CHARTER FOR ACADEMY PLAYERS AND PARENTS

EFL YOUTH DEVELOPMENT PLAYERS’ AND PARENTS’ GUIDE
SEASON 2020/21
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EFL YOUTH DEVELOPMENT CHARTER FOR ACADEMY PLAYERS AND PARENTS

CHARTER

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

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

3 ACADEMY PERFORMANCE PLAN 16
COACHING PROGRAMME 16
GAMES PROGRAMME 18
FESTIVALS TOURS AND TOURNAMENTS 20
EDUCATION PROGRAMME 20

4 PLAYER RECOGNITION SYSTEM 23

5 PLAYER DEVELOPMENT AND PROGRESSION 24

6 PLAYER AND SAFEGUARDING WELFARE 25

7 INDEPENDENT ADVICE 27

8 FEEDBACK 28
FEEDBACK AND OPEN COMMUNICATION 28
COMPLAINTS 28

9 KEY CONTACTS 29

ADDITIONAL INFORMATION

THE FA RESPECT PROGRAMME 30
YOUNG PLAYERS RESPECT CODE OF CONDUCT 31
SPECTATORS RESPECT CODE OF CONDUCT 32
EFL EQUALITY STATEMENT 34
REPORTING DISCRIMINATION 35
FA EDUCATION & WELFARE STATEMENT 36
APPRENTICESHIPS 36
TRIALS 37

EFL YOUTH DEVELOPMENT RULES 39
EFL YOUTH DEVELOPMENT RULES 2020/21 40
CONFIRMATION OF RECEIPT 81
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.

WELCOME
1 THE ACADEMY SYSTEM

OUR VISION
WHAT WE WANT TO ACHIEVE
We want to produce more and better home-grown players and for the experiences in the Academy system to be positive in helping to develop the person as well as the player.

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

OUR MISSION
WHAT WE DO
The aim of the Academy system is to help young players maximise their potential in football, education and life. It puts well-being and personal development at the heart of everything we do. Our aim is to develop well-rounded individuals as well as high-quality players.

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

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

THE PERFORMANCE PATHWAY

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

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

THE PERFORMANCE PATHWAY HAS 3 PHASES

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

UNDERSTANDING ACADEMY CLASSIFICATION

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

ACADEMY REGISTRATION

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

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

DURATION OF REGISTRATION

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

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

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

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

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

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

REGISTRATION PROCESS

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

APPROACHES AND CONTACTS

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

INDUCEMENTS

Similarly, no club may attempt to induce you to register with it (whether by offering money or other benefit in kind to you or anyone connected to you) and you must not accept any such inducements that is offered to you. Any such inducements could be deemed a breach of the EFL Rules, and for clarity, this covers both the registration with a new club, or re-signing with a Club you may already be registered with.

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

CODE OF CONDUCT

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

TIME/DISTANCE REGULATIONS

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

<table>
<thead>
<tr>
<th>CATEGORY 1 ACADEMY</th>
<th>U9 to U11</th>
<th>U12 to U16</th>
<th>National Recruitment U14 to U16</th>
<th>National Recruitment U17 to U21</th>
</tr>
</thead>
<tbody>
<tr>
<td>Time</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></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Time</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></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Time</td>
<td>1 Hour</td>
<td>1 ½ Hours</td>
<td>Not applicable</td>
<td>No restriction</td>
</tr>
<tr>
<td>CATEGORY 4 ACADEMY</td>
<td>Not applicable</td>
<td>Not applicable</td>
<td>Not applicable</td>
<td>No restriction</td>
</tr>
</tbody>
</table>

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

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

DECLINING EXTENDED REGISTRATION

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

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

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

COMPENSATION

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

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

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

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

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

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

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

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

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

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

You should be aware that this process can potentially take a matter of weeks and while it is ongoing, you will not be able to train with or play for the new Club’s Academy. We appreciate this can be inconvenient and can be a time of uncertainty, but it is extremely important part of ensuring the integrity of the Academy system and the EFL and Premier League Rules. We will endeavour to ensure the process is completed as soon as possible.

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

LEAVING THE ACADEMY
Release of an Academy Player from registration can be a difficult time. Academy Players and parents should remember that involvement in the programme is a tremendous achievement in itself. No Academy can guarantee that a player will become a professional.

If your Club does not wish to extend your registration, it is expected to provide support by, for example, helping identify opportunities for you to continue your football career elsewhere. League Football Education (LFE) also provides support for players released at the end of their Scholarships.

For further details on opportunities to attend the U16 Assessment Trials and U18 Assessment Trials can be found on page 37.
Each Academy has a performance plan which follows the Club’s guiding principles, values, playing style and tactical approach. This encompasses a games programme, education programmes, sports science and medicine services support as well as coaching on the pitch. Your Academy has a designated team of specialist medical and sports science staff to provide a high level of medical care during training sessions and games. Your Academy Manager will introduce you to these specialist staff at your induction.

COACHING PROGRAMME

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

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

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

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

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

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.

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.

THE FOUNDATION PHASE (U9 TO U11) GAME FORMATS

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

THE YOUTH DEVELOPMENT PHASE (U12 TO U16) GAME FORMATS

<table>
<thead>
<tr>
<th>Age</th>
<th>Format</th>
<th>Pitch size (yards)</th>
<th>Goal size (feet)</th>
<th>Ball size</th>
</tr>
</thead>
<tbody>
<tr>
<td>U12 &amp; U13</td>
<td>11 v 11</td>
<td>90 x 60</td>
<td>21 x 7</td>
<td>4</td>
</tr>
<tr>
<td>U14 &amp; U15</td>
<td>11 v 11</td>
<td>90 x 60 to 100 x 60</td>
<td>24 x 8</td>
<td>5</td>
</tr>
<tr>
<td>U16</td>
<td>11 v 11</td>
<td>100 x 60 to 110 x 70</td>
<td>24 x 8</td>
<td>5</td>
</tr>
<tr>
<td>U12 to U16</td>
<td>Futsal (5 v 5)</td>
<td>33 x 18 to 42 x 25m</td>
<td>3 x 2m</td>
<td>4</td>
</tr>
</tbody>
</table>
FESTIVALS, TOURS AND TOURNAMENTS

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

EDUCATION PROGRAMME

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

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

FOUNDATION PHASE, U9 to U11

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

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

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

YOUTH DEVELOPMENT PHASE: U12 to U16

The Youth Development Phase offers 3 possible types of programme:

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

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

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

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

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

Your club may offer you a professional contract to commence from the age of 17 at any time from 1st November following the commencement of your under 16 year.
The Player Recognition System (PRS) uses identification cards to validate Player eligibility and record attendance at Academy fixtures and events. All schoolboy (U9-U16) registered players are issued with a PRS ID card and monitoring is undertaken to ensure the integrity of Academy football, in accordance with Youth Development Rules.

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

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

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

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

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

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

In order to participate in Academy fixtures and events, Academy Players will be required to have their PRS ID card available for inspection at those fixtures and events. If a valid card cannot be produced by the Player or Club when requested, it will be reported to the League for further investigation.
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 develop it. If you move to another Club, you take your performance clock with you as your own personal record.

#### Performance Review Frequency

<table>
<thead>
<tr>
<th>Phase</th>
<th>Frequency</th>
</tr>
</thead>
<tbody>
<tr>
<td>Foundation Phase</td>
<td>Every 12 weeks</td>
</tr>
<tr>
<td>Youth Development Phase</td>
<td>Every 6 weeks</td>
</tr>
<tr>
<td>Professional Development Phase (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>

#### Performance Reviews

Every Academy Player’s performance is reviewed regularly. A performance review assesses your development against targets set at previous performance reviews. It identifies your need for individual coaching, all-round athletic development, educational support, and it sets new performance targets. Each review is recorded on your performance clock. Performance reviews are conducted by a multidisciplinary team of experts employed by your Academy which may include your Head coach, the Head of Education, the Club’s sports scientist plus any other relevant Academy staff. You will be provided with details of each review and your coach will discuss future targets with you on at least four occasions each season.

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

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

### Performance Reviews

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

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

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

#### Images / Video Footage – Parents and Players Under 18 Years

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

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

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

### Social Media Communications

You should be aware that your Club will have a policy and guidance for players, parents and staff on the use and misuse of social media sites, including Facebook and Twitter. It is important that you understand what is acceptable and unacceptable. Being registered with a professional club means that you have a responsibility to be a positive role model in all public communications, therefore, inappropriate comments about others, including; players, parents, staff, officials or the Club will be taken seriously, may result in disciplinary action and could result in dismissal.

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

EFL are committed to safeguarding. Any young person found to be sending inappropriate images of other children may be reported to the police and FA Case Management Team. Although the majority of images are appropriate and are taken in good faith, images of children can be misused and children and young people may be put at risk as a result. Parents are asked to reinforce, with young players, the importance of safe use of social media systems to protect your own and other children. Parents and players should ensure to read and understand the Clubs Social Media Policy.
We pride ourselves on the quality of the Academy system and we are committed to ensuring that Academy Players, Trialists, Parents and Guardians gain the right advice and support.

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

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

**THE PFA INDEPENDENT YOUTH ADVISORY SERVICE**
The PFA Independent Youth Advisory Service can offer advice to Academy Players, Trialists and their parents and guardians relating to:

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

The PFA was formed in 1907 and is the world’s longest established professional sportspersons’ union.
The aims of the PFA are to protect, improve and negotiate the conditions, rights and status of all professional players by collective bargaining agreements.
The PFA is a key figure in all aspects of the professional game that affects its members and has enhanced its reputation by upholding the principle of caring for the interests of the game as a whole, in addition to the interests of its members.
The experience and expertise the PFA has gained since its formation ensures it is able to provide you with the best, confidential independent advice and assistance.
FEEDBACK AND OPEN COMMUNICATION

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

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

COMPLAINTS

COMMUNICATION

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

COMPLAINTS PROCEDURE

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

ESCALATION

If having completed your Academy’s complaints procedure including the appeals process, you remain dissatisfied, follow the EFL complaints process. A copy of the policy can be found on our website or you can request a copy be sent to you by contacting EFL:

E hr&businessoperations@efl.com
T 01772 325800

RESPONSE

Complaints to EFL, these should be emailed to enquiries@efl.com. The EFL will respond within 7 days and will provide an outcome within 28 days, where possible. If these timescales are not achievable, you will be kept informed.

WELFARE/POOR PRACTICE ISSUES AND SAFEGUARDING

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

COMPLAINTS PROCEDURE

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

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KEY CONTACTS

ACADEMY MANAGER

Name: 
Contact: 

HEAD OF ACADEMY COACHING

Name: 
Contact: 

ACADEMY COACH

Name: 
Contact: 

CLUB DOCTOR

Name: 
Contact: 

PHYSIOTHERAPIST

Name: 
Contact: 

HEAD OF SPORTS SCIENCE AND MEDICINE

Name: 
Contact: 

HEAD OF EDUCATION

Name: 
Contact: 

ACADEMY DESIGNATED SAFEGUARDING OFFICER

Name: 
Contact: 

CLUB DESIGNATED SAFEGUARDING OFFICER

Name: 
Contact: 

EFL REGIONAL MANAGER

Name: 
Contact: 

OTHER USEFUL CONTACT

Name: 
Contact: 

OTHER USEFUL CONTACT

Name: 
Contact: 

EFL YOUTH DEVELOPMENT CHARTER FOR ACADEMY PLAYERS AND PARENTS
THE FA RESPECT PROGRAMME

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

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

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

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

I understand that if I do not follow the Code, I may:
- Be asked to apologise to whoever I’ve upset
- Receive a formal warning
- Be dropped, substituted or suspended from training

Play your best.
Be your best.
Make sure you and everyone around you has a good time on and off the pitch.
If we behave positively during practice and matches, our children will too.

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

Play Your Part
(Code of Conduct)

Spectators and Parents/Carers

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

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

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

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

We ONLY do Positive.
EFL EQUALITY STATEMENT

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

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

The EFL and member clubs introduced regulatory commitments for all clubs including academies to implement the Equality Code of Practice. The Equality Code of Practice sets out key areas all EFL clubs should look to address to ensure they are inclusive across all areas of their business. In June 2016 the EFL introduced groundbreaking new regulations aimed at tackling the under-representation of Black, Asian and Minority Ethnic (BAME) managers and coaches employed by clubs. The EFL also introduced Academy Audits and promotes and supports work concerning other areas such as women and girls’ attendance, LGBT (Lesbian, Gay, Bisexual and Transgender) awareness, mental health and other FA, PL and PFA led initiatives.

REPORTING DISCRIMINATION

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

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

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

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

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

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

Les Reed
FA Technical Director

APPRENTICESHIPS

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

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

The education programme was designed for those participating in sport at an elite level and is embraced by a number of professional and Olympic sports, as well as professional football.

LFE works closely with Academy staff at EFL clubs to support apprentices in all the education elements of the programme. This includes the Level 3 Sporting Excellence Professional (SEP) qualification, a Level 2 Coaching Certificate delivered by the FA and an education course that will be set at an appropriate level to meet individual needs and abilities.

LFE also provides Life Skills and Personal Development workshops to Academy players, staff and parents, and has developed extensive transition support arrangements for apprentices that ultimately follow a different career path.

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

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

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

Sarah Stephen
Chief Executive
League Football Education (LFE)

TRIALS

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

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

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

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

UNDER 16 ASSESSMENT TRIALS

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

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

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

LFE ASSESSMENT TRIALS

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

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

For more information on the Assessment Trials, please visit www.lfe.org.uk/trials2020
YOUTH DEVELOPMENT RULES
OF THE EFL FOR SEASON 2020/21

CONTENTS

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

STRATEGY, LEADERSHIP AND MANAGEMENT OF THE ACADEMY
Strategic Documents .................................................................................................................................. 47
Academy Performance Plan ......................................................................................................................... 47
Performance Management Application ....................................................................................................... 47
Technical Board .......................................................................................................................................... 47

EFFECTIVE MEASUREMENT
Ongoing Monitoring by The League ........................................................................................................ 47
Productivity Profile .................................................................................................................................... 48

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

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

CONFIRMATION OF RECEIPT

Academy Operations Manager
Academy Manager
STAFF
Individual Learning Plans and Multi-disciplinary Reviews
EFFECTIVE MEASUREMENT
Ongoing Monitoring by The League
Productivity Profile

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

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

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

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

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

TALENT IDENTIFICATION AND RECRUITMENT
Scouts: Qualifications ................................................. 64
Scouts: Attendance at Matches ........................................ 65
Scouts: Disciplinary Action ............................................. 65
Registrations and Provision of Information by the League ........ 65
Time/Distance Rules ..................................................... 66
Trials ............................................................... 66
Pre-Registration Agreements ........................................... 66
Registrations ........................................................... 67
End of Season Procedure ............................................. 69
Termination of Registration ........................................... 69
Scholarships ........................................................... 70
Approaches by and to Clubs and Inducements ................. 71

FACILITIES
Facilities ............................................................... 72

FINANCE AND EXPENSES
Finance ............................................................ 74
Expenses ............................................................ 74

COMPENSATION
Compensation ......................................................... 74

APPENDIX A – SAFEGUARDING
Part 1 – The EFL Child Protection Statement ................. 77
Part 2 – Specific Requirements ....................................... 77

APPENDIX B – CODE OF CONDUCT FOR SCOUTS .......... 80

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

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

1.1. “Academy” means an establishment for the coaching and education of Academy Players operated by a Club in accordance with the requirements of this Section of the Rules and licensed by the PGB pursuant to Rule 14;

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

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

1.4. “Academy Management Team” has the meaning set out in Rule 50;

1.5. “Academy Manager” means the person responsible for the strategic leadership and operation of a Club’s Academy, whose role and responsibilities are more particularly defined at Rules 52 to 58;

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

1.7. “Academy Operations Manager” means the Official referred to in Rule 60;

1.8. “Academy Performance Plan” means a document which sets out, the goals, strategy and measurable short and long-term performance targets for all aspects of the work of the Club’s Academy, such strategy and performance targets to be consistent with the Club’s Vision Statement, Coaching Philosophy and Playing Philosophy and, where appropriate, details how the Academy will deliver and integrate its Coaching, Education, Games and Sports Science and Performance Support Programmes;

1.9. “Academy Player” means a male player (other than an Amateur Player, Non-Contract Player (in the League) or a Trialist) who is in an age group between Under 9 to Under 21 and who is registered for and who is coached by, or plays football for or at a Club which operates an Academy pursuant to these Rules, save for any player who:
(a) the Board is satisfied has developed technical, tactical, physical, psychological and social skills of such a level that he would not benefit from continued coaching in the Academy or participating or continuing to participate in its Games Programme (which includes, for the purpose of this definition, the league competitions referred to in Rules 16 to 168), and
(b) has entered into a Standard Contract with that Club;

1.10. “Academy Psychologist” means the Official referred to in Rule 110;

1.11. “Academy Return Date” means 6 August 2020;

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

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

1.14. “Academy Standards Application” means the online system:
(a) through which Clubs are required to complete the self-assessment referred to in Rule 7, as part of the ISO process for the auditing of Academies;
(b) through which the ISO provides feedback to Clubs as part of the multi-disciplinary assessment referred to in Rule 9.2; and
(c) through which quantitative data is collected and prescribed to Clubs;

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

1.16. “Authorised Games” means:
(a) international matches arranged by a national association including preparation and trials therefor;
(b) matches in which the Academy Player plays for the Club holding his registration:
(i) in its first team;
(ii) which are comprised in a Games Programme; or
(iii) which are comprised in a Festival or Tournaments, participation in which is limited to Academy teams or which are sanctioned by the Football Association or by a foreign national association;
(c) friendly matches organised by the Club holding the Academy Player’s registration within the Academy Player’s registration and played at an Academy, participation in which is limited to Academy Players registered at an Academy or Trialists but excluding matches between two teams consisting of one Club’s Academy Players;
(d) friendly matches against any opposition played outside the season dates set out in the Games Programme Schedule in which the Academy Player plays for the Club holding his registration;
(e) matches organised by the English Schools Football Association or Independent Schools Football Association or an association affiliated to either of such associations in which the Academy Player plays for 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;
(f) trial matches for other Clubs or Premier League clubs in which the Academy Player plays, with the prior written permission of the Club holding his registration; or
(g) any other match authorised by the Board;

1.17. “Basic First Aid for Sport Qualification” means the qualification of that name issued by or on behalf of The Football Association;
1.40. “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 its not an EFL Club); and “Category 1”, “Category 2”, “Category 3” and “Category 4”, shall be construed accordingly.

1.41. “Foundation Phase” means the Under 9 to Under 11 age groups inclusive.

1.42. “Foundation Phase Games Programme” means the games programmes organised by the Premier League and the League for teams in each of the Under 9 to Under 11 age groups set out as in Rules 194 to 198;

1.43. “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;

1.44. “Full Time Education” means the education provider for registered pupils at primary or secondary schools or full-time equivalent students at colleges of further education;

1.45. “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 ensure a minimum of four hours of coaching per week (which may be split into two sessions of two hours each) to take place within the Core Coaching Time;

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

(i) The Academy Player shall receive within the Core Coaching Time a minimum of twenty hours of education;

(ii) the Academy Player shall receive a significant amount of coaching within the Core Coaching Time. The exact amount of such coaching to be undertaken within the Core Coaching Time shall be determined by the Club; and

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

(c) the Club’s delivery of the Full Time Training Model must comply with these Rules;

1.46. “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: FIFA Futsal Laws of the Game Link

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

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

1.49. “Head of Academy Coaching” means the Official referred to in Rule 63;

1.50. “Head of Education” means the Official referred to in Rule 104;

1.51. “Hybrid Training Model” means:

(a) a programme of coaching and education whereby the Academy Player primarily takes part outside of the Core Coaching Time and he needs to undertake the following at least once per week from the start of the School Year to the end of the School Year:

(i) attend training at the Club’s training ground, for a period of at least 90 minutes; and

(ii) attend a match at the Club as part of the Club’s fixtures.

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

(i) The Academy Player shall receive within the Core Coaching Time a minimum of twenty hours of education;

(ii) the Academy Player shall receive a significant amount of coaching within the Core Coaching Time. The exact amount of such coaching to be undertaken within the Core Coaching Time shall be determined by the Club; and

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

(c) the Club’s delivery of the Full Time Training Model must comply with these Rules;

1.52. “hybrid Training Model” means a programme of coaching and education whereby the Academy Player’s academic education shall be scheduled to ensure a minimum of four hours of coaching per week (which may be split into two sessions of two hours each) to take place within the Core Coaching Time;

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1.59. “hybrid Training Model” means a programme of coaching and education whereby the Academy Player’s academic education shall be scheduled to ensure a minimum of four hours of coaching per week (which may be split into two sessions of two hours each) to take place within the Core Coaching Time;

1.60. “hybrid Training Model” means a programme of coaching and education whereby the Academy Player’s academic education shall be scheduled to ensure a minimum of four hours of coaching per week (which may be split into two sessions of two hours each) to take place within the Core Coaching Time;
1.61. “Part Time Training Model” means a Coaching Curriculum whereby the coaching of an Academy Player does not require him to miss any part of the School Day.

1.62. “Performance Analysis” means the analysis of the physiological, technical and tactical performance of each Individual Player and, in a game, of the team as a whole. Performance Analysis shall be undertaken by means of such video and/or IT Technology as the League shall from time to time determine;

1.63. “Performance Analyst” means the officials referred to in Rules 100 and 101;

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

1.65. “Performance Management Application” means the online support service to be developed and maintained by the League and utilised by each Club for the purpose of assisting the management of the Academy and recording and analysing data. Such data shall include (without limitation): (a) each Academy Player’s Performance Clock; (b) such information as the League may from time to time require for the purposes of national or Category-wide benchmarking; and (c) data received from The Football Association in respect of an Academy Player who plays for, or who is coached by The Football Association with a view to playing for an England representative side;

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

1.66A “PGFA” means the Professional Game Board of The Football Association;

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

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

1.69. “Premier League 2” means the league of that name managed, organised and controlled by The Premier League;

1.70. “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;

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

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

1.73. “Professional Development Phase Games Programme” means the games programmes organised by the Premier League and League for teams in each of the Under 12 to Under 16 age groups, full details of which are set out in Rules 159 to 153.

2. For the purposes of this section of these Rules:

2.1 Academy Players shall be placed in one of 13 age groups commencing with age group Under 9 and ending with age group Under 21; and

2.2 the age group into which each Academy Player shall be placed shall be determined by his age on 31 August in the year in question, save in the case of players in the Under 21 age group, who must be under the age of 21 as at 1 January in the year in which the Season commenced (i.e. for Season 2019/20 born on or after 1 January 1999).

GENERAL

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

3.1 obtain a licence to operate an Academy; and

3.2 operate its Academy in accordance with this section of the Rules.

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

5. There shall be four Categories of Academy.

Applications to Operate Academies

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

7. In accordance with such timetable as is issued by the League from time to time, a Club which wishes to operate (or continue to operate) an Academy must:

7.1 submit its written application (signed on behalf of the Club by an Authorised Signatory) to do so to the ISO, and

7.2 submit a self-assessment via the Academy Standards Application to demonstrate adherence with:

7.2.1 the ‘safe to operate’ conditions implemented by the ISO from time to time;

7.2.2 the Rules; and

7.2.3 the standards issued by the ISO from time to time in respect of the areas set out in Rule 9.2 below (the “Standards”);

8. The PGFA, acting on the advice of the ISO, (which shall be provided following a review of the ISO’s submission referred to in Rule 7.1) shall determine whether each applicant Club complies with the ISO’s ‘safe to operate’ conditions and the Rules and notify each such Club of its determination by the deadline stipulated by the League.
9. The PGB shall determine that a Club either:

9.1 does not comply with the 300's safe to operate conditions, the Rules and the Standards, in which case the PGB shall issue an action plan to the Club (for it to address any breaches of the conditions, Rules or Standards, failure to comply with which may (at the PGB’s absolute discretion) result in the refusal to grant a licence to operate an Academy. The removal of an existing licence to operate an Academy or the downgrading of the Category status of an Academy; or

9.2 fails to address any breaches of the 300's safe to operate conditions, the Rules and the Standards in full, in which case the Club shall maintain the Category status of its Academy and the ISO shall conduct a further multi-disciplinary assessment of the Club's Academy over a three-year period across the following areas (nothing such assessment criteria as defined by the ISO from time to time):

9.2.1 Leadership and management;
9.2.2 Coaching;
9.2.3 Medicine/performance support;
9.2.4 Education and Player Care; and
9.2.5 Pathway and productivity.

10. Where during or following the completion of the multi-disciplinary assessment referred to at Rule 9 above, the ISO determines that the Club is failing to address any breaches of the ISO’s safe to operate conditions, the Rules and the Standards in full, it may recommend to the PGB that it issues an action plan to the Club for it to address any such failure(s), failure to comply with which may (at the PGB’s absolute discretion) result in the downgrading of the Category status of the Club's Academy.

11. Where a Club wishes to apply for its Academy to obtain a higher Category status:

11.1 it must indicate the same in the submission referred to at Rule 7 above, and

11.2 the assessment processes referred to in Rules 7 and 7.1 shall take place over the course of one year, rather than three.

Where a Club can demonstrate at the time of submission that it is compliant with all requirements of the higher Category status, the ISO may consider awarding such higher Category status to the Club on a provisional basis whilst the one-year assessment referred to in Rule 11.2 is undertaken.

12. Each Club shall be given no less than one week's notice of the dates of any element of an ISO Audit and may not change those dates save with the permission of the PGB, which shall only be granted if the Club is satisfied that there are exceptional circumstances which justify such a change.

13. Prior to any element of an ISO Audit being presented to the Club, the ISO shall:

13.1 give to the Club a copy of it and of the 300's recommendation;

13.2 thereafter, if requested by the Club, hold a meeting with Officials of the Club and representatives of the League to discuss it; and

13.3 consider any representations made by the Club or the League about the Club's ISO Audit and make all appropriate amendments to the ISO Audit in consequence thereof.

14. The ISO, 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 irrespective of which it grants licence.

15. For the purposes of applying for a licence to operate an Academy if it believes that the ISO Audit contains manifest error.

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

16.1 reached as a result of fraud, malice or bad faith;

16.2 reached as a result of procedural errors so great that the rights of the Club have been clearly and substantially prejudiced; or

16.3 reached as a result of a perverse interpretation of the law; or

16.4 on which could not reasonably have been reached any tribunal which had applied its mind properly to the facts of the case.

Any appeal by a Club pursuant to Rule 16 shall be dealt with in accordance with Rule 4 (Arbitration) of the Rules of The Football Association.

18. A Club that has had a licence removed may not re-apply for a licence to operate an Academy within three years of the PGB's determination unless:

18.1 the PGB is satisfied that there are exceptional circumstances which justify further consideration.

18.2 the Club bears any costs of the League, ISO and PGB reasonably incurred by any of those bodies in assessing and determining the Club's further application.

19. Any Club or Official making a false statement (whether made verbally or in writing) or falsifying a document in connection with:

19.1 an application for a licence to operate an Academy;

19.2 the League's annual evaluation in accordance with Rule 31.2;

19.3 an ISO Audit; or

19.4 any other provision of these Rules;

shall be in breach of these Rules and shall be liable to be dealt with in accordance with the provisions of Section 8 of the League's Rules.

20. If, in breach of Rule 5.2, a Club fails to comply with any Rule in this section, or if a Club or Official makes a false statement or falsifies a document as set out in Rule 19, then the PGB may:

20.1 revoke the Club's licence to operate an Academy; or

20.2 suspend the Club's licence to operate an Academy for such time as it shall determine during which the Club shall have the opportunity to ensure it becomes compliant with the relevant Rule; or

20.3 determine that the Club's Academy shall have a lower Category than its current Category; or

20.4 withdraw or suspend the Club's entitlement to any central funding provided for the purposes of youth development; and

20.5 in any of the above cases require the ISO to undertake an ISO Audit of the Club's Academy as soon as reasonably practical.

21. Without prejudice to Rules 20, 22A and 22B, any breach of Rules 3.2, 6, 7, 9, 26, 27, 35 to 43, 47, 48, 49, 116, 118 to 120, 135, 136, 137, 138, 139 to 153, 162 to 163, 171, 172 to 178, 192, 215 to 222, 242, 244, 246, 248 to 251, 252, 263, 264, 266, 279, 282, 285 to 286, 293 to 302, 318, 321 or 325 shall be liable to be dealt with under the provisions of Section 8 of the League’s Regulations.
47. The relationship between a Club and each member of its Academy Staff shall be appropriately documented by way of:
47.1 an employment contract;
47.2 a statement of terms of employment pursuant to Section 1 of the Employment Rights Act 1996; or
47.3 in the case of a non-employee, a contract for services.

48. Each member of Academy Staff shall be given:
48.1 a written job description (which may be contained in the document referred to in Rule 47); and
48.2 an annual performance appraisal.

49. Each Club which operates an Academy shall:
49.1 provide Continued Professional Development to members of Academy Staff where required to do so pursuant to these Rules; and
49.2 take all reasonable steps to ensure that each member of Academy Staff who is required by these Rules to undertake Continued Professional Development does so.

Academy Management Team

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

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

Academy Manager

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

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

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

55. The responsibilities of the Academy Manager shall include (unless otherwise approved by the Board):
55.1 guiding the development of the Club’s Playing Philosophy, Coaching Philosophy and Coaching Curriculum;
55.2 drawing up the Academy Performance Plan as set out in, and subject to the provisions of, Rule 24;
55.3 implementing the Academy Performance Plan;
55.4 advising the Club Board on:
55.4.1 whether the Academy has met the performance targets set out in the Academy Performance Plan; and
55.4.2 the action to be taken by the Club if the Academy has not met those performance targets;
55.5 ensuring the effective use by all appropriate Academy Staff of the Performance Management Application and Performance Clocks, including ensuring that all relevant data is recorded therein;
55.6 the design, implementation and management of the Academy’s Coaching Curriculum;
55.7 ensuring that all Academy Staff undertake the Continued Professional Development required of them by this section of the Rules;
55.8 being the line manager of the Head of Education, Head of Coaching and Head of Recruitment; and
55.9 liaising with the Club’s Manager as appropriate.

56. Subject to Rule 57 each Academy Manager must hold:
56.1 an up-to-date UEFA A License; and
56.2 an FA Youth Award; and
56.3 an FA Advanced Youth Award.

57. A Club may appoint as Academy Manager a person who does not hold the qualifications set out in Rule 56 provided that the Head of Academy Coaching;
57.1 holds those qualifications;
57.2 is tasked with overseeing the Coaching Curriculum; and
57.3 is a member of the Academy Management Team and sits on the Technical Board.

58. The Academy Manager must undertake Continued Professional Development organised by the Club. In addition, where the Academy Manager holds a qualification set out in Rule 56, they must attend such training provided by The Football Association as is necessary to maintain the validity of that qualification and at least five hours of in-service training to be provided by the League every year and hold a current Basic First Aid Licence for Sport qualification, current UEFA A or an equivalent or higher qualification approved by the Board.

59. Each Club which operates an Academy must ensure that its Academy enrols and participates fully in the Elite Academy Managers Development Programme.
68. Each Club which operates a Category 1 Academy shall appoint an Academy Operations Manager, who shall be employed Full Time and shall be responsible for executive and operational issues within the Academy.

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

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

Senior Professional Development Coach

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

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

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

Coaches: Qualifications and Professional Development

74. Each coach (excluding goalkeeping coaches to whom Rule 69 applies) must from the commencement of and throughout their employment hold:
74.1 an up to date UEFA B Licence (save where these Rules require a coach to hold an up to date UEFA A Licence);
74.2 an FA Youth Award; and
74.3 an up to date FA Advanced Youth Award with the age specific specialist element relevant to the Development Phase which they coach.

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

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

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

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

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

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

Head of Academy Sports Science and Medicine

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

82. Each Club which operates a Category 3 or Category 4 Academy shall demonstrate to the reasonable satisfaction of the League, the IS0 or PGB (whichever body is appropriate) that its Sports Science and Performance Support Programme for Academy Players is appropriately managed and delivered.
85. The Head of Academy Sports Science and Medicine shall be responsible for managing and delivering the Sports Science and Performance Support Programme for all Academy Players registered with the Club.

86. Each Club which operates a Category 1 Academy shall appoint a Full Time Sports Scientist who shall:

86.1.1 be a registered medical practitioner licensed to practise by the General Medical Council; 86.1.2 hold or be working towards holding British Association of Sport and Exercise Medicine accreditation.

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

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

88.1 shall be Part Time;

88.2 shall be responsible for developing and implementing plans to promote nutrition and a healthy diet amongst Academy Players; 88.3 shall provide advice to Academy Players and Staff on all aspects of nutrition; and

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

89. Each Club which operates a Category 2 Academy shall appoint a Part Time Lead Sports Scientist who shall:

89.1 be Full Time;

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

89.3 hold or be working towards British Association of Sport and Exercise Sciences accreditation.

90. The Lead Sports Scientist shall hold or be working towards British Association of Sport and Exercise Sciences accreditation and shall:

90.1.1 for the avoidance of doubt, if the Head of Academy Sports Science and Medicine is not a registered medical practitioner the Head of Care and Professions Council or a registered medical practitioner (as set out in Rule 85.1 and 85.2 respectively) then the primacy of decisions regarding the clinical treatment of Academy Players shall rest with a physiotherapist or registered medical practitioner; 

91. The Head of Academy Sports Science and Medicine and the Lead Sports Scientist shall hold or be working towards British Association of Sport and Exercise Sciences accreditation and shall:

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

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

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

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

92.2 be responsible for providing to the Club's Academy Players appropriate strength and conditioning training and monitoring as part of the Sports Science and Performance Support Programme; 92.3 hold at least a bachelor'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;

92.4 hold a current Basic First Aid for Sport (Qualification), current EFAF or an equivalent or higher qualification approved by the Board; and

92.5 hold or be working towards accreditation by the UK Strength and Conditioning Association (or equivalent workshops run by any equivalent body).

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

94. In addition to the Lead Sports Scientist and the Lead Strength and Conditioning Coach, each Club which operates a Category 1 Academy shall employ a minimum of one additional Full Time sports scientist or strength and conditioning coach.
104.5 Hold Qualified Teacher Status (QTS) or Qualified Teacher Learning and Skills (QTLS) and have relevant experience (in the case of Category 1 and 2 Academies) or, as a minimum, possess a teaching qualification or further education teaching qualification (in the case of Category 3 and Category 4 Academies).

104.6 be Full Time (in the case of Category 1 and Category 2 Academies), and

104.7 undertake Continuous Professional Development organised by the Club.

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

Coaching Hours

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

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, welfare and academic status) and the permitted Training Model per Category and per Development Phase are as follows:

<table>
<thead>
<tr>
<th>Category</th>
<th>Coaching Hours per week</th>
<th>Foundation Phase</th>
<th>Youth Development Phase</th>
<th>Professional Development Phase</th>
</tr>
</thead>
</table>
| Category 1 | N/A                     | 14 reducing to 12 for older Academy Players | 10 reducing to 8 for older Academy Players | Full Time (in the case of Category 1 and Category 2 Academies); and
|            |                         |                  |                        | 4 reducing to 2 for Academy Players who have commitments to the Professional Development Phase during the Professional Development Phase |
| Category 2 | 4 engaging 8 for older Academy Players | Part Time, Hybrid | Full Time, Hybrid | Full Time, Hybrid |
|            |                         |                  |                        | 4 reducing to 2 for Academy Players who have commitments to the professional squad during the Professional Development Phase |
| Category 3 | 4 engaging 8 for older Academy Players | Part Time, Part Time, Part Time | Full Time, Hybrid | Full Time, Hybrid |
| Category 4 | N/A                     | N/A              | N/A                    | N/A |

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

118. Each Club shall ensure that:

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

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

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

Minority Candidates

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

120. Each Club which operates a Category 1, Category 2 or Category 3 Academy may operate one or more Development Centres, to be located within one hour’s travelling time of the location of its principal venue for the provision of coaching and education to Academy Players.

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.

GAMES PROGRAMME

General

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

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

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

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

(i) each match in which he has played; and

(ii) his playing time in each match.

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

Foundation Phase Games Programme

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

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

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

Youth Development Phase Games Programme

139. The Premier League will organise a games programme for teams in each of the Under 9 to Under 11 age groups of Clubs operating Category 1 and 2 Academies (and for the avoidance of doubt teams from both Categories shall participate together in this games programme). The League will organise a games programme for teams in the Under 15 age group of Clubs operating Category 1 Academies and of those Category 2 Academies wishing to participate.

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

141. The games programme for Category 1 Clubs referred to in Rule 139 shall include the Under 13, Under 14 and Under 15 Premier League National Cups, participation in which shall not be mandatory.

142. Each Club must inform the League by 30 April in each year whether it wishes to compete in the Under 13, Under 14 and Under 15 Premier League National Cups the following season.

143. The games programmes referred to in Rules 139 and 140 shall consist of matches which:

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

(ii) in the case of the games programmes referred to in Rule 139 be organised on a regional basis so that as far as reasonably possible no team has to travel more than two hours to an away match save that longer travel times may be necessary: in order that each Club can participate meaningfully in the games programme; and

(iii) in the case of the games programme referred to in Rule 140 be organised on a local basis so that as far as reasonably possible no team has to travel more than one hour to an away match save that longer travel times may be necessary in order that each Club can participate meaningfully in the games programme;

144. Each Club which operates an Academy shall organise and host, and a minimum of three Festivals per Season;

145. Each Club shall organise and host a minimum of one Festival per Season;

146. Each Club shall organise a minimum of one Tour or Tournamnet per Season:

147. Each Club shall organise a minimum of one match per Season;

148. Each Club shall organise a minimum of one match per Season (except for matches organised pursuant to Rule 148), with the number of such Festivals and Tournaments increasing for the older age groups in the Youth Development Programme;

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

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

151. 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.

152. Each Club shall ensure that each of its Academy Players in the Foundation Phase shall, subject to fitness, participate 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 135.3 such playing time to be reasonably spread out over the season.

153. The following tables shall be played outdoors, except for matches for age groups Under 12 to Under 15 during the second half of December and the whole of both January and February involving teams of Category 1 and 2 Academies, which shall be played indoors, and consist of matches in accordance with the following formats (save that some matches played indoors may be played as Futsal games):

<table>
<thead>
<tr>
<th>Age group</th>
<th>Team size</th>
<th>Pitch size (yards)</th>
<th>Goal size (feet)</th>
<th>Ball size</th>
</tr>
</thead>
<tbody>
<tr>
<td>Under 9</td>
<td>4v4, 5v5</td>
<td>30x20 to 40x30 (4v4 and 5v5)</td>
<td>4x4 to 5x5 (4v4)</td>
<td>(12v6)</td>
</tr>
<tr>
<td>Under 10</td>
<td>4v4, 5v5</td>
<td>30x20 to 40x30 (4v4 and 5v5)</td>
<td>5x5 (3v3 in 5v5)</td>
<td>(12v6)</td>
</tr>
<tr>
<td>Under 11</td>
<td>7v7 or 9v9</td>
<td>50x20 to 60x30 (7v7)</td>
<td>3x6 to 4x8 (12v6)</td>
<td>4v4 (4 at the home Club’s option)</td>
</tr>
</tbody>
</table>

The participating Clubs shall endeavour to achieve which of the above formats shall be utilised, but in default of agreement the home Club shall decide.
144. The League shall organise a games programme for teams consisting of Academy Players in the Under 16 age group of Clubs operating Category 1 or Category 2 Academies. The League may, in its discretion, also organise a games programme for teams consisting of Academy Players in those age groups of Clubs operating Category 2 Academies.

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

145.1 be constituted either on a national basis, if a majority of those Clubs (and Premier league clubs) which operate Category 1 Academies as determined in Rule 145.2 or

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

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

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

148. As part of the Youth Development Phase Games Programme, the Premier League shall organise matches (which may be organised as Tournaments) against teams from clubs in membership of a national association other than The Football Association or the Football Association of Wales (and such matches may be played either in the 11 v 11 format or on a geographical basis, on an international basis (as that term is defined in Rule 146, and the need for such tournaments to be played on a geographical basis). The Premier League shall also organise (or procure the organisation of, for example, through The Football Combination or Central League) games programmes comprising a mixture of matches against teams from clubs in membership of a national association other than The Football Association or the Football Association of Wales. Such matches shall be organised regularly for Clubs operating Category 1 Academies and from time to time for Clubs operating Category 2 Academies.

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

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

<table>
<thead>
<tr>
<th>Team Size</th>
<th>Pitch Size (yards)</th>
<th>Goal Size (feet)</th>
<th>Ball Size</th>
</tr>
</thead>
<tbody>
<tr>
<td>11v11</td>
<td>115x68</td>
<td>24x8</td>
<td>58</td>
</tr>
</tbody>
</table>

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

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

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

152. Each Club shall ensure that each of its Academy Players in the Under 12 to Under 14 age groups shall, subject to fitness, participate in half the number of matches in the Youth Development Phase Games Programme and any other matches organised by his Club pursuant to Rule 151.2, the Academy Players’ playing time being to be reasonably spread over the Season.

153. Each Club shall ensure that each of its Academy Players in the Under 15 to Under 16 age groups shall, subject to fitness, participate in at least 20 matches per Season (being matches in the Youth Development Phase Games Programme or any other matches organised by his Club pursuant to Rule 151.2). Participation in a match shall for the purposes of this Rule mean playing at least 50% of the game time.

Professional Development Phase Games Programme

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

155. The League will organise a games programme for teams operating Category 3 and Category 4 Academies, and following such consultation determine with those Clubs its absolute discretion what games programme(s) should be developed for those Clubs, Rules relating to the games programme and (subject to Rule 156.3) how that games programme should be delivered.

156. The games programmes organised by the Premier League and the League pursuant to Rules 154 and 155 will be constituted on the following geographical basis:

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

156.2 Category 2:

156.2.1 intra leagues, each of which shall be constituted on a geographical basis (for example one league of northern based teams and one of southern based teams), the exact number of leagues and their geographical constitution to be determined by the Board in its absolute discretion having regard to those Clubs (and Premier league clubs) which operate Category 2 Academies;

156.2.2 where practical, international matches against teams representing clubs in membership of a national association other than The Football Association or The Football Association of Wales (and such matches may be played either in England or abroad); and

156.3 Categories 3 and 4:

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

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

157.1 shall be played in accordance with the Laws of the Game (for the avoidance of doubt shall be in the 11v11 format);

157.2 shall be for Players in the Under 16 age group (and younger) only, save that a Club may name its team sheet a goalkeeper in the Under 19 age group;

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

157.4 shall consist of competitive leagues and Tournaments; and

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

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

158.1 shall be played in accordance with the Laws of the Game (and for the avoidance of doubt shall be in the 11v11 format);

158.2 shall be for Players in the Under 16 age group (and younger) only, save that up to 2 Players in the Under 19 age group may be named on the team sheet for an match provided they are:

158.2.1 a goalkeeper; or

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

158.3.1 shall include no substitutes named on the team sheet (and for the avoidance of doubt all five substitutes may enter the field of play);

158.4 shall consist of competitive leagues and Tournaments; and

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

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

160. Each Club which operates an Academy:

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

160.2 may organise and participate in additional Authorised Games (which shall be notified to the relevant League no later than 72 hours before they are scheduled to take place).

Premier League 2 and Professional Development League

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

162. Each Club which operates a Category 2 Academy shall compete in the Professional Development League 2 as part of the Professional Development Phase Games Programme, unless it is able to demonstrate to the League that its starting 11 in its first team matches during the previous Season, in the Premier League, the Challenge Cup, the EFL Trophy, the UEFA Europa League and/or UEFA Champions League included on average at least five Players in the Under 18 age group.

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

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

165. The Premier League will organise the Professional Development League 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 each such league to ensure that each Club has to travel no more than three hours to each match (save that longer travel times may be necessary in order that each Club (or club) can participate meaningfully in the Professional Development League).

166. The League will, if required, organise (or procure the organisation of, for example, through the Football Combination or Central League) Professional Development League 3, which shall consist of a league or leagues played on a competitive basis and organised on a regional basis, the composition of such regional league(s) and the minimum number of matches to be played by each Club to be at the absolute discretion of the board of the Premier League (or (club) to have no more than three hours to each match (save that longer travel times may be necessary in order that each Club (or club) can participate meaningfully in Professional Development League 3). For the avoidance of doubt all teams of Clubs operating Category 3 and Category 4 Academies shall compete together in Professional Development League 3.

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

168. The League will in addition organise international matches (which may take place by way of Tournaments) for teams competing in Premier League 2 and the Professional Development Leagues.
Games Programme: Postponement etc. of Matches

169. A match in the games programme between Academy teams in age groups Under 9 to Under 16 inclusive shall not be cancelled, postponed or abandoned except with the written consent of the Board or on the instructions of the officiating referee (or if the officiating referee is a referee, the official of the county FA who has accompanied them to the match) who shall be empowered to instruct that such match be cancelled, postponed or abandoned only if they consider that the pitch is unsuitable for, or if adverse weather conditions precede, the playing of the match in question; henceforth the Club at whose ground the match should have been played shall within seven days give to the League notice in writing of that effect.

170. Except in the case of an Under 9 to Under 16 games programme match which, without either participating Club being at fault, is cancelled, postponed or abandoned under the provisions of Rule 169, any Club which causes the cancellation, postponement or abandonment of a match shall be in breach of these Rules, and

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

172. In consultation with The Football Association, a minimum of four weekends each season will be identified by the League upon which there will be no fixtures for Academy teams, such weekends being devoted to international development, selected players’ courses and in-service training of coaches and staff.

DUTY OF CARE

Education

173. Each Club which operates an Academy shall establish an Education Programme which shall set out the activities to be undertaken by the Club to ensure that the education of its Academy Players and Players up to the Under 25 age group who are not regular members of the Club’s first team squad is supported effectively and which:

173.1 is appropriate to the Category of its Academy;

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

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

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

174.1 is appropriate to his age and Training Model;

174.2 meets his specific academic needs; and

174.3 complies with all legal requirements; and

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

174.5 in the case of an Academy Player who is entered into a Scholarship Agreement with the Club, consists of the sporting excellence and academic performance package that he receives in accordance with the Scholarship Agreement approved by the League (which must include an academic or vocational qualification approved by the League and be subject to ongoing quality assurance by the League); and

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

175. Each Academy Player’s educational progress under his Education Programme shall be recorded electronically and be made available to the League.

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

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

176.2 ensuring that any issues concerning an Academy Player’s education arising from that liaison are addressed to the satisfaction of the Player, his Parent and the school; and

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

Reports on Educational Progression

177. Each Club which operates an Academy shall provide reports to the Parent of each Academy Player in the Youth Development Phase to whom it provides a Full Time Education Programme.

178. The progress reports shall:

178.1 detail the educational progression of the Academy Player; and

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

179. Each Club which operates an Academy shall, in respect of each of its Academy Players being trained under the Part Time Training Model, ensure that it provides the Academy Player with coaching and education in accordance with a programme which complies with Rules 179.1 to 179.5 and which is approved in advance by the League.

180. Each Club which operates the Hybrid Training Model must appoint a sufficient number of appropriately qualified teaching staff to provide the educational support referred to in Rule 181.2.

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

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

181.2 provide to the Academy Player such additional educational support (to be detailed in the written agreement referred to in Rule 181.3) as shall be necessary to compensate for teaching he has missed, and to ensure that his education is not adversely affected, as a result of being released from school to undertake coaching during the Core Coaching Time;

181.3 obtain from the Academy Player’s school his school reports and, where possible, educational attainment data, and record the information obtained pursuant to Rule 181.3 electronically in a timely fashion and at least every 12 weeks (to coincide with dates of his Multi-disciplinary Review); and

181.4 enter into a written agreement with the Academy Player’s school and Parent which sets out details of the delivery of the Hybrid Training Model to the Academy Player, including weekly timetables, the likely impact on the Academy Player’s education, and outline the compensatory education which will be provided by the Club;

181.5 enter into a written agreement with the Academy Player’s school and Parent which sets out details of the delivery of the Hybrid Training Model to the Academy Player, including weekly timetables, the likely impact on the Academy Player’s education, and outline the compensatory education which will be provided by the Club;

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

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

182. Each Club which operates an Academy shall, in respect of each of its Academy Players in the Youth Development Phase being trained under the Full Time Training Model, ensure that it provides the Academy Player with coaching and education in accordance with a programme which complies with Rules 182.1 to 182.5 and which is approved in advance by the League.

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

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

184.1 unless otherwise approved by the League, only enable Academy Players in the Under 12 and Under 15 age groups to participate in the Full Time Training Model where they reside within 90 minutes of the Club’s ground training area;

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

184.3 ensure that Academy Players in the Under 12, Under 15 and Under 16 age groups being educated at schools are fully integrated with other pupils of their age, which obligation shall include (without limitation) attending lessons with such other pupils according to the school’s normal timetable (save where the Academy Players are being coached in the Core Coaching Time in accordance with these Rules);

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

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

184.6 ensure that appropriate staffing/student ratios are utilized for all educational activity in which the Academy Player is engaged;

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

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

184.9 monitor the Academy Player’s academic progression (including by use of the information obtained from the Academy Player’s school pursuant to Rule 184.8) electronically in a timely fashion and at least every 12 weeks (to coincide with dates of his Multi-disciplinary Review); and

185. Without prejudice to the generality of Rule 185.1 each Club which operates the Hybrid or Full Time Training Model must in respect of each such Training Model:

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

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

185.3 forthwith implement any changes to its delivery of the Training Model that the League may require.
Personal Development and Life Skills Plans

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

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

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

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

Inductions and Transitions

194. Each Club shall arrange a pre-season induction event for Academy Players and their Parents and there shall be at least one such induction event for each Development Phase and on every occasion that a new Academy Player joins the Club.

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

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

197. The Code of Conduct as issued by the League from time to time shall be binding on all Academy Players attending Academies (and, for Players aged 18 years and over, their Parents) and on Clubs and Officials and any breach thereof by such Academy Players or by Clubs or Officials shall be treated as a breach of these Rules.

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

Academy Player and Parent Voice

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

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

Safeguarding and Mental and Emotional Wellbeing

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

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

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

204. Without prejudice to the generality of Rule 202 each Club shall appoint an Academy safeguarding officer who shall:

204.1 undertake the functions set out in Appendix A specifically with regard to the Academy; and

204.2 liaise with the Club's Head of Safeguarding.

Health and Safety

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

206. Clubs shall ensure that their Academy Players are insured in accordance with advice circulated by the League from time to time.
226. Without prejudice to the requirements of Rule 225, the following qualified individuals shall be present at all venues at which coaching is taking place:

<table>
<thead>
<tr>
<th>Academy Category</th>
<th>Individuals who must be present</th>
</tr>
</thead>
<tbody>
<tr>
<td>Category 1</td>
<td>A Physiotherapist or a Sports Therapist with a current ITMMiF or an equivalent or higher qualification approved by the Board.</td>
</tr>
<tr>
<td>Category 2</td>
<td>A member of staff or a sports scientist or a Sports Therapist with a current EFAiF or an equivalent or higher qualification approved by the Board.</td>
</tr>
<tr>
<td>Category 3</td>
<td>A member of staff or a sports scientist or a Sports Therapist with a current EFAiF or an equivalent or higher qualification approved by the Board.</td>
</tr>
<tr>
<td>Category A</td>
<td>A member of staff or a sports scientist or a Sports Therapist with a current EFAiF or an equivalent or higher qualification approved by the Board.</td>
</tr>
</tbody>
</table>

SPORTS SCIENCE AND PERFORMANCE SUPPORT

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

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

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

- physical development;
- medical services (including the prevention and treatment of injury and diet and nutrition);
- Performance Analysis; and
- psychology.

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

Performance Analysis

231. 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 222; and
- undertake Performance Analysis (including, in the case of a Club which operates a Category 1 Academy, by undertaking LPS evaluation in the Professional Development Phase and in the Youth Development Phase (the Full Time Training Model, if available)); and
- 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;
- make available to the League such Performance Analysis data as it reasonably shall undertake to undertake the benchmarking of data for that Academy against national trends.

232. Each Club operating a Category 3 or Category 4 Academy shall comply with Rule 221 but only in respect of players in the Under 17 to Under 19 age groups.

TALENT IDENTIFICATION AND RECRUITMENT

Scouts: Qualifications

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

- is a Physiotherapist or a Sports Therapist with an appropriate qualification approved by the Board;
- undertakes Continued Professional Development each year.

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

226. The League shall register a Scout and shall notify the appropriate Club to effect upon being satisfied that:

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

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

228. Each Club which operates an Academy shall take all reasonable endeavours to ensure that its Scouts comply in all respects with Rule 226 and the Code of Conduct for Scouts.

Scouts: Attendance at Matches

229. Without prejudice to its powers under Section 8 of the League’s Regulations, prior to undertaking any registration of an Academy Player, the League has not been contacted by the Academy Player or his Parent to inform the League that he no longer wishes to be registered as an Academy Player for that Club.

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

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

231. Without prejudice to any breach by a Scout of Rule 225E shall amount to a breach of these Rules and the League shall be entitled to take disciplinary action against the Scout and/or their Club for such breach in accordance with Section 8 of the League’s Regulations. In addition to the sanctions available under Section 8, an additional sanction of the removal of a Scout’s registration shall also be available at the conclusion of the disciplinary proceedings, should a breach be held to exist.

Scouts: Disciplinary Action

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

Registrations and Provision of Information by the League

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

234. Where a request is made by the League in accordance with Rule 231, the League may, in its absolute discretion, request:

- the Academy Player’s Parent to undertake an application on behalf of the Academy Player to the League; and
- the Academy Player’s Parent to provide the League with a copy of these Rules and of the Parent’s Charter.

235. The League shall undertake the registration (which shall be backdated to the date of application) of the Academy Player if:

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

236. The League may, in its absolute discretion, request:

- any official of the Club seeking to register the Academy Player, any official of a Club with which the Academy Player has previously been registered, the Academy Player himself and/or his Parent(s) to appear before it to answer questions; and
- such Person or any Club (or club) to produce documents, in each case, to ensure that there has been no breach of Rules 297 to 300.

237. Where a request is made by the League in accordance with Rule 297, 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 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).

238. 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 297, the other Club shall be presumed to have breached Rule 297.
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.
257. An application for the registration of an Academy Player at an Academy shall be made by completing and submitting to the League:

257.1 Form YD4 signed on behalf of the Club by an Authorised Signatory;

257.2 a copy of the Code of Conduct referred to in Rule 197;

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

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

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

258. A Club shall expect each Academy Player (or in this instance his Parent) to complete the ethnic monitoring questionnaire at the same time that he completes Form YD4. Therefore, the Club shall submit the completed ethnic monitoring questionnaire to the League at the same time, with the inclusion of Form YD4, to the Academy Player or his Parents (as applicable) to elect not to complete the questionnaire, he should nevertheless submit Form YD4 to the League forthwith.

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

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

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

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

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

263. Save that no Club shall be in breach of this Rule where any surplus of Academy Players registered in a particular age group is as a consequence of a Club agreeing to terminate the registration of a player in respect of whom the registration was held in accordance with Season 2019/20 Registration Extension (as extended pursuant to Rule 269.2, where applicable).

264. An application to register any Academy Player in the age group 9 to 13 inclusive may be made immediately prior to the Under 9 season.

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

- the Academy Player is in age groups Under 10, Under 11 or Under 12;
- 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;
- the former Club had given notice to that Academy Player under the provisions of Rules 261.1 or 261.2 that it intended to retain his registration;
- the Club making the application had within the said period of 12 months registered two Academy Players in age groups Under 10, Under 11 or Under 12 whose registrations had been held by the former Club, unless the Club making the application and the former Club agree otherwise.

266. On or before the third Saturday in May in every year each Club shall send to the League a list in Form YD5 containing the names of each of its Academy Players whose registration if then held (other than those who have entered into a Scholarship Agreement whose names are included in the list required by Regulation 67.4A, indicating:

- which it retains;
- which it intends to retain;
- which it intends to terminate (with effect from the first Saturday in June);
- in the case of Academy Players in the Under 9, Under 10, Under 11, Under 12 and Under 14 age groups, which of those Academy Players have agreed to a Season 2019/20 Registration Extension.

End of Season Procedure

267. Except in the case of an Academy Player who has been offered and has accepted a Scholarship Agreement in accordance with Rule 278 or agreed a Season 2019/20 Registration Extension:

267.1 on or before the third Saturday in May in every year in which his registration is held, each Club shall give or send to each of its Academy Players in age groups Under 9 to Under 11 Form 30 notifying him whether it intends to retain or to terminate his registration with effect from the first Saturday in June; and

267.2 on or before the third Saturday in May, each Club shall give or send to each of its Academy Players in age groups Under 12 and Under 14 Form 30 notifying him whether it intends to retain his registration for the next two seasons or to terminate it with effect from the first Saturday in June.

268. An Academy Player who receives notification under Rule 267.1 or Rule 267.2 of his Club’s intention to terminate his registration shall be at liberty forthwith, to seek registration as an Academy Player at the Academy of another Club (or club).

269. Where a Club and Academy Player agree to a Season 2019/20 Registration Extension:

269.1 that agreement must be confirmed to the League (in such form as approved by the League) by the third Saturday in May;

269.2 the Season 2019/20 Registration Extension may be extended for a further six weeks by agreement between the Club and Academy Player, provided that confirmation is sent to the League (in such form as approved by the League) by no later than 29 October 2020;

269.3 by no later than the date falling two weeks before the last day of the Season 2019/20 Registration Extension (as extended pursuant to Rule 269.2, where applicable), each Club shall:

- provide to each relevant Academy Player in the Under 9 to Under 11 age groups an EFL Form 30 notifying him whether it intends to retain or to terminate his registration with effect from the end of the Season 2019/20 Registration Extension; and
- provide to each relevant Academy Player in the Under 12 and Under 14 age groups an EFL Form 30 notifying him whether it intends to retain his registration for the next two seasons or to terminate his registration with effect from the end of the Season 2019/20 Registration Extension;

269.4 where a Club offers to retain the Academy Player’s registration in line with Rule 269.3.1 or 269.3.2, confirmation of whether the Academy Player has accepted or refused that offer must be provided to the League (in such form as approved by the League) before the conclusion of the Season 2019/20 Registration Extension (as extended pursuant to Rule 269.2, where applicable);

269.5 an Academy Player who receives notification under Rule 269.3.1 or 269.3.2 of his Club’s intention to terminate his registration (or who has not received an offer of retention under these Rules but has refused it) shall be at liberty to seek registration as an Academy Player at the Academy of any other Club (or club) with effect from the conclusion of his Season 2019/20 Registration Extension (as extended pursuant to Rule 269.2, where applicable).

270. An Academy Player who receives notification under Rule 270.1 or Rule 270.2 of his Club’s intention to terminate his registration shall likewise be at liberty after the first Saturday in June to seek registration as an Academy Player at the Academy of any other Club (or club) provided that:

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

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

271. Subject to Rule 271A, an Academy Player in age group Under 18 who has not received an offer to enter into a Scholarship Agreement by 31 December or who has been notified in writing by his Club that such an offer will not be forthcoming shall thereafter be at liberty to seek registration as an Academy Player at the Academy of any other Club (or club) and, in such circumstances (save where the Academy Player concerned remains in Full Time Education beyond his Under 16 year), the Club that holds his registration shall not be entitled to receive compensation from any Club (or club) that subsequently registers the Academy Player for its training and development of that Academy Player, in accordance with Rule 525.

271A. In respect of Season 2020/21 only, the deadline of 31 December in Rule 271 shall be amended to 1 March.

Termination of Registration

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

272.1 the Academy Player completing his Full Time Education; or

272.2 the receipt by the League at any time of an intentional cancellation notification in Form YD10 or YD10a duly completed and signed by the Academy Player or by the Parent or by 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 272.1; or

272.4 the first Saturday in June following the receipt by the League of Form YD10 upon which his Club has indicated its intention to terminate the Academy Player’s registration; or

272.5 at the conclusion of a Season 2019/20 Registration Extension, where no agreement has been reached in accordance with Rule 269.3.1 or

272.6 the expiry, surrender, suspension or revocation of the Academy Licence of the Club holding the registration.

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

273.1 upon the written application of either:

273.1.1 the Academy Player or, if the Academy Player is a child, his Parent on his behalf (and one of the grounds, 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 26.5.3); or

273.1.2 the Club holding his registration; or

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

- cancel the registration of the Academy Player;
- order that the Academy Player be deemed to be engaged on one of the other Training Models.

The Board will notify its decision as set out in Rule 274 without having first given the Club, the Academy Player and his Parent the opportunity to make representations.

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

Upon an Academy Player's registration terminating by virtue of the provisions of Rule 272.2, the League shall provide him with a copy of Form YD7 or YD10 as evidence thereof.
301. Each Club which operates an Academy shall ensure that:

301.1 It provides as a minimum the facilities and accommodation set out in Rules 303 to 314; and

301.2 If it operates a Category 1 Academy, such facilities and accommodation are available for the exclusive use of its Academy at all times and it requires access to them in order to comply with these Rules.

302. Save where otherwise indicated, or with the permission of the Board, the facilities and accommodation set out in Rules 303 to 314 shall be provided at the Club’s principal venue for the coaching and education of Academy Players.

303. Grass pitches

Category 1

(a) A sufficient number of grass pitches of the appropriate sizes (as required by the Rules relating to Games Programmes) to enable the Club to play all its matches in the Games Programmes and fulfill its commitments under these Rules as regards coaching.

(b) A floodlit grass pitch enclosed with perimeter fencing and with designated areas for spectators and hooligans.

(c) A designated area (e.g. grass) for the coaching of goalkeepers.

Category 2 and 3

(a) A sufficient number of grass pitches of the appropriate sizes (as required by the Rules relating to Games Programmes) to enable the Club to play all its matches in the Games Programmes and fulfill its commitments under these Rules as regards coaching.

(b) A floodlit grass pitch encircled with perimeter fencing and with designated areas for spectators and hooligans.

(c) A designated area (e.g. grass) for the coaching of goalkeepers.

Category 4

(a) A sufficient number of grass pitches of the appropriate sizes (as required by the Rules relating to Games Programmes) to enable the Club to play all its matches in the Games Programmes and fulfill its commitments under these Rules as regards coaching.

(b) A floodlit grass pitch encircled with perimeter fencing and with designated areas for spectators and hooligans.

(c) A designated area (e.g. grass) for the coaching of goalkeepers.

304. Each Club shall take all reasonable steps to maintain each grass pitch used by its Academy at all times when such pitches are required by the Academy for matches or coaching.

305. The League shall inspect the Academy grass pitches of each Club which operates a Category 1 or Category 2 Academy at least twice a year, and of each Club which operates a Category 3 Academy from time to time.

306. Each Club shall take such steps as the Board may require if the Board is not satisfied that a pitch is being maintained to an adequate standard.

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

308. Artificial surface pitch

Category 1 and 2

(a) One floodlit outdoor Artificial Surface pitch (provided that if a Club is unable to obtain planning permission for floodlighting then the requirement for floodlighting shall be waived). It is recommended and mandatory with effect from 1 July 2016 that such pitch measures 50 metres in length and 40 metres in breadth, unless otherwise permitted by the League.

Category 3 and 4

(a) One floodlit outdoor Artificial Surface pitch (which need not be at the principal venue).

309. Indoor area for training and the playing of matches

Note: usually 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 relocated to its principal venue for planning reasons. In such cases, where the Board is satisfied that the Club’s indoor facility may be located either 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 and 2

(a) One indoor Artificial Surface pitch measuring a minimum of 60 yards by 40 yards which shall be owned by the Club (or alternatively the Club must enter into a legally enforceable agreement with the owner of the facility for its use by the Club, expiring not earlier than the end of the current season) and which shall be for the exclusive use of the Academy at all times and which is left in a pitch condition which complies with the size requirements set out in Regulation 5A.2 (as amended).

Category 3 and 4

(a) Access to one indoor pitch measuring 60 yards by 40 yards during the months of November to April. Alternatively, the pitch may measure 50 yards by 20 yards but the Club shall only be permitted to coach the following maximum number of Academy Players at any one time:

<table>
<thead>
<tr>
<th>Age group</th>
<th>Under 13</th>
<th>Under 14</th>
<th>Under 15</th>
<th>Under 16</th>
</tr>
</thead>
<tbody>
<tr>
<td>Number of players</td>
<td>15</td>
<td>18</td>
<td>18</td>
<td>18</td>
</tr>
</tbody>
</table>

310. Changing rooms and washing facilities

Category 1 and 4

(a) A sufficient number of changing rooms of the appropriate size for the Academy at the Club’s principal venue.

(b) A sufficient number of washing and toilet facilities, of suitable quality, for the exclusive use of Academy Players.

(c) A sufficient number of separate washing and toilet facilities, of suitable quality, for the exclusive use of visiting teams.

(d) A sufficient number of changing rooms and washing and toilet facilities, of suitable quality, for the exclusive use of coaches and officials at the Club’s principal venue.

(e) In (b) and (c) above, the number of changing rooms and washing and toilet facilities, of a suitable quality, for the exclusive use of the coaches and officials at the Club’s principal venue shall be equal to the number of Academy Players and coaches and officials employed at the Academy and on other relevant Academy Staff.

311. Team meeting room

Category 1 and 2

(a) A dedicated room large enough to hold 20 people and equipped with individual desks (one person per desk), audiovisual projection equipment and a large screen, internet access and computers.

Category 3 and 4

(a) A dedicated room large enough to hold 20 people and equipped with individual desks (one per person), audiovisual projection equipment and a large screen, internet access and computers.
FINANCE AND EXPENSES

Finance

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

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

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

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

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

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

Expenses

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

325. Without prejudice to Rules 297 to 300, no payment of any kind may be made by a Club to an Academy Player or his Parent (whether directly or indirectly) outside the terms of the guidance issued by the Board in accordance with Rule 324, without the express prior consent of the League.

COMPENSATION

Compensation

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

326.1 the Training Club had indicated in Form 30 (or, in the case of a Premier League club, the equivalent Premier League form) its intention to retain the Applicant Club’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 Applicant Club sought registration at the Applicant Club because it had moved residence outside the permitted travelling time from his home Training Club; or

326.4 save where Rule 271 applies, the Training Club and Academy Player mutually agreed to terminate the Academy Player’s registration pursuant to Rule 272.2 and agreed that the Training Club should retain the right to receive compensation should the Academy Player sign for another Club (or club);

326.5 the Board has made a determination to that effect pursuant to Rule 276; and

326.6 in all the above cases, the Training Club had validly licensed to operate an Academy in accordance with these Rules (or to operate a Football Academy) and Centre of Excellence in accordance with the Rules pertaining to youth development which these Rules replaced.

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

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

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

328. Rules 330 to 340 govern the compensation payable in respect of an Academy Player who is in, or about to enter, any age group between Under 9 and Under 16. At the time when he is first registered with the Applicant Club save for an Academy Player to whom Rule 329.2 applies.

329. In default of agreement between the Applicant Club and the most recent Training Club, the Professional Football Compensation Committee shall (in accordance with the provisions of Appendix 4 of the Regulations) determine the compensation payable to the latter in respect of an Academy Player:

329.1 who is in any age group between Under 9 and Under 12 when he is registered for the Applicant Club; or

329.2 to whom the Training Club made an offer of a Scholarship Agreement pursuant to Rule 278.

330. The compensation due in respect of an Academy Player to whom Rule 329.2 applies shall consist of an initial fee payable to the most recent Training Club (and to be paid within seven days of the Academy Player being registered for the Applicant Club) and, if the Academy Player is in age group Under 9 or older, contingent compensation is payable to all qualifying Training Clubs in accordance with these Rules.

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

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

331.2 adding thereto any initial fee (apparatus at such a cost 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 the “applicable annual fixed fee” means the fee set out in the table in Rule 333 referable to:

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

332.2 the “applicable number of years” means the number of years for which the Academy Player was registered for the Training Club (subject to Rule 359).

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

<table>
<thead>
<tr>
<th>Age group of the Academy Player</th>
<th>Category of the Academy of the Training Club at the relevant time</th>
<th>Applicable Annual Fixed Fee</th>
</tr>
</thead>
<tbody>
<tr>
<td>Under 9 to Under 11</td>
<td>All categories</td>
<td>£1,000</td>
</tr>
<tr>
<td>Under 12 to Under 15</td>
<td>Category 2</td>
<td>£5,000</td>
</tr>
<tr>
<td>Under 16 to Under 18</td>
<td>Category 1</td>
<td>£10,000</td>
</tr>
<tr>
<td>Under 19 to Under 21</td>
<td>Category 3</td>
<td>£15,000</td>
</tr>
</tbody>
</table>

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

334.1 appearance fees calculated by reference to the number of First Team Appearances (up to a maximum of 100) made by the Academy Player for the Applicant Club or any other Club or Premier League club for whom the Academy Player subsequently becomes registered (including, with effect from the commencement of Season 2020/21 only, by way of a Temporary Transfer or otherwise) and the divisional status of the relevant Club at the end of the relevant Season; and

334.2 5% of all Compensation Fees, Transfer Fees, Loan Fees and Contingent Sums paid in respect 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 Club who acquired the Academy Player’s registration;

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

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

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

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

<table>
<thead>
<tr>
<th>Number of First Team Appearances</th>
<th>Premier League Club</th>
<th>League Two Club</th>
<th>League One Club</th>
<th>League Two Club</th>
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<tr>
<td>50</td>
<td>£150,000</td>
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<td>40</td>
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<td>£50,000</td>
<td>£5,000</td>
<td>£20,000</td>
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<td>£100,000</td>
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</tr>
<tr>
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<td>10</td>
<td>£50,000</td>
<td>£5,000</td>
<td>£20,000</td>
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</tr>
</tbody>
</table>

336. In Rule 334:

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

336.2 in the event that the Academy Player’s registration at a Club (or Premier League club) is terminated (whether by suffusion of time, cancellation, transfer or otherwise) prior to his having made sufficient appearances to trigger one of the payments set out in Rule 333, that Club (or Premier League club) shall pay a pro-rata amount to the relevant Training Clubs 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 332 or otherwise, may not take effect or as to vary the contingent compensation payable pursuant to this section of the Rules to any other Club (or Premier league club).

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

340. If the Academy Player has been registered for a Training Club for part only of the period between the start of his Under 12 year to the conclusion of his Under 18 year, the amount of contingent compensation payable to that Training Club calculated in accordance with these Rules shall be paid pro rata to the Training Club.

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

342. The re-nomination of a Contract Player under Regulation 61 shall impose an obligation on the Club next holding his registration to pay to the former Club (or club) compensation for the training and development of that Player if the Club (or club):

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

342.2 had offered him a Scholarship Agreement with him which offer he had not accepted; or

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

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

342.3.2 in accordance with the terms thereof the former Club (or club) had offered him a contract as a Contract Player which offer he had not accepted.

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

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

343.2 such sum as the Professional Football Compensation Committee on the application of either Club (or club) shall determine pursuant to Rule 341.

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

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

APPENDIX A – SAFEGUARDING

Part 1 – The EFL Child Protection Statement

The aim of the League is to:

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

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

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

d. promote ethics and high standards throughout football.

The key principles underpinning this Policy are that:

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

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

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

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

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

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

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

Part 2 – Specific Requirements

Definitions

1. For the purposes of this Part 2:

1.1. Activity or Activities means any activity or series of activities organized or arranged by or in the name of the Club for Academy Players (and/or to be attended by Academy Players), and includes any individual that is employed, is retained to work or is working at an Academy and

1.2. Working includes any individual that is employed, is retained to work or is working at an Academy and

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

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

Written Policies and Procedures

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

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

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

3.2. comply with any policy or guidance published by the League from time to time (including, for the avoidance of doubt, the Safeguarding Operating Standards as defined in the Regulations).
10.5. Their particulars are held on the single central record of persons employed or retained by the Club (the Single Central Record).

10.2. Comply in full with any guidance or policy published by the League from time to time.

9. Each Club shall prepare, implement and review regularly a safer recruitment policy, which shall:

8.1. Act as the Club’s principal point of contact with the League on all matters connected with safer recruitment and the use of the Disclosure or lists of relevant Academy Staff.

8. The Designated Safeguarding Officer at the Club shall act as Lead Disclosure Officer. The Lead Disclosure Officer shall:

7. Each Designated Safeguarding Officer shall:

6. The Designated Safeguarding Officer may, in relation to a specific Activity, if appropriate, delegate any of the responsibilities listed in paragraphs 5.10 to 5.13 to one or more other members of Staff (‘Safeguarding Officers’). In such circumstances, the Designated Safeguarding Officer must supervise the work of the Safeguarding Officers(s) and ensure that they are properly trained, and supported including, without limitation, by way of regular, minuted meetings with each Safeguarding Officer.

5. Each Designated Safeguarding Officer shall:

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

3. Review and approve the safeguarding provision for all Activities;

2. Be trained in all issues affecting the safeguarding of Relevant Academy Players;

1. Maintain the records of Relevant Academy Players Single Central Record (as defined in paragraph 10.5 below) in such format as approved by the League;

10.5. The Disclosure or lists of relevant Academy Staff.

10. Comply in full with any guidance or policy published by the League from time to time.

9. Each Club shall prepare, implement and review regularly a safer recruitment policy, which shall:

8.1. Act as the Club’s principal point of contact with the League on all matters connected with safer recruitment and the use of the Disclosure or lists of relevant Academy Staff.

8. The Designated Safeguarding Officer at the Club shall act as Lead Disclosure Officer. The Lead Disclosure Officer shall:

7. Each Designated Safeguarding Officer shall:

6. The Designated Safeguarding Officer may, in relation to a specific Activity, if appropriate, delegate any of the responsibilities listed in paragraphs 5.10 to 5.13 to one or more other members of Staff (‘Safeguarding Officers’). In such circumstances, the Designated Safeguarding Officer must supervise the work of the Safeguarding Officers(s) and ensure that they are properly trained, and supported including, without limitation, by way of regular, minuted meetings with each Safeguarding Officer.

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1. Maintain the records of Relevant Academy Players Single Central Record (as defined in paragraph 10.5 below) in such format as approved by the League;

10.5. The Disclosure or lists of relevant Academy Staff.

10. Comply in full with any guidance or policy published by the League from time to time.

9. Each Club shall prepare, implement and review regularly a safer recruitment policy, which shall:

8.1. Act as the Club’s principal point of contact with the League on all matters connected with safer recruitment and the use of the Disclosure or lists of relevant Academy Staff.

8. The Designated Safeguarding Officer at the Club shall act as Lead Disclosure Officer. The Lead Disclosure Officer shall:

7. Each Designated Safeguarding Officer shall:

6. The Designated Safeguarding Officer may, in relation to a specific Activity, if appropriate, delegate any of the responsibilities listed in paragraphs 5.10 to 5.13 to one or more other members of Staff (‘Safeguarding Officers’). In such circumstances, the Designated Safeguarding Officer must supervise the work of the Safeguarding Officers(s) and ensure that they are properly trained, and supported including, without limitation, by way of regular, minuted meetings with each Safeguarding Officer.

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APPENDIX B – CODE OF CONDUCT FOR SCOUTS

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

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

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

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

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

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

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

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

Publication of Policies

23. Each Club shall publish in an easily accessible section of its website:

23.1. a clear statement of the Club’s commitment to safeguarding;

23.2. the name and contact details of the Club’s Senior Safeguarding Manager; and Designated Safeguarding Officer; and

23.3. a copy of the Club’s safeguarding policies and procedures.

Comments

24. Paragraphs 25 and 26 are without prejudice to the rights of individuals under any relevant legislation including, without limitation, all data protection laws.

25. The written consent of a Child’s Parent shall be obtained:

25.1. before the Child participates in an Activity (by the Parent completing and returning a written parental consent form); and

25.2. if the Child is under the age of 16, before any images or footage are taken or used for any purpose whatsoever.

26. (While the consent of a Parent (or carer) is not required where images or footage are taken of an Adult at Risk, as a matter of good practice, Clubs should ensure that where such images or footage are to be taken, the Adult at Risk understands the implications of the images or footage being taken, especially if the images or footage are to be used by the Club (or anyone else) for promotional purposes, or otherwise made publicly available.)

APPENDIX B – CODE OF CONDUCT FOR SCOUTS