time of the Club’s Academy;

244.2 a trial may be offered or given by a Club to anyone in age groups Under 12 and Under 15 inclusive who has his permanent residence within one hour’s travelling time of the Club’s Academy;

244.3 a trial may be offered or given by a Club to anyone in age groups Under 14 to Under 16 inclusive; and

244.4 a trial may be offered or given by a Club to anyone in age groups 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;

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

244.6.1 who has on trial at another Academy; or

244.6.2 whose registration is held by another Club (or club) except with the written consent of such Club (or club) or in the case of an Academy Player who, when exercising his entitlement under either Rule 240, Rule 270 or Rule 271 to seek registration as an Academy Player at the Academy of another Club (or club).

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

245 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 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.

246 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 Form YD8A duly completed.

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

248 Where a Club makes an application to the League in Form YD4 that an Academy Player who is a Trialist at 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 297 to 299 shall apply.

Pre-Registration Agreements

249 Subject to the provisions of Art. 19 of the FIFA Agreements 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 player is:

249.1 in his Under 16, Under 17 or Under 18 year; and

249.2 in Full Time Education; and

249.3 not registered with another Club or Premier League club.

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

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

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

Unless authorised in writing by the Board, a breach of such an undertaking will constitute a breach of these Rules.
251 Clubs shall submit to the League copies of all pre-registration agreements within five days of their being entered into.

252 A written coaching curriculum shall be annexed to each pre-registration agreement and the player shall not be coached by or at the Club’s Academy prior to the 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

253 Except for Trialists attending trials in accordance with Rule 252, and players attending Development Centres and players with whom a Club has entered into a pre-registration agreement in accordance with Rule 249, no player shall be coached by or at an Academy or participate in matches, tours, Festivals, Training Camps or Tournaments in which the operating Academy that is involved unless that Club holds his registration.

254 Subject to Rule 255, 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 aged groups Under 13 and Under 15 for no year.

The

255.1 registrations 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:

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

255.1.2 the Club has made an application to the Board to this end, having offered to engage the Academy player on the Full Time Training Model and the Academy Player having rejected this offer for educational reasons.

In such a case the Board shall enquire into the circumstances and satisfy itself as to the bona fides of the application, and if so satisfied shall have the power to determine that the Academy Player’s registration should so endure.

255.2 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 of that registration.

256 The registration of Academy Players will be undertaken by the League.

257 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.

258 An application for the registration of an Academy Player at an Academy shall be made by completing and submitting to the League Form YD4 signed on behalf of the Club by an Authorised Signatory together with a copy of both the Code of Conduct referred to in Rule 180 and any relevant information that the Club wishes to give to the League.

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

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

260 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.

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

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

261.2 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

261.3 the former Club had given notice to that Academy Player under the provisions of Rules 261.2 or 261.2.2 that it intended to retain his registration; and

262 An Academy Player who is affected thereby (or of his Parent on his behalf if he is a child): and

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

An Academy Player in age group Under 16 who has not received an offer to enter into a Scholarship Agreement by 31 December shall thereafter be eligible to seek registration as an Academy Player at the Academy of any other Club (or club) and, in such circumstances (save where the Academy Player concerned remains in Full Time Education beyond his 16th year), the Club that holds his registration shall not be entitled to receive compensation from the Club (or club) that subsequently registers the Academy Player for its training and development of that Academy Player in accordance with Rule 326.

Termination of Registration

272 Subject to Rule 273, the registration of an Academy Player who has not entered into a Scholarship Agreement with a Club shall terminate upon the happening of the earliest of the following events:

272.1 the Academy Player completing his Full Time Education; or

272.2 the receipt by the League of any of the annual cancellation notifications in form FO7 or FO10 duly completed and signed by the Academy Player and his Parent on behalf of the Club holding his registration; or

272.3 the receipt by the League of the Academy Player’s notice duly given in accordance with the provisions of Rule 270(1); or

272.4 the first Saturday in June following the receipt by the League of Form FO10 upon which the Club has indicated its intention to terminate the Academy Player’s registration; or

272.5 the expiry, surrender, suspension or revocation of the Academy licence of the Club holding the registration.

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

273.1 upon the written application of either:

273.1.1 the Academy Player or, if the Academy Player is a child, his Parent on his behalf (and one of the grounds, but not the only ground, on which such an application may be made is that the categorisation of the Club’s Academy has been lowered pursuant to Rule 26.3); or

273.1.2 the Club holding his registration; or

273.2 of its own volition in the circumstances set out in Rule 274.

274 If the Board is not satisfied that a Club is complying with any one or more of the Rules concerning the hybrid or Full Time Training Model, or if it is of the view that the education of an Academy Player engaged on the hybrid or Full Time Training Model is being prejudiced as a result of his engagement therein (regardless of whether the Club is in compliance with these Rules) it may, either of its own volition or on the written application of an Academy Player who is affected thereby (if he is a child):

274.1 cancel the registration of the Academy Player; or

274.2 order that the Academy Player be deemed to be engaged on one of the other Training Models.

275 The Board will not exercise its powers set out in Rule 274 without having first given the Club, the Academy Player and his Parent the opportunity to make representations to it.

276 The Board shall determine such an application in such manner as it shall from time to time direct, and, in particular, shall have power to appoint one or more suitably qualified persons to enquire into all the circumstances of the application (adopting such procedures as are considered appropriate) and report to the Board, recommending whether the powers should be refused or if the application is granted, the Board may impose conditions (e.g. as to compensation) on the cancellation of the registration.

277 Upon an Academy Player’s registration terminating by virtue of the provisions of Rule 272.2, the League shall provide him with a copy of Form FO7 or FO10 as evidence thereof.
Scholarships

278 On or after 1 January in the year in which he attains the age of 14 years and in any event on or before 31 December in his Under 16 year, a Club may enter into a Scholarship Agreement with an Academy Player whose registration is held by another Club.

279 Failure by a Club to honour any offer of a scholarship made pursuant to Rule 278 without reasonable cause shall render that Club liable to documentary action pursuant to Section B of the Leagues Regulations.

280 A Club may likewise offer to enter into a Scholarship Agreement with an Academy Player in age group Under 16 who is seeking registration under the provisions of Rule 274.

281 A Club which operates a Category 4 Academy may only offer to enter into a Scholarship Agreement with:

281.1 anyone who is not an Academy Player; or

281.2 an Academy Player (age group) Under 16 who is seeking registration under the provisions of Rule 274, but only on or after 1 January in his Under 16 year.

282 Any offer made under the provisions of Rules 278, 280 or 281 shall be in Form 31, a copy of which shall be sent to the Secretary by the Club making the offer within five days of it being made.

283 An Academy Player receiving an offer in Form 31 shall respond within 20 days by completing and submitting to the Club making the offer Form 33, a copy of which shall be sent to the League by the Club within five days of receipt. An Academy Player who does not accept the offer shall be free of the offer at the first Saturday in June following his Under 16 year to seek registration at any other Club (or club).

284 An Academy Player who fails to respond as required by Rule 283 shall be deemed to have not accepted the offer.

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

285.1 it holds his registration; or

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

285.3 (except in the case of an Academy Player who has entered into a Scholarship Agreement with another Club (or club) which has been cancelled by mutual agreement) he is under the age of 16; and

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

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

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

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

287 The registration of an Academy Player who enters into a Scholarship Agreement with a Club shall be effected by completion of and submission of the Education Programme Form E(4), together with copies of the Academy Player’s Scholarship Agreement, the initial duration of which shall not exceed two years, and birth certificate.

288 If the parties to a Scholarship Agreement have agreed in writing that they will enter into a Standard Contract (as that term is defined in the League’s Discipline Rules) upon his attaining the age of 16 years and subject to Rules 291 and 292.1, the Academy Player shall remain registered with the Club and the Scholarship Agreement shall remain in full force and effect.

Appeal against Termination

289 An appeal by an Academy Player under the provisions of clause 10.3 or by a Club under the provisions of Clause 12.3 of the Scholarship Agreement shall be commenced by notice in writing addressed to the other party to the Agreement and the League.

Appeal against Disciplinary Decision

290 An appeal by an Academy Player under the provisions of paragraph 3.3.2 of the Schedule to the Scholarship Agreement shall be commenced by notice in writing addressed to the Club and to the League.

291 Appeals pursuant to Rule 289 or Rule 290 shall be referred to the Player Related Dispute Commission.

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

Order for Costs

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

293.1 in determining appeals under Rule 289 or Rule 290; and

293.2 if any such appeal, having been commenced, is withdrawn.

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

295 Costs ordered to be paid as aforesaid shall be recoverable:

295.1 in the case of a Club, under the provisions of Article 64; or

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

Further Appeal

296 Within 14 days of a decision of the Board given under the provisions of Rule 292 either party may by notice in writing appeal against such decision to the League Appeals Committee in accordance with Regulations 22.1 to 22.17 inclusive, whose decision shall be final.

Approaches by and to Clubs and Inducements

297 A Club shall not, either directly or indirectly, make any approach or to communicate with:

297.1 an Academy Player registered with another Club (or club); or

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

298 A public statement made by an Official of or Agent for a Club expressing interest in an Academy Player whose registration is held by another Club (or club) or a player with whom another Club (or club) has entered into a pre-registration agreement which remains current shall be deemed to be the offer of Rule 297 to be an indirect approach in breach of that Rule.

299 Except as permitted by Rules 269 and 270, an Academy Player whose registration is held by a Club shall not, either directly or indirectly, make any approach to another Club (or club).

300 Except that a Club may, not earlier than 1 January next following the commencement of his Under 16 year, offer an Academy Player a contract as a Contract Player upon his attaining the age of 17 years, and subject to Rules 269 and 270.

300.1 No Club shall induce or attempt to induce a player to become registered as an Academy Player by that Club by offering him, or any person connected with him, either directly or indirectly, allowance or payment of any description whether in cash or in kind;

300.2 No Club shall induce or attempt to induce an Academy Player to enter into a Scholarship Agreement and in particular no Club shall offer or offer to pay to an Academy Player upon his entering into a Scholarship Agreement remuneration in excess of the remuneration referred to in Rule 286.1;

300.3 No Academy Player shall, either directly or indirectly, accept any such inducement.

FACILITIES
309 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 satisfies that the Club’s indoor facility may be located other than at its principal venue, there shall also be a requirement that the Rules relating to the maximum travel time from an Academy Player’s residence to the coaching venue are complied with.

Category 1

One indoor pitch (a) which measures a minimum of 60 yards by 40 yards which shall be owned by the Club or alternatively the Club must have a licence to use the pitch for its use; and shall be a minimum of 60 yards by 40 yards; or (b) an indoor pitch which complies with the size requirements set out in Regulation 315 (1) recommended.

Category 3 and 4

An indoor pitch which measures a minimum of 60 yards by 40 yards which is owned by the Club, or alternatively the Club must have a licence to use the pitch for its use; and shall be a minimum of 60 yards by 40 yards which shall be owned by the Club or alternatively the Club must have a licence to use the pitch for its use; and shall be a minimum of 60 yards by 40 yards; or an indoor pitch which complies with the size requirements set out in Regulation 315 (1) recommended.

310 Changing rooms and washing facilities

Category 1 to 4

(a) a sufficient number of changing rooms, of a suitable quality, for the exclusive use of all registered Academy Players;

(b) a sufficient number of separate changing rooms, of a suitable quality, for use by visiting teams;

(c) a sufficient number of separate washing and toilet facilities, of a suitable quality, for use by visiting teams;

(d) on the case of Category 1 and Category 2 Academies only, appropriate arrangements made at Category 3 and 4 Academies to facilitate the changing requirements of both male and female Match Officials (with separate male and female facilities in the case of Category 1 and Category 2 Academies only, with appropriate arrangements made at Category 3 and 4 Academies to facilitate the changing requirements of both male and female Match Officials).

311 Team meeting room

Category 1 to 4

A dedicated room large enough to hold 20 people and equipped with such appropriate video and IT technology as is necessary to undertake, and present the results of, Performance Analysis. If the facility is shared with the professional squad, access for the Academy Staff will be accommodated.

312 Guest lounge

Category 1 to 4

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 a minimum of 20 people and equipped with audio visual projection equipment and a large screen, internet access and computers.

313 Match analysis suite

Category 1 to 4

A room large enough to hold 20 people and equipped with such appropriate video and IT technology as is necessary to undertake, and present the results of, Performance Analysis. If the facility is shared with the professional squad, access for the Academy Staff will be accommodated.

314 Medical facilities

Such medical facilities as the Club requires to deliver its Sports Science and Medicine Programme.

315 Administration office space

Category 1 to 4

A) Such space is to be located in close proximity to an appropriately qualified and trained staff member of the Club;

B) This office space shall be a dedicated Office and not double as a storage or general workspace.

316 Academy player accommodation

Category 1 to 4

Sufficient and appropriate accommodation for all registered Academy Players and Trials under the age of 18 who are training with, or who are being considered for registration with, the Club. The accommodation shall be located at the Club’s principal venue for the coaching and education of Academy Players and the place at which Academy Players undertake their education (this is not the principal venue).

FINANCE AND EXPENSES

318 Finance

Each Club which operates an Academy shall by 1 July in each year submit to the League its budgeted Academy Financial Information for its Academy for the following Season.

319 Each Club which operates an Academy shall by 1 September in each year submit to the League its actual Academy Financial Information for its Academy for the previous Season together with the budgeted Academy Financial Information for that Season.

320 The Academy Financial Information required by Rule 318 shall be submitted in the format required by the League.

321 The League may, at its discretion, request (and the Club shall deliver), such further information and explanations as it deems fit in connection with the Academy Financial Information submitted by the Club pursuant to Rules 318 and 320.

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

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

324 Without prejudice to Rules 297 to 300, each Club that operates an Academy shall be permitted to reimburse Academy Players and their Parents for actual expenses incurred as a direct result of the Academy Player’s participation in the activities of the Academy, in accordance with such guidance as is issued by the League to Clubs from time to time.

325 Without prejudice to Rules 297 to 300, no payment of any kind may be made by a Club to an Academy Player or his Parent (whether directly or indirectly) outside the forms of the guidance issued by the Board in accordance with Rule 524, without the express prior consent of the League.

COMPENSATION

326 The registration of an Academy Player at an Academy shall impose an obligation on the applicant Club or Premier League club (“the Applicant Club”) to pay compensation for the training and development of that Academy Player to any Club or Premier League Club which previously held his registration (“the Training Club”) provided that:

326.1 the Training Club had indicated in Form 50 (or, in the case of a Premier League Club, the equivalent Premier League form) its intention to retain the Academy Player’s registration; or

326.2 the Training Club had offered to enter into a Scholarship Agreement pursuant to Rule 278 with the Academy Player; or

326.3 the Academy Player sought registration at the Applicant Club because he had moved residence outside the permitted travelling time from his last Training Club; or

326.4 Save where Rule 271 applies, the Training Club and Academy Player mutually agreed to terminate the Academy Player’s registration pursuant to Rule 272 and agreed that the Training Club should retain the right to receive compensation should the Academy Player sign for another Club or, in the case of a Premier League Club, to pay compensation for the training and development of that Academy Player to any Club or Premier League Club which previously held his registration (“the Training Club”) provided that:

326.6 in all the above cases, the Training Club held a valid licence to operate an Academy in accordance with these Rules (or to operate a Football Academy or Centre of Excellence in accordance with the Rules pertaining to youth development which these Rules replace).

327 The amount of compensation referred to in Rule 326 shall be:

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

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

328 Rules 330 to 340 govern the compensation due in respect of an Academy Player who is, or about to enter, any age group between Under 9 and Under 16 at the time when he is first registered with the Applicant Club save for an Academy Player to whom Rule 329.2 applies.
The appearance fees referred to in Rule 334.1 are as follows:

330.1 who is in any age group between under 17 and under 21 when he is registered with the Applicant Club; or

330.2 when the Training Club made an offer of a Scholarship Agreement pursuant to Rule 278.

331 The initial fee referred to in Rule 330 shall be calculated by:

331.1 multiplying the applicable annual fixed fee (or fees) calculated in accordance with Rule 332 by the applicable number of years; and

331.2 adding thereto any initial fee (capped at such sum as would have been payable when calculated in accordance with this section of the rules) paid by the most recent Training Club when it acquired the registration of the Academy Player.

332 In Rule 331:

332.1 the “applicable annual fixed fee” means the fee set out in the table in Rule 333; and

332.2 the “applicable number of years” means the number of years for which the Academy Player was registered with the Training Club during any year that he was registered with the Training Club; and

332.3 the “Category of the Training Club” is the Category of the Academy of the Training Club at the relevant time.

333 The applicable annual fixed fees by reference to the age group of the Academy Player and the Category of the 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>£3,000</td>
</tr>
<tr>
<td>Under 12 to Under 16</td>
<td>Category 1</td>
<td>£45,000</td>
</tr>
<tr>
<td>Under 12 to Under 16</td>
<td>Category 2</td>
<td>£52,500</td>
</tr>
</tbody>
</table>

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

334.1 the “appearance fees” calculated by reference to the number of First Team Appearances (up to a maximum of 100) made by the Academy Player for the Applicant Club or any other Club or Premier League club for whom the Academy Player subsequently becomes registered (including, with effect from the commencement of Season 2015/16, 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 333; and

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

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

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

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

334.3.1 all future transfers of the Applicant Club’s registration to Clubs (or clubs) in membership of the League, the Premier League or the Premier Division of the National League; and

334.3.2 all future transfers 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).

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

<table>
<thead>
<tr>
<th>Divisional Status of the Club</th>
<th>Number of First Team Appearances</th>
<th>Premier League Club</th>
<th>EFL Championship Club</th>
<th>EFL 1 Club</th>
<th>EFL 2 Club</th>
</tr>
</thead>
<tbody>
<tr>
<td>90</td>
<td>£100,000</td>
<td>£25,000</td>
<td>£10,000</td>
<td>£5,000</td>
<td></td>
</tr>
<tr>
<td>80</td>
<td>£100,000</td>
<td>£25,000</td>
<td>£10,000</td>
<td>£5,000</td>
<td></td>
</tr>
<tr>
<td>70</td>
<td>£100,000</td>
<td>£25,000</td>
<td>£10,000</td>
<td>£5,000</td>
<td></td>
</tr>
<tr>
<td>60</td>
<td>£100,000</td>
<td>£25,000</td>
<td>£10,000</td>
<td>£5,000</td>
<td></td>
</tr>
<tr>
<td>50</td>
<td>£100,000</td>
<td>£25,000</td>
<td>£10,000</td>
<td>£5,000</td>
<td></td>
</tr>
<tr>
<td>40</td>
<td>£100,000</td>
<td>£25,000</td>
<td>£10,000</td>
<td>£5,000</td>
<td></td>
</tr>
<tr>
<td>30</td>
<td>£100,000</td>
<td>£25,000</td>
<td>£10,000</td>
<td>£5,000</td>
<td></td>
</tr>
</tbody>
</table>

336 In Rule 335:

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

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

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

337 Reference in Rules 334 and 336 to the transfer or termination of an Academy Player’s registration shall be interpreted to include transfers or terminations of his registration after he has ceased to be an Academy Player and Clubs who subsequently sign the Academy Player shall be bound to comply with Rules 334.1 and 334.3 and for the avoidance of doubt the original Applicant Club shall not be liable to the Training Club in respect of:

337.1 any appearance fees payable pursuant to Rule 334.1 and due in respect of appearances made by the Academy Player after he has ceased to be permanently registered for the Applicant Club;

337.2 sums payable pursuant to Rule 334.2 and 334.3 arising from transfers in respect of which the Applicant Club was not the Transferor Club;

338 Any agreement between a Club and another Club (or club) as to the compensation payable on the transfer of a registration, whether pursuant to Rule 327.2 or otherwise, may not take effect as to vary the contingent compensation payable pursuant to this section of the rules to any other Club (or Premier League club).

339 if an Academy Player has spent part or all of any year at the Training Club, the amount of compensation in respect of that year shall be calculated pro rata (taking into account whether or not the Training Club’s Academy was operational or not during the Close Season of any part of it).

340 If the Applicant Club has been registered for a Training Club for part only of the period between the start of his Under 12 year to the conclusion of his Under 16 year, the amount of contingent compensation payable to that Training Club in accordance with these Rules shall be pro rata to the Training Club.

341 The compensation set by the Professional Football Compensation Committee in respect of an Academy Player to whom Rule 329 applies shall be determined in accordance with the Committee’s Regulations (as set out in Appendix 4 of these Regulations).

342 The renegotiation of a Contract Player under Rule 337.2 of shall impose an obligation on the Club in respect of the Club in which the Academy Player is registered. This obligation will be determined in accordance with the provisions of Appendix 4 of these Regulations.

343 The amount of compensation payable pursuant to Rule 342 shall be:

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

343.2 such sum as the Professional Football Compensation Committee on the application of either Club (or club) shall determine pursuant to Rule 344.

344 Any agreement between Clubs or between a Club and a Premier League club as to the amount of compensation payable shall be in writing, and a copy provided to the League within 5 days of being entered into.

345 All compensation (including instalments thereof and contingent sums) payable to a Club, Premier League or an EFL Club shall be paid by the Applicant Club into the Transfer Fee Account.
APPENDIX A – Safeguarding

Part 1 – The EFL Child Protection Statement

The aim of the EFL is to:

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

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

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

d. promote ethical and high standards throughout football.

The key principles underlying this Policy are that:

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

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

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

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

Children Services Departments have a statutory responsibility to ensure the welfare of children and young people. The League is committed to all suspicions and allegations of abuse will be taken seriously and responded to swiftly and appropriately.

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

Part 2 – Specific Requirements

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

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

1.1. 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 V22. Form V22 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 V22 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 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;

2.4. that person is held on the central criminal record of persons employed or retained by the Club (SCR);

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

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

5. There shall be made available for inspection by a duly-appointed officer of the League, at reasonable times, evidence to demonstrate compliance with paragraphs 2.1 to 2.4 above including the ability to inspect the SCR. The Club shall ensure that it retains all necessary consents (including consent under the Data Protection Act) to enable the Club to comply with the provisions of this paragraph 5.

6. 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 in particular shall:

6.1 ensure there are written child protection policies and procedures based on the principles set out in guidance as issued and distributed by the Football Association 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 (including but not limited to the Police, Children’s Services Department or the LADO);

in respect of any referral, shall share information fully and 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 Football Association;

6.4 ensure compliance by the Academy with paragraphs 2.1 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 agencies 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.

7. The minimum qualification for each member of staff shall be the satisfactory completion of The FA Safeguarding Children Workshop and annual attendance at Safeguarding Workshops approved by the League.

8. The name and contact details for the Designated Safeguarding Officer shall be notified to the League’s child protection advisor at the commencement of each Season and within 2 Working Days of any change in Designated Safeguarding Officer at any other time.

APPENDIX B – Code of Conduct for Scouts

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

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

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

4. Where acting in the course of his duties a Scout shall at all times carry the formal means of identification issued to him by his 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 Club 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 his Club the nature and extent of any direct or indirect interest he may have in any transaction or arrangement involving his Club and he shall account to his Club for any benefit which either directly or indirectly he derives therefrom.

8. A Scout shall conduct himself at all times in an ethical and professional manner and shall observe the highest standards of integrity and fair dealing.
EFL YOUTH DEVELOPMENT 2017/18
CHARTER FOR ACADEMY PLAYERS AND PARENTS
CONFIRMATION OF RECEIPT

I, on behalf of my son ____________________________________________
who is registered at ____________________________________________ Football Club,
can verify that I am in receipt of the EFL Youth Development Charter for Academy Players and Parents Guide
2017/18.

Signed ____________________________________________
(Parent/Guardian)

Print name ____________________________________________

Date ____________________________________________

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