ENGLISH FOOTBALL LEAGUE

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The EFL Youth Development would like to thank the following clubs for providing the photographs included in this handbook: Ipswich Town, Peterborough United, Doncaster Rovers, Leyton Orient, AFC Wimbledon, Macclesfield, Northampton Town, Borehamwood, Exeter City, Sutton United, Salford City.

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WELCOME

Joining the Academy system is a wonderful opportunity for any young person, not only to develop as a footballer but also to have a positive experience regardless of progression as a player. On behalf of everyone at the English Football League (EFL), we wish your child good luck as they begin their journey.

You and your child 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 a parent or carer of an Academy Player. This handbook is designed to provide you with an introduction to the Academy system and information on how it works.

IMPORTANT ADVICE

Participating in the Academy system is an achievement to be proud of and, along with football development, should enrich childhood experiences and provide opportunities for holistic development. It is important to remember however that every Academy Player will, at some point, stop playing football in the Professional Club environment. This may be in a matter of months, a few years or after a career as a Professional with, for the vast majority of young players in the Academy system, departure from the Professional Club environment occurring without playing professionally.

Regardless of when release occurs, it is important that, from the start of a young person’s time in an Academy, every effort is made to ensure that the young person does not feel defined by football progression or performance and is able to maintain interests outside of football. This can be termed as maintaining a broader identity. When release occurs whilst this will, in all likelihood, still be disappointing and represent a challenging time, such an approach should help to make the transition process easier. Academic research provides evidence to suggest that this advice can also help football performance.

The following table contains, what we would consider to be some very important advice to help ensure the young people involved in the Academy system have a positive and beneficial experience.

<table>
<thead>
<tr>
<th>IMPORTANT ADVICE HOW MIGHT THIS LOOK?</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ensure the young person does not feel defined by football performance or be solely identified as a footballer</td>
</tr>
<tr>
<td>a) Ensure the young person is not only referred to as a footballer who plays in an Academy</td>
</tr>
<tr>
<td>b) Ensure conversation is not always about football performance</td>
</tr>
<tr>
<td>c) Ensure the young person feels valued for who they are beyond football and not solely because they are involved at an Academy</td>
</tr>
<tr>
<td>d) Ensure social media accounts/profiles do not extensively promote the young person as a footballer through over-professionalisation, promotion via parental account management, images in kit etc</td>
</tr>
<tr>
<td>e) Encourage and recognise other hobbies, interests and activities which help to build a broader identity</td>
</tr>
<tr>
<td>Ensure the young person’s only career option is not as a footballer</td>
</tr>
<tr>
<td>a) Ensure academic attainment at school is maintained</td>
</tr>
<tr>
<td>b) Ensure other options form a dual career pathway and are part of “Plan A” and are not a secondary “Plan B”</td>
</tr>
<tr>
<td>c) Ensure the young person (and close friends/relatives) are aware that a very small minority of individuals have a sustained professional career as a footballer and there are associated challenges along the way</td>
</tr>
<tr>
<td>Ensure the young person maintains interest and friends outside the Academy</td>
</tr>
<tr>
<td>a) Encourage time for and engagement with other interests and hobbies</td>
</tr>
<tr>
<td>b) Encourage time being spent with friends who are not involved in Academy football</td>
</tr>
<tr>
<td>c) Ensure the young person understands that non-football activities can support football performance</td>
</tr>
<tr>
<td>Ensure the young person judges success in the Academy by being the best they can be and enjoying the experience. Recognise from the start that being released does not represent failure.</td>
</tr>
<tr>
<td>a) Praising and encouraging doing your best (not necessarily being better than others)</td>
</tr>
<tr>
<td>b) Ensuring enjoyment whilst being the best Player they can be</td>
</tr>
<tr>
<td>c) Recognising there is a substantially greater number of Academy players than Professional Players in the EFL and PL and that the journey is more important than the destination</td>
</tr>
</tbody>
</table>
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 enjoyable and positive in helping to develop the person as well as the player.

Our vision is to produce outstanding footballers capable of playing at the highest levels of the game while ensuring positive development outcomes and experiences for all Academy Players who come through the Academy system.

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.

OPPORTUNITY
Participating in the Academy system is an achievement to be proud of, however it is important for your child to maintain a balance between the demands of life outside of football, including their education.

Support your child to 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. So wherever and whenever the journey in the Professional Football Academy / Club environment ends, we hope your child enjoys it.

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. The Club coaches, backed by a wide range of other specialist services, support Academy Players through each phase of the Pathway.

THE PERFORMANCE PATHWAY HAS THREE PHASES

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

UNDERSTANDING ACADEMY CLASSIFICATION

Each Academy is independently audited 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. The 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 U9 to U21 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’s 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 U9 to U21 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 U9 to U21 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 U17 to U21 educational support for Academy Players in the Professional Development Phase (U17 to U21) only.</td>
<td>U17 to U21</td>
</tr>
</tbody>
</table>
2. PARTICIPATION

JOINING THE ACADEMY SYSTEM

The first point of contact with a Club may be through a Scout.

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 and can be contacted for advice and guidance for Academy Players of any age. Please see section 7 for further details.

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 listed opposite.

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.

INDUCTION

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

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

ACADEMY REGISTRATION

Registration is when your child commits to a Club’s Academy, and the Club commits to your child. All parties must complete a registration form. Your child remains attached to the Club for a period of time that depends on their age and joins an age group determined by the age they will be on 31st August.

Once registered as an Academy Player your child will no longer be able to play grass roots football, although for players in the age groups Under 9, Under 10 and Under 11 this may change and your Club will notify you if the option to participate in some grass roots football becomes available.

The initial duration of the registration will be determined by the time of year when the Club approaches your child to register and the age group in which they would be registered.

DURATION OF REGISTRATION

<table>
<thead>
<tr>
<th>Age Group</th>
<th>Duration</th>
</tr>
</thead>
<tbody>
<tr>
<td>U9, U10 and U11</td>
<td>Registration period of up to 1 year</td>
</tr>
<tr>
<td>U12, U14 and U16</td>
<td>Registration period of up to 1 year</td>
</tr>
<tr>
<td>U13 and U15</td>
<td>Registration period of up to 2 years</td>
</tr>
</tbody>
</table>

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 the Club see registration as a crucial time when independent advice is important for Academy Players and their parents (see section 7).

CONTACTS

Intermediaries in England are registered and monitored by the Financial Regulation team at The FA.

You can contact them here:

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

A Scholarship is a 2-year agreement between the Club and the Academy Player which provides a full-time football development and education programme.

This is also sometimes referred to as an apprenticeship.

An offer of a Scholarship may be officially recorded at any time on or after 1st July between the Under 13 and Under 14 season. For those Academy Players in the Under 16 age group, it shall be offered on or before 31st December in your Under 16 season. Following receipt of this offer, a response is required within 28 days, otherwise it is considered that you / your child have not accepted the offer. Serious consideration should be given to undertaking this long-term commitment to a Club.

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

REGISTRATION PROCESS

Once the registration form is signed, the EFL will process the registration. If you and your child choose to cancel the agreement, you must contact the EFL during this initial 7-day period as they may be coached by, and play for, the Club, and any person connected with you / them.

At the end of each Season (except for an Academy player in the middle of a two year registration or being offered a scholarship or is currently registered on the full time training model) the Academy system provides Academy Players with an opportunity to consider their options, and a permitted time period to be contacted by, or to contact Clubs if they have chosen to leave an Academy, or if they have been released. However, please be aware that any approach or contact with or by another Club outside of this time period could be deemed a breach of the EFL’s Rules.

INDUCEMENTS

Similarly, no club may attempt to induce players to register with it (whether by offering money or other benefit in kind to you, your child or anyone connected to you). This is called an inducement and you or your child must not accept any such inducement 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 child 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 AND FA RESPECT PROGRAMME

Your child’s registration means both you and they accept personal responsibility for maintaining standards of behaviour set out by your Club, Academy and the EFL and this was confirmed upon, at the point of registration, the signing of the Code of Conduct for Clubs, Academy Players and Parents. This Code of Conduct, which also outlines a commitment by the Club, can be found as Appendix B of the Youth Development Rules on page 82 of this handbook.

A number of years ago the FA introduced the Respect programme to try to ensure that a supportive and positive match day experience exists at all levels of youth football. Key to the development of young Players is that they enjoy the experience of playing and training and this is supported by the FA Respect programme (details of which can be found on the FA website).

TIME/DISTANCE REGULATIONS

Between Under 9 and Under 16, Academy Players can generally only be registered with a Club if they 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 Under 14, Under 15 and Under 16 age groups.

<table>
<thead>
<tr>
<th>Academy Classification</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>Category 1</td>
<td>1 Hour</td>
<td>1 ½ Hours</td>
<td>Full time</td>
<td>No restriction</td>
</tr>
<tr>
<td>Category 2</td>
<td>1 Hour</td>
<td>1 ½ Hours</td>
<td>Not applicable</td>
<td>No restriction</td>
</tr>
<tr>
<td>Category 3</td>
<td>1 Hour</td>
<td>1 ½ Hours</td>
<td>Not applicable</td>
<td>No restriction</td>
</tr>
<tr>
<td>Category 4</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.
WELCOME

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

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

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

At the end of each registration period, if the offer of retention is refused and a new Club wishes to sign your child, they may have to pay compensation to previous Club(s) at which your child was registered. If your child is offered a professional contract, they may have to pay compensation to previous Club(s) at which your child was registered. Compensation is money paid by your child’s new Club to their previous Club to cover training and development costs if an offer of extended registration is declined. If compensation is due, and any amounts are not agreed between clubs, the new Club may be required to calculate compensation based upon an annual fixed fee which relates to the age group(s) the player was registered in and the category of Academy the player was registered with. The current fees are as shown in the table below.

<table>
<thead>
<tr>
<th>Age</th>
<th>Cat 1</th>
<th>Cat 2</th>
<th>Cat 3</th>
</tr>
</thead>
<tbody>
<tr>
<td>U9</td>
<td>£5,000</td>
<td>£5,000</td>
<td>£5,000</td>
</tr>
<tr>
<td>U10</td>
<td>£10,000</td>
<td>£8,750</td>
<td>£7,500</td>
</tr>
<tr>
<td>U11</td>
<td>£15,000</td>
<td>£12,500</td>
<td>£10,000</td>
</tr>
<tr>
<td>U12</td>
<td>£45,000</td>
<td>£30,000</td>
<td>£15,000</td>
</tr>
<tr>
<td>U13</td>
<td>£60,000</td>
<td>£40,000</td>
<td>£20,000</td>
</tr>
<tr>
<td>U14-16</td>
<td>£80,000</td>
<td>£50,000</td>
<td>£25,000</td>
</tr>
</tbody>
</table>

CONTINGENCY FEES
In addition, should your child subsequently achieve a number of first team appearances, then their previous Club(s) may be entitled to additional fees known as contingency payments from the current Club. The fees are set according to divisional status. Further information is set out in the Youth Development Rules.

REQUESING RELEASE
During the registration period your child 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 child’s desire to leave, with the Academy Manager. Any concerns regarding a safeguarding issue should be addressed to the Academy Designated Safeguarding Officer (DSO).

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

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

You should be aware that compensation may be due to the Training Club should your child 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 your child is registered with one Academy and wishes to move to another Academy, you, your child and the two relevant Clubs will ordinarily be required to undergo an exit interview to talk through the circumstances of the 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, your child and 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, your child or anyone connected with you or your child to encourage them / 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.

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.

If your child’s Club does not wish to extend this registration, it is expected to provide support by, for example, helping identify opportunities to continue your child’s football participation / development elsewhere. League Football Education (EFL) also provides support for players released at the end of their Scholarships.

Events are also hosted to provide support for Under 16 and Under 18 players who are not offered a Scholarship or Professional contract. Details of such events, called “Development Events”, should be provided by the Club at the relevant time. Further information is provided on page 35.

Further details on opportunities to attend the U16 Assessment Trials and U18 Assessment Trials can be found on page 35.
3. ACADEMY PERFORMANCE PLAN

Each Academy has a performance plan which follows the Club’s guiding principles, values, playing style and tactical approach. This encompasses games programme, education programmes, sports science and medicine services support as well as coaching on the pitch. Your child’s 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. You and your child will be introduced to these specialist staff at the induction.

COACHING PROGRAMME

The age group your child is in will, to an extent, determine the coaching contact time they will receive.

The number of coaching sessions available should increase as they progress along the Performance Pathway. The Club will advise on which coaching programmes will be available to your child; 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 24).

Close integration with education and welfare programmes will be paramount in building an effective coaching programme. The Club will continually monitor your progression via regular performance reviews (see page 21).

N.B. These coaching contact times are a guide and the coach may adjust the weekly programme according to specific needs and the individual programme. The coaching hours also include match time.

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 basic skills, game understanding and tactical awareness.
- Games take place on age-appropriate pitches. Matches are small-sided games for each age group.
- Subject to fitness, participation is 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 January.

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 Under 12 to Under 14 age groups participation is in at least 50% of match playing time reasonably spread out in any one season.
- Subject to fitness, in the Under 15 and Under 16 age groups players will play 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 Under 12 to Under 16.

<table>
<thead>
<tr>
<th>Academy Classification</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>Category 1</td>
<td>4 coaching hours per week rising to 8 hours for older Academy Players.</td>
<td>8 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>Category 2</td>
<td>4 rising to 6</td>
<td>7 rising to 12</td>
<td>14 coaching hours per week.</td>
</tr>
<tr>
<td>Category 3</td>
<td>4</td>
<td>5 rising to 7</td>
<td>12 coaching hours per week.</td>
</tr>
<tr>
<td>Category 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.</td>
</tr>
</tbody>
</table>

YOUTH DEVELOPMENT RULES OF THE EFL FOR SEASON 2022/23

- Category 1 and 2 Academies participate in a regional indoor season during December and January.
- Subject to fitness, participation is in at least 50% of match playing time reasonably spread out in any one season.
- Subject to fitness, in the Under 15 and Under 16 age groups players will play 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 Under 12 to Under 16.
PROFESSIONAL DEVELOPMENT PHASE: U17 TO U21

The Professional Development Phase aims to prepare players for professional life in the Club’s first team. Depending on age and Academy Category, players will join a bespoke U18 League or a Professional Development League. In the league for category 3 and 4 Clubs up to 3 Under 19 Players can also participate for each team.

The vast majority of Under 18 League games take place on Saturdays.

Premier League 2 consists of Category 1 Academies, each playing a proportion of matches at the Club’s main stadium. A Professional Development League is also provided for the Category 2 Clubs with a proportion of matches being played in the main stadium.

A development League which provides playing opportunities for players at some Category 3 and 4 Academies is also in operation.

FESTIVALS, TOURS AND TOURNAMENTS

Your child 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 playing experiences and help with technical and personal development. The Club will provide specific details about these events as they are scheduled in the calendar.

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>4v4, 5v5, 6v6 or 7v7</td>
<td>30 x 20 to 40 x 30 (4v4 and 5v5) 50 x 30 to 60 x 40 (7v7)</td>
<td>12 x 6</td>
<td>3 (or 4 at the Home Club’s preference)</td>
</tr>
<tr>
<td>U10</td>
<td>4v4, 5v5, 6v6 and 7v7</td>
<td>50 x 30 to 60 x 40</td>
<td>12 x 6 (4v4 and 5v5) 12 x 6 to 16 x 7 (7v7)</td>
<td>4</td>
</tr>
<tr>
<td>U11</td>
<td>7v7 or 9v9</td>
<td>50x30 to 60x40 (7v7) 70 x 40 to 80 x 50 (9v9)</td>
<td>12 x 6 to 16 x 7 (7v7) 16 x 7 (9v9)</td>
<td>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</td>
<td>11v11 (or 9v9 if both Clubs so agree)</td>
<td>90 x 60 (11v11) 70 x 40 to 80 x 50 (9v9)</td>
<td>21 x 7 (11v11) 16 x 7 (9v9)</td>
<td>4</td>
</tr>
<tr>
<td>U13</td>
<td>11v11</td>
<td>90 x 60</td>
<td>21 x 7</td>
<td>4</td>
</tr>
<tr>
<td>U14</td>
<td>11v11</td>
<td>90 x 60 to 100 x 60</td>
<td>21 x 7 to 24 x 8</td>
<td>5</td>
</tr>
<tr>
<td>U15</td>
<td>11v11</td>
<td>110 x 70</td>
<td>24 x 8</td>
<td>5</td>
</tr>
</tbody>
</table>
Every Academy Player is issued with a personalised photo ID card as part of their registration. The League will send the card to your child once the registration forms (including an appropriate image) have been submitted and approved. The card is valid for 3 years.

The card is designed to make sure that we check who is playing, that they are in the correct age group and to record attendance at Academy fixtures. This helps to maintain a safe environment for Academy Players and staff. In order to participate in Academy fixtures and events, your child (or you or their coach) will need to have their card with them and available for inspection at all such Academy fixtures and events. Cards could be inspected before, during or after their matches by Games Programme Monitors who are deployed across the system.

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

The EFL will only record and store data deemed essential in fulfilling its role as a governing body and in support of its functions.

**IN RESPECT OF PRS, ONCE REGISTERED, THE LEAGUE WILL ACCESS THE FOLLOWING REGISTRATION DATA IN ORDER TO PRODUCE PLAYER ID CARDS:**

- Player name
- Player FAS ID
- Player image
- Player registration status

The data will be used to produce the ID card to verify Player eligibility at fixtures. All stored data will be held securely alongside existing player registration data. If a valid card cannot be produced by the Player or Club when requested, it will be reported to the League for further investigation.
Helping all Academy Players become 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 needed to become a professional footballer both on and off the field.

**PERFORMANCE CLOCK**

You and your child are entitled to regular feedback on progress and development at the Club. The Academy will use a ‘Performance Clock’ to record, measure and monitor all aspects of progress.

The Performance Clock is a record of each player’s personal performance data in areas such as the games programme, the coaching each player has received, the sport science data that has been collected (i.e. fitness data) as well as medical data (such as injuries sustained and rehabilitation undertaken) and possibly education information. The information that goes into each Player’s Performance Clock is inputted via the Performance Management Application (PMA) with much of this information coming from the Player’s multidisciplinary Performance Reviews (see below). The Player’s Performance Clock is made available to players and parents by each Club.

If your child moves to another Club, they take the Performance Clock with them.
6. PLAYER CARE, SAFEGUARDING AND EDUCATION

WHAT IS PLAYER CARE?
Each category 1, 2, or 3 Academy has a Head of Player Care who coordinates the personal, social, and emotional development of Academy Players. They are also a point of contact for parents/carers or players who would like advice or support on a range of issues.

Alongside formal education, Players will have the opportunity to take part in other programmes as part of the Clubs Personal Development and Lifeskills Plan.

The Programme aims to improve the holistic development of Players during their time in the Academy and to prepare them for life inside and outside of football. Your child’s Club, often through the Head of Player Care, will provide an extensive range of programmes including the following topics:

- Careers & Further Education Advice
- Equality & Diversity
- Financial Management
- Health & Nutrition
- Media Training
- Mental & Emotional Wellbeing
- Personal Integrity
- Social Media Awareness

League Football Education, a partnership between the EFL and the PFA, play a major role in facilitating these programmes within Clubs. We want to help Players achieve excellence at every level of their journey, ensuring we have a diverse and inclusive culture of continuous learning and that we are working in a collaborative way with Clubs and our Partners.

SAFEGUARDING AND PLAYER CARE

The EFL places great importance on safeguarding children and adults at risk and we believe that everyone has the right to enjoy football in a safe and inclusive environment. We have safeguarding rules in place that Clubs must follow to promote and protect the safety and welfare of children and young people.

Clubs safeguard their Academy Players in lots of different ways:

- Safeguarding is everyone’s responsibility, however your child’s Club has in place a Senior Safeguarding Manager and a Designated Safeguarding Officer. The members of staff fulfilling these roles are at the heart of our Clubs’ development of young talent and can provide you with support and advice. It is important to know who your child’s Club’s Safeguarding Team is and how to contact them.
- Getting the right people involved. Your child’s Club must make sure that they only work with suitable people and organisations who also believe in keeping children and young people safe.
- Creating a safe environment. Your child’s Club has safeguarding policies, procedures and guidelines in place which everyone must follow.
- Empowerment and education. Your child’s Club must make sure that people who work for them know what their responsibilities are by giving them regular training. The Club also has a responsibility to educate and empower children and young people by helping them understand their rights and where they can get help or advice if they need it.
- Working together and taking action. Your child’s Club has a duty to take all concerns seriously and ensure that they are dealt with swiftly and appropriately.

GETTING ADVICE AND REPORTING CONCERNS

Our Safeguarding Team can be contacted by emailing safeguarding@efl.com or by calling 01172 325940 to speak to a member of the safeguarding team for advice, to raise a concern or to help you get in touch with your child’s Club’s Safeguarding team.

NSPCC:
Adults can contact the NSPCC helpline by calling 0808 800 5000 or by emailing help@nsppcc.org.uk to get advice or share their concerns about a child, anonymously if they wish. Trained professionals are available 24 hours a day, 7 days a week.

Childline:
Childline is a free and confidential service for children and young people up to their 19th birthday. They are available any time, day or night. You can contact them by phone, by email or through their 1-2-1 counsellor chat service.

Visit their website for further advice or support

www.childline.org.uk

Thinkuknow:
Visit www.thinkuknow.co.uk for advice on internet safety and safe surfing. You can contact them confidentially if something has happened online which has made you/them feel unsafe, if you are worried about somebody else or to report online abuse.

It is important to familiarise yourself with your Club’s policy on the use of social media sites. This policy will outline what is and what is not acceptable.

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 child’s Club will have an Images Policy.

You should ensure that you understand what the Images Policy for your child’s Club is. As the parent/legal guardian of the player you 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 child’s 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 and your child understand what is acceptable and unacceptable.

Being registered with a professional Club means that your child has 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 / carers 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).

The 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 / carers 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.

EDUCATION PROGRAMME

Your child’s education is vitally important. Their education programme will help them 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 child’s school to make sure their football commitments do not damage their levels of progress at school.
• Make sure your child follows a formal education programme that lets them achieve their academic potential and
• Offer advice on all aspects of the education programme.

TRAINING MODELS & PROVISIONS ACROSS THE PHASES

The training models used by Academies and other education related provisions can vary across the different “phases” of the Academy Pathway.

FOUNDATION PHASE: U9 to U11

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

The Academy will report to you at least twice per year, outlining your child’s progress in all areas of football development.

YOUTH DEVELOPMENT PHASE: U12 to U16

The Youth Development Phase offers three possible types of programme:

1 PART TIME
• School attendance is full time and, in the main, Academy attendance is in the evenings, at weekends and during holidays.
• The Academy will keep in regular contact with your child’s school.

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

3 FULL TIME
• If Academy Players are offered a full-time place at an Academy, they receive both their football and education programmes through the Club. Their academic needs will be met by a local school.
• The Club will make a detailed assessment of educational needs and work closely with previous and new schools to ensure the curriculum meets both government requirements and the child’s academic abilities.
• If Academy Players are offered a place on a full-time programme, the Club will also offer an extended registration that lasts up to the end of secondary school education.
• A full educational review will take place every 12 weeks and will be recorded.

Although not compulsory, there may be education opportunities available after turning 18 to continue 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.

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

PROFESSIONAL DEVELOPMENT PHASE: U17 to U21

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

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

A full educational review will take place every 12 weeks and will be recorded.

Although not compulsory, there may be education opportunities available after turning 18 to continue 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.

The Club may offer your child a professional contract to commence from the age of 17 at any time from 1st November following the commencement of the under 16 year.
7. INDEPENDENT ADVICE

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

0161 236 0575 youthadvisory@thepfa.co.uk

THE PFA INDEPENDENT YOUTH ADVISORY SERVICE

Signing for an academy is an exciting opportunity for any child and their family, but it’s also an introduction to the highly competitive, complex nature of football. The PFA is not affiliated with leagues, clubs or governing bodies, so they can provide accurate, free and impartial information about the academy system and what it entails.

The PFA Independent Youth Advisory Service can offer Academy Players, Trialists and their families advice about:

• Premier League & English Football League Youth Development Rules
• Academy Registrations
• Academy Inductions
• Contractual Offers
• Football Association and FIFA Regulations
• Scholarship Offers
• End-of-Season Procedures and Requesting Release
• Compensation, Time And Distance Rules and Regulations
• Player Development, Including Coaching and Education Rules
• Player Welfare
• Intermediaries

The Professional Footballers Association (PFA) is the union for all current and former footballers and scholars in the Premier League, the FA Women’s Super League and the English Football Leagues.

The PFA team provide the information, advice and support current, former and future players need to help maximise the opportunities that come with playing professional football. As the only football organisation that solely prioritises players’ needs, the PFA offers a variety of educational, financial and wellbeing support services. The union also protects and enhances players’ rights and working conditions and helps footballers navigate personal or professional challenges throughout their playing careers and beyond.
8. FEEDBACK

FEEDBACK AND OPEN COMMUNICATION
Close and regular communication between Clubs, Academy Players and parents helps to ensure an enjoyable and productive experience for everyone and minimises the risk of misunderstanding. 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 Clubs to manage risks and encourage better performance.

CLUB COMPLAINTS
You or your child should always raise any concern you or your child may have with the Club in the first instance. You should follow the process outlined below.

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

COMPLAINTS PROCEDURE
Each club is required to have its own complaints procedure for Academy Players and Parents. If the issue is not resolved informally, follow the Club’s complaints procedure and put your complaint formally in writing to the relevant individual at the Club. This individual may be identified in the complaints procedure.

SAFEGUARDING COMPLAINTS
If the complaint relates to the welfare or safeguarding of a child/adult at risk then ensure you send (or at least copy) the complaint to the Club’s Designated Safeguarding Officer.

Clubs are obliged to consider whether any safeguarding complaint is required to also be notified to the FA and EFL. EFL Regulations state that the Club shall notify the League and The Football Association of the abuse of, or unsuitable behaviour towards a child or adult at risk, by any member of Academy Staff (including current, former or prospective members of Academy Staff). The concern may relate to the conduct or the performance of their duties as a member of Academy Staff; a non-recent or recent allegation; or a third (or subsequent) incident or allegation of ‘poor practice’.

A notification by a Club to the FA and EFL is called a referral. Once a referral has been made:
- the FA’s regulations mean it has the power to investigate safeguarding concerns and act against any participant who breaches its safeguarding policy and/or rules; and
- the EFL’s role is limited to ensuring Club compliance with our safeguarding standards and regulations.

CONCLUSION OF THE CLUB COMPLAINTS PROCEDURE
You should always follow the Club’s complaints procedure to the end. At the outcome of the Club complaints procedure then you may, of course, accept the outcome (in whatever form as agreed).

If, however, you consider that you have grounds to terminate the registration with the Club, you may apply to the Board of the EFL for cancelation of the registration in accordance with Youth Rule 28B. Any such application will be referred to an independent commission (the Player Related Disciplinary Commission or PRDC). Taking a case to the PRDC should be looked at as a last resort because significant costs can be incurred.

PFA YOUTH ADVISORY SERVICE
At any stage it may be beneficial to seek independent advice which is available via the PFA Advisory Service (see Section 7 of this handbook) or, of course, your own specialist legal advice.

ROLE OF THE EFL
The EFL cannot itself resolve complaints regarding conduct of Clubs or their staff. However, the EFL may be able to assist in resolving such complaints and you should feel free to copy any complaint to the EFL.

The EFL may then engage with you and/or the Club in an effort to try and resolve the issues amicably. Such messages to the EFL should be sent either to enquiries@efl.com or to the specific contact details on page 2.

Note: the EFL has its own complaints procedure which can be found on the EFL website (efl.co.uk) or you can request a copy be sent to you by contacting the EFL (businessoperations@efl.com 01772 325800).

This procedure is for complaints regarding any actions of the EFL, and is not the procedure to follow for issues relating to Club practice.
EFL EQUALITY STATEMENT

The EFL is committed to ensuring our environment is reflective and representative of the communities in which our Clubs serve 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, associated, or perceived discrimination and all forms of bullying, harassment and victimisation. The EFL 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 ground-breaking new regulations aimed at tackling the under-representation of Black, Asian and Mixed Heritage 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, LGBTQ+ 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 handbook. 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).

‘It’ is discrimination, in all its forms. Racism. Homophobia. Misogyny. Disability. If you have seen it or heard it, follow the QR code to report it to Kick It Out. Together, we can put an end to it.

GET INVOLVED

KICK OUT

KICKITOUT.ORG
FA EDUCATION AND WELFARE STATEMENT (for Players and Parents / Carers)

Throughout my career in youth development I have been a strong advocate of our young players concentrating on their education both at school and when in our clubs. It is increasingly important that players can present themselves well off the pitch as well as perform on it.

So, congratulations in getting registered with an academy – that is a great achievement. I personally believe that some of the best players I have worked with have been able to have the self-discipline to achieve their potential both in their football and in the classroom. Whilst not everyone is an A grade student I feel there is usually a link amongst players who can apply themselves to give their best, whether it is working hard to get a B-tec or sitting A levels whilst playing in the Champions League – if you do your best to achieve either of these you are laying the foundations to be successful in your career and in your life.

Increasingly young professional footballers are continuing their education after 18 and for those who do not get professional contracts, their potential to go to University, do scholarships abroad to move into the workplace with academic qualifications and having worked in an elite sporting environment gives you a brilliant start to your adult life. However great your career is, your working life until retirement age will be longer than your playing days – so get the foundations of a good education in place and ask the club what are the different courses available.

Clubs now have access to experienced staff with an expertise in educational and welfare matters as well as careers advice. Get to know these staff and impress them with your effort and application and they too, will then go the extra mile for you when you need to call upon them or seek their support.

A football academy is a tough but brilliant environment to be in. Good luck with your career and your continued learning.

John McDermott
FA Technical Director

LEAGUE FOOTBALL EDUCATION AND 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) deliver the Apprenticeship Programme that is undertaken by the vast majority of players.

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

The education programme was designed for those participating in elite level sport 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 5 Sporting Excellence Professional (SEP) qualification, the UEFA C 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’s responsibilities extend to the delivery of Life Skills to Under 9 to Under 23 players, staff, parents and carers. There is a vast programme that covers criminal law, emotional wellbeing, discrimination, faith, finance, mental skills, personal development, sexual health and consent, social media, transferable skills, radicalisation, road safety and lifestyle education on key subjects such as gaming, gambling, alcohol and drugs.

Support is also provided after the completion of the apprenticeship, including tracking and monitoring of all past apprentices, assessment trials to help out of contract players find other clubs, assistance in securing USA Soccer Scholarships or University places, and European links with clubs in Spain and Sweden.

LFE prides itself on providing an outstanding programme that empowers apprentices to fulfil their potential and be successful in life.
DEVELOPMENT EVENTS

As a collaboration between the EFL and Premier League, events are organised towards the end of the season for U16 Players who are, at that time, without the offer of a Scholarship. These events are typically residential and aim to provide continued sporting, educational, career and personal support. Expert speakers covering a variety of topics are sourced, and a variety of activities undertaken, to provide what is hoped will be a very useful experience to prepare for the future either within football or elsewhere.

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 Club’s application to the League.

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

The maximum travel time for trials is 1 hour for Under 9 to Under 11 players. For players from Under 12 upwards please refer to Youth Development Rule 249.

UNDER 16 ASSESSMENT TRIALS

Under 16 Academy players may receive notice that the Club will not be offering them 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 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 your child must have been registered at an Academy during the current season. To attend the trials your child is 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 club’s interest.

LFE U18 ASSESSMENT TRIALS

At the end of the two-year apprenticeship, if your child is not offered a further period of registration with your club, they 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 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. Upon completion of the trials, LFE will notify players of any interest from scouts, usually within two weeks of the final trial date taking place.

For more information on the Assessment Trials, please visit www.lfe.org.uk/assessment-trials/
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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 15;

1.2. "Academy Doctor” means the Official referred to in Rule 100;

1.3. "Academy Expenses Information” means the information, in the format to be prescribed by the League, and signed by a Club’s financial director:

(a) details of all amounts paid (directly or indirectly) over the preceding 12 months in respect of each of the Club’s Academy Players in (the under-9 to under-16 age groups) or their families, and each of the Club’s prospective Academy Players or their families, in each case whether or not these amounts relate to reimbursement or pre-payment of expenses or otherwise;

(b) confirmation that all expenses paid in the preceding year have been paid in accordance with the Club’s Academy expenses policy required by Rule 342;

1.4. "Academy Expenses Policy” means the Club’s policy in respect of reimbursement or prepayment of legitimately incurred expenses to its current and prospective Academy Players (in the under-9 to under-16 age groups), which must:

(a) comply with any guidance issued by the League;

(b) be signed off by the Club’s board; and

(c) be submitted to the League;

1.5. "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;

1.6. "Academy Management Team” has the meaning set out in Rule 56;

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

1.8. "Academy Nutritionist” means the Official referred to in Rule 94;

1.9. "Academy Operations Manager” means the Official referred to in Rule 66;

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

1.11. "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 coach 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 participation in the Club’s Games Programme (which includes, for the purposes of this definition, the league competition referred to in Rules 17 to 183); and

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

1.12. "Academy Psychologist” means the Official referred to in Rule 116;

1.13. "Academy Secretary” means the Official referred to in Rule 67;

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

1.15. "Academy Standards Application” means the online system:

(a) through which Clubs are required to complete the self-assessment referred to in Rule 8, as part of the ID process for the auditing of Academies;

(b) through which the Club provides feedback to Clubs as part of the multi-disciplinary assessment referred to in Rule 10.2; and

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

1.16. "Academic Club” has the meaning set out in Rule 543;

1.17. "Artificial Surface” means a playing surface which in the reasonable opinion of the League meets the requirements of the FIFA Quality Programme for Football; 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;

1.18. "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 Festivals or Tournaments, participation in which is limited to Academy teams or which are sanctioned by The Football Association or by a foreign national association;

(c) friendly matches organised by the Club holding the Academy Player’s registration and played at an Academy, participation in which is limited to Academy Players registered at an Academy or 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 any association affiliated to either of such Players in which the Academy Players play, with the prior approval of the Club holding his registration; or

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

(g) in respect of the Foundation Phase only, matches played for teams at the grassroots level, outside the Academy system; or

(h) any other match authorised by the Board;

1.19. "Basic First Aid for Sport Qualification” means the qualification of that name issued by or on behalf of The Football Association;
1.32. "Duty of Care" means the responsibility of each Club to protect, promote, and support the individual wellbeing of each Academy Player and the individuals who are members of Academy Staff, in accordance with the following:
(a) Education (see Rules 188 to 204);
(b) Personal development and life skills (see Rules 205 to 208);
(c) Inductions and transitions (see Rules 209 to 213);
(d) Academy Player and Parent(s) voice (see Rules 214 to 215);
(e) Safeguarding and mental and emotional wellbeing (see Rules 216 to 219);
(f) Health and safety (see Rules 220 and 221);
(g) Inclusion, diversity and equality (see Rules 222 and 223); and
(h) Injury and medical (see Rules 224 to 231).

1.33. “Emergency First Aid in Football” or “EFAiF” means the qualification of that name issued by or on behalf of the Football Association;

1.34. “Education Programme” has the meaning set out in Rule 188;

1.35. “EHOC” means the “Elite Heads of Coaching” programme provided by the Premier League’s Heads of Coaching at Category 1, Category 2 and Category 3 Academies and in respect of which additional funding is available from the League in the event of Club participation;

1.36. “Elite Academy Managers Development Programme” or “EAMP” means the development programme provided by the League for Elite Academy Managers;

1.37. “Elite Player Performance Plan” means the document of that name dated May 2019;

1.38. “Emergency Action Plan” means a plan detailing the medical facilities and personnel which shall be available at each Club’s home matches in the Games Programmes and training venues, and the contingency plan for any medical emergencies at such matches and training shall be dealt with;

1.39. “Emergency First Aid in Football” or “EFAiF” means the qualification of that name issued by or on behalf of the Football Association;

1.40. “FA Advanced Youth Award” means the advanced qualification for Academy coaches which is awarded by The Football Association;

1.41. “FA Youth Award” means the non-age specific qualification for Academy coaches awarded by The Football Association;

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

1.43. “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 in Rules 148 to 153;

1.44. “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;

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

1.46. “Full Time Training Model” means:
(a) in the Professional Development Phase, a programme of coaching and education whereby the Academy Player's academic education shall be scheduled to enable four hours of coaching per day (which may be split into two sessions of two hours each) to take place within the Core Coaching Time; and
(b) in the Youth Development Phase, a programme which comprises the following: (i) the Academy Player shall receive within the Core Coaching Time a minimum of twenty hours of education; (ii) the Academy Player shall receive a significant amount of coaching within the Core Coaching Time. The exact amount of such coaching to take place within the Core Coaching Time is to be determined by the Club for each individual Academy Player. The Club shall demonstrate the amount of coaching is significantly more than the amount of coaching in the Core Coaching Time which the Club gives to its Academy Players engaged on the Hybrid Training Model. Full details must be set out in the Academy Player’s Individual coaching plan referred to in Rule 130; (iii) no single coaching session shall endure for more than 90 minutes, and if there are two or more coaching sessions on a single day, there shall be a period of rest between each session sufficient to ensure that the Academy Player is fully rested, and of at least 90 minutes’ duration, unless the Academy Player’s individual coaching plan recognises that he may have shorter rest periods; and (iv) the Club’s delivery of the Full Time Training Model must comply with these Rules;

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. “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 therein as the League may from time to time determine), the current such Laws being available at: FIFA Futsal Laws of the Game Link.
1.69. "Personal Development and Life Skills Plan" means the individual development plan for each Academy Player delivered by his Club on an on-going 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 "PGB" means the Professional Game Board of The Football Association;

1.70. "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;

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

1.72. "Pre-Academy Training Centre" means a Development Centre operated by a Club in accordance with Rules 128 to 139 to identify young players who have the potential to become registered Academy Players upon the commencement of their Under 9 year;

1.73. "Premier League" means the League of that name managed, organised and controlled by The Premier League;

1.74. "Productivity Data" means an analysis, produced by the Premier League using the Productivity Methodology, as to the track record of Academies in developing Academy Players;

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

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

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

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

1.79. "Professional Development Phase Games Programme" means the games programmes organised by the Premier League and League for teams in the Professional Development Phase as set out in Rules 169 to 185;

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

1.81. "Scholarship Agreement" means an agreement made between a Club and an Academy Player in 101;

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

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

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

1.83. "Senior Academy Physiotherapist" means the Official referred to in Rule 101;
GENERAL

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

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

5. There shall be four Categories of Academy.

6. The League may publish a list of Clubs operating an Academy, broken down by Category.

APPLICATIONS TO OPERATE ACADEMIES

7. 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.

8. In accordance with such timetable as issued by the League from time to time, a Club which wishes to operate (or continue to operate) an Academy must (a) submit its written application (signed on behalf of the Club by an Authorised Signatory) to do so to the ISO, and (b) submit a self-assessment via the Academy Standards Application to demonstrate adherence with:
   8.1 the ‘safe to operate’ conditions implemented by the ISO from time to time;
   8.2 the Rules; and
   8.3 the standards issued by the ISO from time to time in respect of the areas set out in Rule 10.2 below (the ‘Standards’).

9. The PGB, taking into account the advice of the ISO, (which shall be provided following a review by the ISO of the submission referred to in Rule 8) shall determine whether each applicant Club adheres to the ISO’s ‘safe to operate’ conditions, the Rules and the Standards and notify each such Club of its determination by the deadline stipulated by the League.

10. The PGB shall determine that a Club either:
   10.1 does not comply with the ISO’s ‘safe to operate’ conditions, these Rules, the Regulations and the Standards, in which case the ISO will 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 lead to the PGB’s absolute discretion, subject to any action taken pursuant to Rules 11, 12 and 22.2 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
   10.2 does comply with the ISO’s ‘safe to operate’ conditions, these Rules, the Regulations and the Standards in full, in which case the Club shall maintain the Category status of its Academy and the ISO shall conduct a further multi-disciplinary assessment of the Club’s Academy over a three-year period across the following areas (utilising such assessment criteria as devised by the ISO from time to time):
   10.2.1 Leadership and management;
   10.2.2 coaching;
   10.2.3 Medicine/performance support;
   10.2.4 Education and Player Care; and
   10.2.5 Pathway and productivity.

11. Where during or following the completion of the multi-disciplinary assessment referred to at Rule 10 above, the ISO determines that the Club is failing to or has failed to adequately fulfill any element of the assessment criteria, the ISO will issue an action plan to the Club for it to address any such failure(s), which must be followed by the Club.

12. If a Club fails to promptly comply with any action plan issued pursuant to Rule 11, the ISO may:
   12.1 refer the Club to the League or the Premier League (where applicable) to take action, as a breach of these Rules; or
   12.2 refer the Club to the PGB who may take any of the steps set out in Rules 10 and/or 22.

13. Where a Club wishes to apply for its Academy to obtain a higher Category status:
   13.1 it must indicate the same in the submission referred to at Rule 8, above; and
   13.2 the assessment processes referred to in Rules 8 and 10 will take place over the course of one year, rather than three.

14. Each Club shall be given no less than one weeks’ notice of the dates of any element of an ISO Audit and may not change those dates without the permission of the PGB, which shall only be granted if the PGB is satisfied there are exceptional circumstances which justify such a change.

15. Prior to any element of an ISO Audit being presented to the PGB, the ISO shall:
   15.1 give to the Club a copy of it and of the ISO’s recommendation;
   15.2 thereafter, if requested by the Club, hold a meeting with Officials of the Club and representatives of the League to discuss it; and
   15.3 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 consequent upon those representations.

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

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

18. A Club may only appeal against the decision of the ISO 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:
   18.1 reached as a result of fraud, malice or bad faith; or
   18.2 reached as a result of procedural errors so great that the rights of the Club have been clearly and substantially prejudiced; or
   18.3 reached as a result of a perverse interpretation of the law; or
   18.4 one which could not reasonably have been reached by any tribunal which had applied its mind properly to the facts of the case.


20. 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 of the PGB’s decision unless:
   20.1 the PGB is satisfied that there are exceptional circumstances which justify a further application; and
   20.2 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.

21. Any Club or Official making a false statement (whether made verbally or in writing) or falsifying a document in connection with:
   21.1 an application for a licence to operate an Academy;
   21.2 the League’s annual evaluation undertaken pursuant to Rule 35.2; or
   21.3 an ISO Audit; or
   21.4 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 Regulations.

22. If, in breach of Rule 3.2, a Club fails to comply with any Rule in this section, or if a Club or Official makes a false statement or falsifies a document as set out in Rule 21, then the PGB may:
   22.1 revoke the Club’s licence to operate an Academy;
   22.2 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;
   22.3 determine that the Club’s Academy shall have a lower Category than its current Category; or
   22.4 withdraw or suspend the Club’s entitlement to any central funding provided for the purposes of youth development; and
   22.5 in any of the above cases require the ISO to undertake an ISO Audit of the Club’s Academy as soon as reasonably practicable.

23. Without prejudice to Rules 22, 2598 and 2398, any breach of Rules 3.2, 7, 21, 50.2, 40 to 48, 51, 52 to 55, 119, 122 to 125, 128 to 130, 131 to 146, 151, 152, 166 to 168, 175 to 177, 185, 186, 188 to 204, 209, 215, 218 to 243, 252, 259, 260, 263 to 268, 272, 278, 281, 289, 291, 297, 300 to 302, 312 to 315, 333, 338, 341 or 542 shall be liable to be dealt with under the provisions of Section 8 of the League’s Regulations.

24. Not Used. [The equivalent Premier League Rule mandates Premier League Clubs to operate an Academy to at least Category 5 standard.]

25. Not Used. [The equivalent Premier League Rule prevents a Premier League Club from lowering its category status whilst in the Premier League or in receipt of parachute payments.]
STRATEGY, LEADERSHIP AND MANAGEMENT OF THE ACADEMY

STRATEGIC DOCUMENTS

26. Each Club which operates an Academy shall document and make available to the League and the ISO its Vision Statement, Playing Philosophy and Coaching Philosophy each of which shall be:
   26.1 drawn up by the Technical Board; and
   26.2 annually reviewed and approved by the Club Board.

TECHNICAL BOARD

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

33. The membership of the Technical Board shall consist of such Officials as the Club Board deems necessary in order for the Technical Board to properly perform the functions with which it is tasked by these Rules, and accordingly may include:
   33.1 the Chief Executive;
   33.2 the Manager;
   33.3 the Academy Manager;
   33.4 any technical, football or sporting director employed by the Club;
   33.5 any other Official that the Club deems appropriate.

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

ACADEMY PERFORMANCE PLAN

27. Each Club which operates an Academy shall prepare and make available to the League and the ISO, as part of the self-assessment process referred to at Rule 8, its Academy Performance Plan.

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

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

PERFORMANCE MANAGEMENT APPLICATION

30. Each Club which operates an Academy shall:
   30.1 utilise the Performance Management Application from the date of its implementation by the League and record on it the data listed in Rule 1.68;
   30.2 ensure that the data held on the Performance Management Application which is within the Club’s control is held securely and is only released to, or accessed by, those persons who require access to it pursuant to any of these Rules; and
   30.3 provide the League with such information as it may from time to time require for the purpose of analysing and benchmarking on a national or Category-wide basis any aspect of the performance of Academy Players or Clubs.

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

EFFECTIVE MEASUREMENT

MONITORING

35. The League shall conduct:
   35.1 on-going monitoring of each Academy; and
   35.2 an annual evaluation of each Academy which shall be made available to the Club, the ISO and, if required, the PGB.

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

PRODUCTIVITY PROFILE

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

38. The League may publish Productivity Data.

PERFORMANCE MANAGEMENT, PLAYER DEVELOPMENT AND PROGRESSION

PERFORMANCE CLOCK

39. Each Club which operates an Academy shall maintain a Performance Clock for each of its Academy Players and ensure that it is made available to:
   39.1 the Academy Player;
   39.2 his Parent (and without prejudice to the generality of the foregoing the Club shall provide to the Academy Player and his Parent a copy of his Performance Clock if he ceases to be registered with the Club); and
   39.3 the League; and
   39.4 the ISO.

INDIVIDUAL LEARNING PLANS AND MULTI-DISCIPLINARY REVIEWS

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

41. Each Multi-disciplinary Review shall assess the performance and development of the Academy Player against his performance targets set at previous Multi-disciplinary Reviews. At the end of each Multi-disciplinary Review the Club shall update the Academy Player’s Individual Learning Plan to take account of conclusions reached at the Multi-disciplinary Review.

42. Each Club which operates an Academy shall ensure that it conducts a meeting with each of its Academy Players:
   42.1 no fewer than four times per Season (if he is in one of the Under 12 to Under 18 age groups); and
   42.2 with such frequency as is necessary according to his developmental needs (if he is one of the Under 19 to Under 21 age groups).

43. At the meetings referred to in Rule 42, the Club shall:
   43.1 discuss with the Academy Player his Individual Learning Plan; and
   43.2 take all appropriate action (for example by way of amending his Individual Learning Plan to set mutually agreed performance targets and/or such individual coaching, athletic development or educational support as may be necessary).

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

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

46. A written record of the discussion referred to in Rule 45 shall be given to the Parent(s) and noted on the Academy Player’s Performance Clock.

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

48. Each Club shall permit a representative of the League to attend Multi-disciplinary Reviews if so requested by the League.
49. Each Club which operates an Academy shall establish a staffing structure for its Academy which shall:

49.1 subject to Rule 50 include the mandatory posts required by this section of the Rules for the Category applicable to its Academy; and

49.2 have regard to the guidelines and best practice set out in the Elite Player Performance Plan.

50. Save for the Academy Manager and the coaches described in Rules 71 and 72, a Club need not employ those Academy Staff whose employment is mandatory for the Category of its Academy pursuant to these Rules provided that the Club is able to demonstrate to the reasonable satisfaction of the League, the EFAiF or the PGB (whichever body is appropriate), that its staffing structure includes the same expertise and achieves the same results as if all the mandatory posts required by this section of the Rules were filled.

51. Each Club that operates an Academy shall ensure that the Staff Registration System is updated at the start of each Season, and within seven days of an applicable member of staff changing roles, joining or leaving the Club.

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

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

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

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

53.1 an employment contract;

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

53.3 in the case of a non-employee, a contract for services.

54. Each member of Academy Staff shall be given:

54.1 a written job description (which may be contained in the document referred to in Rule 53); and

54.2 an annual performance appraisal.

55. Each Club which operates an Academy shall:

55.1 provide Continued Professional Development to members of Academy Staff where required to do so pursuant to these Rules; and

55.2 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

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

56.1 be led by the Academy Manager; and

56.2 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 114, the Academy’s Designated Safeguarding Officer, the Academy Operations Manager and the Academy Secretary.

57. 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

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

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

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

69. Each Club which operates an Academy shall employ a Head of Academy Coaching who shall:
69.1 report to the Academy Manager;
69.2 subject to Rule 69.6, have responsibility for delivery of the Academy’s Coaching Curriculum;
69.3 be responsible for designing and delivering the Club's Continued Professional Development programme, which shall reflect the Club's Playing Philosophy and Coaching Philosophy and each coach's Coach Competency Framework for all the Club's Academy coaches;
69.4 discharge the responsibilities with regard to Development Action Plans set out at Rule 84 to 86;
69.5 hold at least an up to date UEFA A Licence, an FA Youth Award, and an FA Advanced Youth Award;
69.6 hold a current Basic First Aid for Sport Qualification, current EFAiF or an equivalent or higher qualification approved by the Board;
69.7 have recent and relevant experience of coaching Academy Players in an Academy (or of a comparable environment);
69.8 be employed Full Time in the case of a Head of Academy Coaching employed in a Category 1, Category 2 or Category 3 Academy and at least Part Time in the case of a Category 4 Academy;
69.9 attend at least five hours of in-service training to be provided by the League each year;
69.10 attend such training to be provided by The Football Association as is necessary to maintain the validity of the qualifications set out in Rule 69.5; and
69.11 in conjunction with each of the Club’s coaches, plan, deliver and monitor the delivery of individual development plans for each such coach.

70. In addition to the in-service training referred to in Rule 69.9, the Head of Academy Coaching must:
70.1 undertake Continued Professional Development organised by the Club;
70.2 enrol and participate in the Elite Heads of Coaching Scheme operated by the Premier League; and
70.3 in conjunction with each of the coach to Academy Players ratios set out in Rule 125 are maintained.

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

<table>
<thead>
<tr>
<th>Category</th>
<th>Foundation Phase</th>
<th>Youth Development Phase</th>
<th>Professional Development Phase</th>
</tr>
</thead>
<tbody>
<tr>
<td>Category 1</td>
<td>2</td>
<td>5</td>
<td>3</td>
</tr>
<tr>
<td>Category 2</td>
<td>1</td>
<td>1</td>
<td>2</td>
</tr>
<tr>
<td>Category 3</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
</tr>
<tr>
<td>Category 4</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
</tr>
</tbody>
</table>

72. In addition to the coaches set out in Rule 71 each Club shall employ sufficient additional coaching staff (Full Time or Part Time) to ensure that the coach to Academy Players ratios set out in Rule 125 are maintained.

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

GOALKEEPING COACHES

74. Each Club which operates an Academy shall employ, either on a Full Time or Part Time basis, such goalkeeping coaches as are necessary to ensure that each Academy Player who is a goalkeeper receives the required hours of coaching set out in Rule 82, subject to the following minimum requirements:
74.1 a Club operating a Category 1 Academy shall employ at least two Full Time goalkeeping coaches; and
74.2 a Club operating a Category 2 Academy shall employ at least one Full Time goalkeeping coach.

75. Each goalkeeping coach must:
75.1 attend at least five hours of in-service training to be provided by The Football Association each year;
75.2 attend the first aid for coaching courses provided by The Football Association at least once every three years; and
75.3 undertake Continued Professional Development organised by the Club.

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

SENIOR PROFESSIONAL DEVELOPMENT COACH

77. Each Club which operates a Category 1 or Category 2 Academy shall (and a Club which operates a Category 3 or Category 4 Academy may) appoint a Senior Professional Development Coach who shall:
77.1 report to the Academy Manager;
77.2 liaise with the Manager;
77.3 hold a UEFA A Licence and the FA Advanced Youth Award with the age specific specialist element relevant to the Professional Development Phase;
77.4 oversee a day to day basis the Coaching Curriculum for the Under 9 to Under 21 age groups;
77.5 manage the transition of Academy Players to the Club’s senior squad in accordance with the Club’s procedure for the same described in Rule 79;
77.6 contribute to the Multi-disciplinary Reviews of all Academy Players in the Professional Development Phase; and
77.7 ensure that the Club’s team which competes in the Professional Development League.

78. Each Club which operates a Category 3 or Category 4 Academy that does not appoint a Senior Professional Development Coach in accordance with Rule 77 shall assign a member of the coaching staff responsible for the coaching of the Club’s professional players to act as an acquisition coach who shall:
78.1 liaise with the Academy Manager;
78.2 liaise with the Manager; and
78.3 manage the transition of Academy Players to the Club’s senior squad in accordance with the Club’s procedure for the same described in Rule 79.

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

COACHES: QUALIFICATIONS AND PROFESSIONAL DEVELOPMENT

80. Each coach (excluding goalkeeping coaches to whom Rule 75 applies) must from the commencement of and throughout their employment hold:
80.1 an up to date UEFA B Licence (save where these Rules require a coach to hold an up to date UEFA A Licence);
80.2 an FA Youth Award; and
80.3 an up to date FA Advanced Youth Award with the age specific specialist element relevant to the Development Phase which they coach.

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

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

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

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

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

86. The Club shall ensure that the Head of Academy Coaching reviews, and if necessary amends, each coach’s Development Action Plan with such frequency as is necessary.
90. The Head of Academy Sports Science and Medicine:
90.1 shall be Part Time;
90.1.1 a registered physiotherapist member of the Health and Care Professions Council;
90.1.2 have recent and relevant professional experience in a sports performance environment;
90.2 shall have recent and relevant professional experience in a sports performance environment;
90.3 shall undertake Continued Professional Development organised by the Club and shall hold or be working towards holding British Association of Sport and Exercise Sciences accreditation; and
90.4 shall hold a current Basic First Aid for Sport Qualification, current EFAiF or an equivalent or higher qualification approved by the Board.

91. The Head of Academy Sports Science and Medicine shall hold either:
91.1 if they are a registered physiotherapist member of the Health and Care Professions Council or a registered medical practitioner, Advanced Trauma Medical Management in Football (‘ATMMiF’) or an equivalent or higher qualification approved by the League; or
91.2 if they are neither of the above, a current EFAiF or an equivalent or higher qualification approved by the League.

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

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

ACADEMY NUTRITIONIST
94. 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:
94.1 shall be Full Time;
94.2 shall be responsible for devising and implementing plans to promote nutrition and a healthy diet amongst Academy Players;
94.3 shall provide advice to Academy Players and Staff on all aspects of nutrition; and
94.4 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.

LEAD SPORTS SCIENTIST
95. Each Club which operates a Category 1 or Category 2 Academy shall appoint a Full Time Lead Sports Scientist who shall:
95.1 hold at least a bachelor’s degree in sports science (or a relevant discipline) from a recognised university;
95.2 have recent and relevant professional experience in a sports performance environment;
95.3 co-ordinate and lead the sports science services for the Academy;
95.4 hold a current Basic First Aid for Sport Qualification, current EFAiF or an equivalent or higher qualification approved by the League; and
95.5 hold or be working towards holding British Association of Sport and Exercise Sciences accreditation.

96. Each Club which operates a Category 5 or Category 4 Academy shall demonstrate to the reasonable satisfaction of the League, the IOS or the PGB ( whichever body is appropriate) that it delivers sufficient and appropriate sports science services to its Academy Players.

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

LEAD STRENGTH AND CONDITIONING COACH
98. Each Club which operates a Category 1 or 2 Academy shall employ a Lead Strength and Conditioning Coach who shall:
98.1 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;
98.2 be responsible for providing to the Clubs Academy Players appropriate strength and conditioning training and monitoring as part of the Sports Science and Medicine/Performance Support Programme;
98.3 hold at least a bachelor’s degree in sports science (or another relevant discipline) from a recognised university and have or be working towards British Association of Sport and Exercise Sciences accreditation;
98.4 hold a current Basic First Aid for Sport Qualification, current EFAiF or an equivalent or higher qualification approved by the Board; and
98.5 hold or be working towards accreditation by the UK Strength and Conditioning Association (or equivalent workshops run by any equivalent body).

99. The Lead Strength and Conditioning Coach must undertake Continued Professional Development organised by the Club.
HEAD OF EDUCATION

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

110.1 report to the Academy Manager;

110.2 have responsibility for:

110.2.1 the organisation, management and delivery of the Club's Education Programme as set out in Rules 188 to 204;

110.2.2 pursuant to Rule 188.5, the oversight of the Scholar education programmes including attendance at educational programme meetings, ensuring adherence to such programmes and, where required, taking appropriate action in the event that targets are not met;

110.2.3 ensuring that Scholars are appropriately managed and supported in respect of the 'End Point Assessment' on the sporting excellence and professional apprenticeship (SEP);

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

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

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

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

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

110.5 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 4 Academies);

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

110.7 undertake Continued Professional Development organised by the Club.

111. 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.

HEAD OF RECRUITMENT

112. Each Club which operates an Academy shall appoint a Head of Recruitment who shall:

112.1 report to the Academy Manager;

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

112.3 have responsibility for the recruitment and training of the Club's Scouts (including taking all reasonable steps to ensure that they comply with the requirements regarding qualifications, registration and Continued Professional Development set out at Rule 239);

112.4 be in possession of (or be actively working towards):

112.4.1 the FA Talent ID Level 4 or for a Club operating a Category 1 Academy;

112.4.2 the FA Talent ID Level 3 for a Club operating a Category 2 Academy; and

112.4.3 the FA Talent ID Level 2 for a Club operating a Category 3 or a Category 4 Academy;

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

112.6 undertake Continued Professional Development organised by the Club; and

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

INTERNS

113. The Head of Academy Sport Science and Medicine must ensure that the Club records and, if requested, makes available to the League, the following details of every Intern working within the Academy:

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

113.2 qualifications (both academic and sports specific) such as coaching qualifications;

113.3 details of theIntern's current course, including the institution at which they are enrolled, the name of the course, and the name and contact details of his tutor; and

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

PLAYER CARE

114. Each Club which operates a Category 1 Academy shall employ an individual with the necessary skills and expertise on a Full Time basis who shall be responsible for the management and delivery of the Personal Development and Life Skills Plan for Academy Players and the Induction and Transition Strategy, in addition to the other aspects of the Club's Duty of Care, including mental and emotional wellbeing of Academy Players.

115. Each Club which operates a Category 4 Academy shall nominate an existing member of Academy Staff to carry out the responsibilities referred to in Rule 114, above in addition to their other duties.

ACADEMY PSYCHOLOGIST

116. Each Club which operates a Category 1 Academy shall employ one or more Academy Psychologist(s), who shall:

116.1 be Full Time (however more than one Person may be employed for this purpose to ensure that overall working hours are commensurate with one Full Time employee) for each Club which operates a Category 1 Academy, and

116.2 be on the Health & Care Professions Council (HCPC) Register of Health and Care Professionals or on one of the approved training routes/pathways/towards HCPC registration.

MINORITY CANDIDATES

116A. Each Club which operates an Academy shall comply with the provisions of Regulation 115 of the League Regulation (Minority Candidates).

COACHING

COACHING CURRICULUM

117. Each Club which operates an Academy shall prepare (and make available to the League and to the 150 on request) a Coaching Curriculum which shall have regard to:

117.1 the Club's Vision Statement, Coaching Philosophy and Playing Philosophy;

117.2 the Club's Academy Performance Plan;

117.3 the minimum hours of coaching delivered; and

117.4 these Rules.

119. The Club's Coaching Curriculum shall be drawn up by the Academy Manager (or, in the circumstances set out in Rule 65, the Head of Academy Coaching) who shall consult with all appropriate Club Officials (which may include the Manager, the Chief Executive, coaching staff, the Academy Management Team and the Technical Director if the Club has appointed one).

120. The Club's Technical Board shall approve the Club's Coaching Curriculum.

COACHING HOURS

120. 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 will be in the Foundation Phase and Youth Development Phase Games Programmes shall take place).

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

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

<table>
<thead>
<tr>
<th>Training Model</th>
<th>Category 1</th>
<th>Category 2</th>
<th>Category 3</th>
<th>Category 4</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Coaching hours per week</td>
<td>Coaching hours per week</td>
<td>Coaching hours per week</td>
<td>Coaching hours per week</td>
</tr>
<tr>
<td></td>
<td>14 reducing to 12 for Academy Players who have commitments to the professional squad during the Professional Development Phase</td>
<td>14 reducing to 12 for Academy Players who have commitments to the professional squad during the Professional Development Phase</td>
<td>12</td>
<td>12</td>
</tr>
<tr>
<td>Full Time Model</td>
<td>Part Time</td>
<td>Part Time, Hybrid, Full Time</td>
<td>Part Time</td>
<td>Part Time</td>
</tr>
<tr>
<td>Part Time Model</td>
<td>Part Time</td>
<td>Part Time, Hybrid, Full Time</td>
<td>Full Time</td>
<td>Full Time</td>
</tr>
<tr>
<td>Hybrid Model</td>
<td>Part Time</td>
<td>Part Time, Hybrid, Full Time</td>
<td>Full Time</td>
<td>Full Time</td>
</tr>
<tr>
<td>Full Time Model</td>
<td>Part Time</td>
<td>Part Time, Hybrid, Full Time</td>
<td>Full Time</td>
<td>Full Time</td>
</tr>
</tbody>
</table>

123. The maximum time in which Academy Players in the Foundation Phase can be engaged in a single coaching session is 120 minutes and there will be appropriate rest periods between each such session.
127. Each Club which operates a Category 1, Category 2, Category 3 or Category 4 Academy may, with the consent of the League and subject to Rules 140 to 142, operate one or more Development Centres, to be located within:

128.1 one hour's travelling time of the location of its principal venue for the provision of coaching and education to Academy Players, where the Development Centre will be attended by players in the Foundation Phase age groups or lower; and

128.2 90 minutes travelling time of the location of its principal venue for the provision of coaching and education to Academy Players, where the Development Centre will be attended by players in the Youth Development Phase age group (and not by players in the Foundation Phase age groups or lower).

129. A Child being coached at a Club's Development Centre:

129.1 may not be registered for that Club;

129.2 may not play in matches for that Club and/or participate in training with that Club's Academy unless registered as a Trialist; and

129.3 will be free to play for other teams.

130. Clubs which operate Development Centres shall keep an attendance record of all Players who participate in coaching sessions thereat, which it shall provide to the League and/or the Football Association on request.

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

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

132.1 inspection of the facilities provided; and

132.2 assessment of whether the coaching provided at the Development Centre is in accordance with the Club's coaching syllabus.

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

134. Subject to Rules 140 to 142, below, no Club shall cause or permit a team representing its Development Centre to play football against a team representing another Club (or a Premier League club).

135. Prior to a Child attending a Development Centre for the first time, the Club operating that Development Centre must:

135.1 provide details to the Child's Parent(s) of the status and purpose of the Development Centre, the fact that attendance by the Child at the Development Centre does not preclude the Child from playing for or training with any other Development Centre (or subject to Rule 139) any other Club or team and confirmation that its attendance confers no rights on the Club in relation to his registration, and obtain a signed notification from the Parent that they have received and accept such details; and

135.2 provide to the Child's Parent(s) a copy of any guidance on Development Centres produced by the League.

136. No Club shall induce or attempt to induce a Child to attend its Development Centre by offering him, or any Person connected with him, whether directly or indirectly, a benefit or payment of any description whether in cash or in kind.

137. No Club is permitted to make payment of any kind to a Child attending a Development Centre or his Parent (whether directly or indirectly).

138. Whereas team travel arrangements will be permitted, no Club is permitted to provide or otherwise arrange for individual transport for a Child attending a Development Centre to travel to or from their home or school and any training or match venue.

139. Clubs that operate Development Centres must comply with the provisions of the League's Safeguarding Standards in respect of each Development Centre they operate.
1. General

1.1 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.

1.2 An Academy Player whose registration is held by a Club which organises an Academy shall play football only in a Games Programme or in Authorised Games and, subject to Rule 155, in coaching and training games (participation in which is limited to registered Academy Players and Trialists) organised by and played at an Academy.

1.3 A Club which organises an Academy shall not require, cause or allow an Academy Player whose registration it holds to play football except as permitted by Rule 144.

1.4 Each Club which organises an Academy shall record in each Academy Player's Performance Clock:

- each match in which he has played;
- and
- his playing time in each match.

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

Part 2. Foundation Phase Games Programme

1.6 The Games Programmes referred to in Rule 150 shall consist of matches which:

- may include matches against representative county schoolboy sides (being sides selected by the English Schools' Football Association); and
- subject to Rule 150.3, may be played in Festivals organised on a local, regional or national basis and each Club which operates a Category 1 Academy shall be organised on a local 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
- include matches against representatives of other Academy Players and Trialists (being sides selected by the English Schools' Football Association); and
- shall include one or more Festivals or Tournaments for each Club organised on a regional, national or international basis (which may include matches organised pursuant to Rule 163), with the number of such Festivals and Tournaments increasing for the older age groups in the Youth Development Phase;
- shall take place during the Games Programme Schedule; and
- each Club shall decide.

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

1.8 Each Club which operates a Category 1, Category 2 or Category 3 Academy shall participate fully in the Foundation Phase Games Programme and any other matches organised by the Club pursuant to Rule 152 shall be reasonably spread out over the Season.

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

1.10 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).

1.11 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.

1.12 The League will organise a Games Programme for teams in each of the Under 9 to Under 11 age groups of Clubs operating Category 3 Academies.

1.13 The Games Programme referred to in Rule 154 shall include the Under 13, Under 14 and Under 15 Premier League National Cups, participation in which shall not be mandatory.

1.14 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.

1.15 The Games Programmes referred to in Rules 155 and 156 shall consist of matches which:

150.1. shall be competitive but whose results (except in the case of Tournaments) shall not give any particular competitive significance between Academies (for example, no league table or the like shall be produced); and
150.2. subject to Rule 150.3, shall be organised on a local basis so that, as far as reasonably possible, no team has to travel more than one hour to an away match (save that longer travel times may be necessary in order that each Club can participate meaningfully in the Games Programme); and
150.3. may be played in Festivals organised on a local, regional or national basis and each Club which operates a Category 1 Academy shall organise and host a minimum of three Festivals per season; and
150.4. shall take place during the Games Programme Schedule; and
150.5. may include matches against representatives of other Academy Players and Trialists (being sides selected by the English Schools' Football Association); and
150.6. shall be played outdoors, save in respect of:

150.6.1. Clubs operating Category 1 or 2 Academies when, during the second half of December and the whole of both January and February, they may be played indoors; and
150.6.2. Clubs operating Category 3 Academies when, during the second half of December and the whole of both January and February, they may be played indoors; and
150.7. shall consist of matches played in accordance with the following formats (save that some matches 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</td>
<td>50x20 to 60x30</td>
<td>12x6</td>
<td>4</td>
</tr>
<tr>
<td></td>
<td>5v5</td>
<td>60x30 to 70x40</td>
<td></td>
<td>5</td>
</tr>
<tr>
<td>Under 10</td>
<td>4v4</td>
<td>50x20 to 60x30</td>
<td>12x6</td>
<td>4</td>
</tr>
<tr>
<td></td>
<td>5v5</td>
<td>60x30 to 70x40</td>
<td></td>
<td>5</td>
</tr>
<tr>
<td>Under 11</td>
<td>3v3</td>
<td>40x20 to 50x30</td>
<td>12x6</td>
<td>4</td>
</tr>
<tr>
<td></td>
<td>4v4</td>
<td>50x20 to 60x30</td>
<td></td>
<td>5</td>
</tr>
</tbody>
</table>

150.8.3. The Games Programme referred to in Rule 155 shall be organised on a local basis so that as far as reasonably possible no team has to travel more than one hour to an away match and/or regional basis so that as far as reasonably possible no team has to travel more than two hours to an away match (save that in both cases longer travel times may be necessary in order that each Club can participate meaningfully in the Games Programme);

150.8.4. shall include one or more Festivals or Tournaments for each Club organised on a regional, national or international basis (which may include matches organised pursuant to Rule 163), with the number of such Festivals and Tournaments increasing for the older age groups in the Youth Development Phase;

150.8.5. take place during the Games Programme Schedule;

150.8.6. be played outdoors, except for matches for age groups Under 12 to Under 15 during the second half of December and the whole of both January and February involving teams of Category 2 Academy and Category 3 Academies, which shall be played indoors; and

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

<table>
<thead>
<tr>
<th>Age group</th>
<th>Team size</th>
<th>Pitch size (yards)</th>
<th>Goal size (feet)</th>
<th>Ball size</th>
</tr>
</thead>
<tbody>
<tr>
<td>Under 12</td>
<td>4v4</td>
<td>90x60</td>
<td>21x7</td>
<td>4</td>
</tr>
<tr>
<td></td>
<td>5v5</td>
<td>100x60</td>
<td></td>
<td>5</td>
</tr>
<tr>
<td>Under 13</td>
<td>5v5</td>
<td>90x60</td>
<td>21x7</td>
<td>4</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>5</td>
</tr>
<tr>
<td>Under 14</td>
<td>4v4</td>
<td>90x60</td>
<td>21x7 to 24x8</td>
<td>4</td>
</tr>
<tr>
<td></td>
<td>5v5</td>
<td>100x60</td>
<td></td>
<td>5</td>
</tr>
</tbody>
</table>

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

150.10. For any matches played abroad pursuant to Rule 163, the Games Programme for Category 1 Clubs referred to in Rule 159 shall:

150.10.1. be constituted either on a national basis or, if a majority of those Clubs, and (Premier League clubs) which operate Category 1 Academies so determined by no later than 31 March in the preceding season, on a regional basis (as that term is defined in Rule 161, and
150.10.2. 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).

150.11. The Games Programme for Category 2 Clubs referred to in Rule 159 shall be organised on a local basis, that is to say 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).

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

164. 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 any away match (save that longer travel times may be in necessary in order that each Club can participate meaningfully in the Games Programme).

165. Matches played pursuant to Rules 159 to 164 shall, when played outdoors, be played in accordance with the following format:

<table>
<thead>
<tr>
<th>Turn</th>
<th>Pitch size (m x m)</th>
<th>Goal size (m x m)</th>
<th>Ball size</th>
</tr>
</thead>
<tbody>
<tr>
<td>U15</td>
<td>51x35</td>
<td>18x6</td>
<td>1</td>
</tr>
<tr>
<td>U16</td>
<td>51x35</td>
<td>18x6</td>
<td>1</td>
</tr>
</tbody>
</table>

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

166.1 must participate fully in the Youth Development Phase Games Programme (save that participation in the Under 15 and Under 16 Premier League National Cups is voluntary); and

166.2 may organise and participate in additional Authorised Games of the types listed in paragraphs (c), (d), (f) and (h) of that definition only (which shall be notified to the Premier League (in the case of a Club operating a Category 2 or Category 3 Academy) no later than 72 hours before they are scheduled to take place).

167. 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 at least half the playing time of matches in the Youth Development Games Programme and any other matches organised by his Club pursuant to Rule 166.2, the Academy Player’s playing time to be reasonably spread over the Season.

168. 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 166.2). 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

169. 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.

170. The League will organise a Games Programme for teams of Clubs operating Category 3 and Category 4 Academies, and following such consultation determine with those Clubs in its absolute discretion what Games Programme(s) should be developed for those Clubs.

171. The Games Programmes organised by the Premier League and the League pursuant to Rules 169 and 170 will be constituted on the following geographical bases:

171.1 Category 1 Academy - a national league and a regional league (depending on 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);

171.2 Category 2 -

171.2.1 in two 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 constitution of each league to be determined by the Board in its absolute discretion having regard to those Clubs (and Premier League clubs) which operate Category 2 Academies;

171.2.2 where practical, 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); and

171.3 Categories 3 & 4 -

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

172. Matches in the Professional Development Phase Games Programme organised under Rule 169:

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

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

172.3 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 and, in accordance with the IFAB Protocol, up to two ‘concessions substitutes’ and/or two ‘additional substitutes’ (as appropriate) from those substitutes listed on the team sheet);

172.4 shall consist of competitive leagues and Tournaments; and

172.5 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.

173. Matches in the Professional Development Phase Games Programme organised under Rule 170:

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

173.2 shall be for Players in the Under 18 age group (and younger) only, save that up to three Players in the Under 19 age group may be named on the team sheet for a match,

173.3 shall only have five substitutes named on the team sheet (and for the avoidance of doubt all five substitutes may enter the field of play);

173.4 shall consist of competitive leagues and Tournaments; and

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

Further provisions binding on Clubs competing in the Leagues referred to in Rule 172 shall be set out in the rules of those Leagues.

175. Each Club which operates an Academy:

175.1 must participate fully in the Professional Development Phase Games Programme; and

175.2 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

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

177. 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 is in its first team matches during the preceding Season in the Premier League, the League Competition (including play off matches), the EFL Cup, The Football Association Challenge Cup, the EFL Trophy, the UEFA Europa League and/or UEFA Champions League included on average at least five Players in the Under 21 age group or younger.

178. 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.

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

180. The Premier League will organise the Professional Development League, 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) to be at the absolute discretion of the Premier League who shall have the right to vary the composition of such 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).

181. The League will, if required, organise (or procure the organisation of, for example, through the Football Combination or Central League) Professional Development League 5, 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 League who shall have the right to vary the composition of such such league to ensure that each Club (or club) has to travel no more than three hours to each match (save that longer travel times may be necessary in order that each Club (or club) can participate meaningfully in Professional Development League 3). For the avoidance of doubt teams of Clubs operating Category 3 and Category 4 Academies shall compete together in Professional Development League 5.

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

183. 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: POSTMORTEM ETC. OF MATCHES

184. A match in the Games Programme between 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 in the instructions of the officiating referee (or if the officiating referee is a minor, the official of the county FA who has accompanied them to the match) who shall be empowered to order that such match be cancelled, postponed or abandoned (which order may be given orally under emergency conditions, during which order the playing of the match in event the Club at whose ground the match should have been played shall within seven days give to the League notice in writing to that effect).

185. 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 184, any Club which causes the cancellation, postponement or abandonment of such a match will be in breach of these Rules.

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

187. In consultation with The Football Association, a minimum of four weekends each Season will be dedicated to 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.
188. 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 23 age group who are not regular members of the Club’s first team squad is supported effectively and which:

188.1 is appropriate to the Category of its Academy;
188.2 complies with all applicable requirements set out in this section of the Rules; and
188.3 is evaluated by the Club within each Training Model and/or Development Phase to ensure it is meeting its objectives as set out therein.

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

189.1 is appropriate to his age and Training Model;
189.2 meets his specific academic needs;
189.3 complies with all legal requirements;
189.4 is structured to ensure that his academic development is not compromised as a result of his being co-educated by the Club’s Academy;
189.5 in the case of an Academy Player who is entered into a Scholarship Agreement with the Club, consists of the SEP and an educational programme approved by the League and subject to ongoing quality assurance by the League; and
189.6 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.

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

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

190.1 liaising with the school at which Academy Players are being educated;
190.2 ensuring that any issues concerning an Academy Player’s education arising from that liaison are addressed to the satisfaction of the school;
190.3 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 made available to the League; and
190.4 co-ordinating and delivering the SEP.

REPORTS ON EDUCATIONAL PROGRESS

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

The progress reports shall:

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

DELIVERY OF THE EDUCATION PROGRAMME

Part Time Training Model

194. Each Club which operates an Academy shall, in respect of each of its Academy Players being trained under the Part Time Training Model, make contact in writing with the Academy Player’s school on a minimum of three occasions in each academic year to:

194.1 inform the Academy Player’s school that he is being so trained;
194.2 if the League so requests, obtain from the Academy Player’s school his school reports and, where possible, educational attainment data;
194.3 use the information obtained (if any) to monitor the Academy Player’s academic progression by reference to his school reports and, where possible, educational attainment data, and record it electronically; and
194.4 liaise with the school on two occasions in each academic year in order to discuss and address any issues concerning the Academy Player’s education which have arisen or may arise as a consequence of his being trained at the Club’s Academy.

Hybrid Training Model

195. Each Club which operates the Hybrid Training Model must appoint a sufficient number of appropriately qualified teaching staff to provide the educational support referred to in Rule 196.2.

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

196.1 undertake all necessary liaison and co-operation with the Academy Player’s school to ensure that the required element of coaching takes place within the Core Coaching Time;
196.2 provide to the Academy Player such additional educational support (to be detailed in the written agreement referred to in Rule 196.3) as shall be necessary to compensate for the time 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;
196.3 liaise with the Academy Player’s school on at least every 12 weeks (to coincide with dates of his Multi-disciplinary Reviews);
196.4 monitor the Academy Player’s academic progression (including by use of the information obtained from the Academy Player’s school pursuant to Rule 196.2) and record the information obtained pursuant to Rule 196.2 electronically in a timely fashion and at least every 12 weeks (to coincide with dates of his Multi-disciplinary Reviews);
196.5 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;
196.6 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 independent body); and
196.7 liaise with the school at least every 12 weeks in order to discuss and address any issues concerning the Academy Player’s education which may arise or have arisen as a consequence of his being so trained.

Full Time Training Model

197. 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 198 to 203 and which is approved in advance by the League.

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

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

199.1 unless otherwise approved by the League, only employ Academy Players in the Under 12 and Under 16 age groups to participate in the Full Time Training Model where they reside within 30 miles of the Club’s Principal training venue;
199.2 enter into an agreement with any school at which its Academy Players are being educated setting out the obligations of the Club and the school in respect of the education of those Academy Players;
199.3 ensure that Academy Players in the Under 12, Under 15 and Under 16 age groups who are being educated at school are fully integrated with other pupils of their age, which obligation shall include (without limitation) attending lessons with other such 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); and
199.4 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;
199.5 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;
199.6 ensure that appropriate staff/student ratios are utilised for all educational activity in which the Academy Player is engaged;
199.7 detail the educational curriculum and progress the “Parent/Player” includes an element 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 Educational Advisor); and
199.8 obtain from the Academy Player’s school his school reports and where applicable, educational attainment data;
199.9 monitor the Academy Player’s academic progression (including by use of the information obtained from the Academy Player’s school pursuant to Rule 199.8) and record the information obtained pursuant to Rule 199.8 electronically in a timely fashion and at least every 12 weeks (to coincide with dates of his Multi-disciplinary Reviews);
199.10 permit the League to conduct reviews with Academy Players in the Under 12 to Under 16 age groups, as required; and
199.11 pursuant to Rule 189.5, ensure that Scholars are provided with sufficient time and support to prepare for the ‘End Point Assessment’.

200. Without prejudice to the generality of Rule 35, each Club which operates the Hybrid or Full Time Training Model must in respect of each such Training Model:
200.1 not do so unless the League has pre-approved and annually certified its proposed delivery of the Training Model;
200.2 permit the League to monitor and assess its delivery of the Training Model, including in respect of an individual Academy Player, in order to ensure that it complies with these Rules; and
200.3 forthwith implement any changes to its delivery of the Training Model that the League may require.

201. If the League is not satisfied that a Club’s delivery of the Hybrid or Full Time Training Model complies with these Rules:
201.1 it may refuse to an application to register an Academy Player on it; and
201.2 the Board may exercise its powers set out in Rule 289.

202. If a Club wishes to engage an Academy Player on the Full Time Training or Hybrid Model (whether or not the Academy Player is already registered with the Club), it shall complete either Form V104a or V104b (as appropriate) signed on behalf of the Club by an Authorised Signatory and submit a copy to the League within five days of its being entered into.
203. If the registration of an Academy Player on the Full Time Training Model is terminated by the Club or by the Award of its own volition, or if they change to another Training Model, the Club shall, unless its Parent(s) agrees otherwise, continue to provide to him until the end of the academic year in which he reaches the age of 18 education and accommodation in accordance with the arrangements made at the time of his first engagement on the Full Time Training Model.

Option 1

Clubs may enter into a contractual relationship with an identified school (with the option of an alternative school if approved by the League) at which Academy Players receive their education. The relationship will need to be fixed in terms of the amount of time that Academies would require Academy Players to be available for daily coaching. The school day will need to be flexed to accommodate the Coaching Curriculum whilst ensuring that boy's educational development does not suffer. Specific tutor support for the Education Programme will be required for all Academy Players engaged in the Full Time Training Model over and above the normal curriculum. Additional tutor support will need to be individually tailored to the Academy Players’ needs. Clubs will need to decide how and where Academy Players will be coached. The optimum environment is at the Club's dedicated training facilities but this will require a school in Education Option 1 to be in close proximity to the Club. The Club's training facility or that the Academy Players can move easily between the school and the Club. With the Full Time Training Model, the school will need to be in close proximity to the training ground or else the training will need to be accommodated at the school.

The other major consideration for Clubs which operate Category 1 Academies will be the need to provide dedicated housing, house parents and a secure environment in which to live and work whilst staying with the Club. This will need to apply to all Academy Players who live outside a short commutes from their Club's training ground.

Option 2

In this option, Clubs may choose to develop and extend their own educational facilities at the training ground and, in effect, develop an onsite school facility. For Clubs which operate a Category 1 Academy, accommodation would still be required on or near the training ground to house the Academy Players and the associated social and welfare support would need to be factored into the delivery of this approach. Clubs may continue to contract an educational partner/provider but the schooling would take place at the Club.

Option 3

Clubs may wish to establish their own schools. These schools may be general in their recruitment with specialist classes or groups of classes catering for the Academy Players’ specialist needs. In this Education Option the same issues regarding the location of the school on or near the training ground remain relevant as does the need to provide appropriate housing and care.

204. Each Club which operates an Academy shall notify the League, in such a manner as the League shall from time to time specify, of the Training Model on which each of its Academy Players is engaged and, if there is any proposed change in circumstances for an Academy Player (for instance, changing to the Full Time Training Model or Hybrid Training Model or Part Time Training Model), forthwith inform the League of the change in Form YD4C and provide such evidence as the League may require to show that the Academy Player and his Parent(s) consented to the change.

PERSONAL DEVELOPMENT AND LIFE SKILLS PLANS

205. 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.

206. The programme referred to in Rule 205 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.

207. Each Academy Player shall engage in the activities referred to in Rule 206 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.

208. 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

209. Each Club shall arrange a pre-season induction event for Academy Players and their Parent(s) and there shall be at least one such induction event per Development Phase and on every occasion that a new Academy Player joins the Club.

210. The induction meeting referred to in Rule 209 shall provide such information to the Academy Players and their Parent(s) as is necessary in order for them to understand the coaching and, if relevant, education that the Academy Player will receive from the Club.

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

212. The Code of Conduct set out in Appendix B shall be binding on all Academy Players registered on any YD4C and their Parent(s) 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.

ACADEMY PLAYER AND PARENT VOICE

213. Each Club which operates an Academy shall devise and implement one or more mechanisms to invite and receive feedback from Academy Players and their Parent(s).

214. Each Club which operates an Academy shall devise and implement one or more mechanisms to invite and receive feedback from Academy Players and their Parent(s).
230. Each Club which operates an Academy shall ensure that there is available at all games involving Academy teams appropriate first aid or primary care provision and, without prejudice to the generality of the foregoing or to any Rules applicable to an Authorised Game, that:

230.1 in respect of each match in the Professional Development Phase Games Programme, the following qualified individuals must be present at the match venue:

<table>
<thead>
<tr>
<th>Academy Category</th>
<th>Individuals who must be present</th>
</tr>
</thead>
<tbody>
<tr>
<td>Category 1</td>
<td>• a doctor who holds a current ATMMiF or an equivalent or higher qualification approved by the Board;</td>
</tr>
<tr>
<td></td>
<td>• a paramedic and ambulance;</td>
</tr>
<tr>
<td></td>
<td>• a physiotherapist (or Sports Therapist) who holds a current ATMMiF or an equivalent or higher qualification approved by the Board;</td>
</tr>
<tr>
<td>Category 2</td>
<td>• a doctor who holds a current ATMMiF or an equivalent or higher qualification approved by the Board or a paramedic and (for Premier League Clubs) an ambulance;</td>
</tr>
<tr>
<td></td>
<td>• a physiotherapist (or Sports Therapist) who holds a current ATMMiF or an equivalent or higher qualification approved by the Board;</td>
</tr>
<tr>
<td>Category 3</td>
<td>• a doctor who holds a current ATMMiF or an equivalent or higher qualification approved by the Board;</td>
</tr>
<tr>
<td></td>
<td>• a physiotherapist (or Sports Therapist) who holds a current ATMMiF or an equivalent or higher qualification approved by the Board;</td>
</tr>
<tr>
<td>Category 4</td>
<td>• a doctor who holds a current ATMMiF or an equivalent or higher qualification approved by the Board;</td>
</tr>
<tr>
<td></td>
<td>• a physiotherapist (or Sports Therapist) who holds the ATMMiF or an equivalent or higher qualification approved by the Board;</td>
</tr>
</tbody>
</table>

230.2 In respect of each match in the Foundation Phase and Youth Development Phase, the following qualified individuals shall be present at the match venue:

<table>
<thead>
<tr>
<th>Academy Category</th>
<th>Individuals who must be present</th>
</tr>
</thead>
<tbody>
<tr>
<td>Category 1</td>
<td>• a doctor, physiotherapist or Sports Therapist who holds a current ATMMiF or an equivalent or higher qualification approved by the Board;</td>
</tr>
<tr>
<td>Category 2</td>
<td>• a doctor, physiotherapist or Sports Therapist who holds a current ATMMiF or an equivalent or higher qualification approved by the Board;</td>
</tr>
<tr>
<td>Category 3</td>
<td>• a doctor, physiotherapist or Sports Therapist who holds a current ATMMiF or an equivalent or higher qualification approved by the Board;</td>
</tr>
<tr>
<td>Category 4</td>
<td>• a doctor, physiotherapist or Sports Therapist who holds the ATMMiF or an equivalent or higher qualification approved by the Board;</td>
</tr>
</tbody>
</table>

230.3 a defibrillator is maintained at each venue at which matches are played and at which coaching takes place.

231. Without prejudice to the requirements of Rule 229, the following qualified individuals shall be present at all venues at which coaching takes 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 ATMMiF or an equivalent or higher qualification approved by the Board;</td>
</tr>
<tr>
<td>Category 2</td>
<td>• a physiotherapist or a Sports Therapist with a current ATMMiF or an equivalent or higher qualification approved by the Board;</td>
</tr>
<tr>
<td>Category 3</td>
<td>• a member of staff who holds a current EFAiF or an equivalent or higher qualification approved by the Board;</td>
</tr>
<tr>
<td>Category 4</td>
<td>• a member of staff who holds a current EFAiF or an equivalent or higher qualification approved by the Board;</td>
</tr>
</tbody>
</table>

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

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

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

235. The progress and development of each Academy Player under the Sports Science and Medicine/Performance Support Programme (including without limitation the results of the tests set out in Rule 234, and full details of any injuries, the treatment thereof, and the length of any period of rehabilitation) shall be noted in his Multi-disciplinary Review and recorded in his Performance Clock.

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

236.1 have such technical facilities as are necessary to undertake the Performance Analysis required of it by Rule 236.2;

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

236.3 use the results of such Performance Analysis in its monitoring of the coaching and development of Academy Players in the Youth Development Phase and the Professional Development Phase; and

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

237. Each Club operating a Category 3 or Category 4 Academy shall comply with Rule 236 but only in respect of players in the Under 17 to Under 18 age groups.

238. Subject to a Club complying with Rule 236 or 237 (as appropriate depending on the Category of its Academy), and to a sufficient number of Clubs (and Premier League Clubs) likewise complying, the Premier League may make available to it benchmarked data derived from comparing the Performance Analysis data it has submitted to the League with that submitted by other Clubs (on an anonymised basis).
Talent Identification and Recruitment

Scouts: Qualifications

239. 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:

239.1. is in possession of such qualification as the League may require from time to time;

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

239.3. undertakes Continuous Professional Development each year.

239A. The League shall register a Scout and shall notify the applicant Club to that effect upon being satisfied that:

239A.1. the Scout holds the qualification required by Rule 239.1;

239A.2. the Scout is not currently registered as the Scout of another Club.

239B. At the start of each season each Club shall issue a Scout Identification Card to each of its registered Scouts.

239C. Except during the period of five days referred to in Rule 240, no Club shall employ a Scout who is not registered with the League.

239D. Each Scout shall inform the home Club of their arrival at a match.

239E. Each Club which operates an Academy shall ensure that each of its Scouts, whose duties include the identification of Academy Players whose registration the Club may wish to secure, in addition to complying with the provisions of this section of these Rules, is in possession of such qualification as the League may require from time to time, undertakes Continuous Professional Development each year, and in such circumstances, the Academy Player may not be coached by or play for the Club seeking to register him until the League notifies the Academy Player and the Club that the registration has been undertaken.

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

240.1. provide to the Scout the Scout Identification Card

240.2. return their Scout Identification Card to the League.

239F. Scouts shall conduct themselves in accordance with the Code for Conduct for Scouts set out in Appendix A.

239G. Each Club which operates an Academy shall take all reasonable endeavours to ensure that its Scouts comply in all respects with Rule 239E and the Code of Conduct for Scouts.

240. Each Club shall ensure that, where the relevant Scout's duties include those referred to in Rule 239, 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 has the qualification required by Rule 239.1, and the League shall register the Scout where it is satisfied that the registration requirements of this section of these Rules have been complied with and the Scout holds the qualification required by Rule 239.1.

Scouts: Attendance at Matches

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

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

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

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

243. Each Club which operates an Academy shall prepare and produce a document setting out the process of how Scouts employed by that Club shall approach Academy Players (and other Players) and the process thereafter. Such process should comply in full with these Rules and the Code of Conduct for Scouts and should build upon the training that the Scout received while obtaining the relevant scouting qualification referred to in Rule 239.1.

Scouts: Disciplinary Action

243A. Any breach by a Scout of Rule 239E 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 discretion of the disciplinary proceedings, should a breach be held to exist.

243B. Any breach by a Club of Rule 239F or Rule 239G shall amount to a breach of these Rules and the League shall be entitled to take disciplinary action against the Club for such breach in accordance with Section 8 of the League's Regulations. In addition to the sanctions available under Section 8, an additional sanction of the removal of a Scout's registration shall also be available at the discretion of the disciplinary proceedings, should a breach be held to exist.

Registrations and Provision of Information by the League

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

245. Subject to Rule 246, the League will undertake the registration (which shall be backdated to the date of application) of the Academy Player if:

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

245.2. during that time, the League has not been contacted by the Academy Player or his Parent to inform the League that he no longer wishes to be registered as an Academy Player for that Club, and in such circumstances, the Academy Player may be coached by and play for the Club during the period of seven days referred to in Rule 245.1. The provisions of Rules 312 and 315 shall apply during the period referred to in Rule 245.1.

TIME/DISTANCE RULES

249. Subject to Rule 279, each Club which operates an Academy shall be permitted to register Academy Players who reside within the travel times measured from the location of the Club’s principal venue for the provision of coaching and education set out in the following table.

<table>
<thead>
<tr>
<th>Category</th>
<th>Time/Distance</th>
<th>permitted Recruitment In/Distance</th>
</tr>
</thead>
<tbody>
<tr>
<td>Category 1</td>
<td>1 hour</td>
<td>no limit</td>
</tr>
<tr>
<td>Category 2</td>
<td>1 ½ hours</td>
<td>no limit</td>
</tr>
<tr>
<td>Category 3</td>
<td>no limit</td>
<td>no limit</td>
</tr>
</tbody>
</table>

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

Trials

250. Subject to the conditions set out in Rules 255 and 257, a Trialist may attend an Academy for up to eight consecutive weeks in any one season without being registered provided that:

250.1. at least seven days' prior written notice to that effect shall be given to any junior club of which such Trialist is a member and to the Trialist’s school; and

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

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

251. In the case of the Trialist in one of the age groups Under 9 to Under 16, a Club may apply to the League for permission to extend the period of eight weeks referred to in Rule 250 for an additional period of four weeks.

252. An application to extend a trial period must be:

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

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

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

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

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

255. Rule 39 (Performance Clocks) and Rule 40 (Multi-disciplinary Reviews) shall apply with regard to Trialists.

256. Each Club shall give the League all such access to information and Persons as it may require in order to monitor the welfare and progression of Trialists and to determine whether to grant an application to extend a trial period.
257. The conditions referred to in Rule 250 are as follows:
257.1 a trial may be offered or given by a Club to anyone in age groups Under 9 to Under 11 inclusive who has his permanent residence
within one hour’s travelling time of the Club’s Academy;
257.2 a trial may be offered or given by any Club to anyone in age groups Under 12 and Under 15 who has his permanent residence
within one and a half hours’ travelling time of the Club’s Academy or for a player that a Club proposes to register under Rule 279;
257.3 a trial may be offered or given by a Club to anyone in age groups Under 14 to Under 16 inclusive;
257.4 subject to Rule 257.5, a trial may be offered or given by on one or more Clubs to an Academy Player in age group Under 16 who has
been informed by the Club holding his registration that it will not offer to enter into a Scholarship Agreement with him; any such trial or series of trials may not in the aggregate exceed eight weeks;
257.5 a trial may not be offered or given to anyone:
257.5.1 who is on trial at another Academy;
257.5.2 not registered with another Club or Premier League club (except in circumstances where the Board grants approval for the
registration to be held by another Club (or club) except with the written consent of such Club (or club) or in the case of an Academy Player who is exercising his entitlement under either Rule 283, Rule 284 or Rule 285 to seek registration at the Academy of another Club (or club).
Any question or dispute concerning the travelling time requirements in this Rule shall be determined by the League in its
absolute discretion.

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

259. If the date upon which a Trialist’s trial period is due to end his trial is terminated, notice to that effect shall be given to the League
by sending to the League YD6A duly completed.

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

261. 1. Where a Club makes an application to the League in Form YD4 that an Academy Player who is a Trialist with that Club at the time
of the application be registered as an Academy Player with that Club, the relevant trial will be immediately deemed cancelled by the League
and the provisions of Rules 244 to 246 shall apply.

PRE-REGISTRATION AGREEMENTS

262. Subject to the provisions of Art. 19 of the FIFA Regulations for the Status and Transfer of Players, on or after 1st January in any season
a Club may enter into a pre-registration agreement with a player who does not reside within one and a half hours’ travelling time of its
Academy provided that such a player is:
262.1 in his Under 16, Under 17 or Under 18 year; and
262.2 in Full Time Education; and
262.3 not registered with another Club or Premier League club (except in circumstances where the Board grants approval for the
player to register at his current Club until the agreement takes effect).

263. A pre-registration agreement shall be in Form YD9 and shall include an undertaking by the Club to enter into a Scholarship Agreement
with the player upon the Club having acquired the player’s registration and:
263.1 in the case of a player in his Under 16 year, on or after the last Friday in June in the academic year in which the Academy Player
reaches the age of 16; or
263.2 in the case of a player in his Under 17 or Under 18 year, upon his ceasing Full Time Education.

264. Clubs shall submit to the League copies of all pre-registration agreements within five days of their being entered into, which must include:
264.1 Form YD9 signed on behalf of the Club by an Authorised Signatory;
264.2 proof of both the player’s home address and date of birth in such form as is required by the Board (with any subsequent change(s) of address to be submitted by the Club to the League); and
264.3 a photographic image of the player in such format as is required by the Board.

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

REGISTRATIONS

266. Each Club shall ensure that only Academy Players registered with that Club, Trialists attending Trials in accordance with Rule 250, and
players with whom the Club has entered into a pre-registration agreement in accordance with Rule 262 shall be coached by or at the
Club’s Academy or participate in its matches, tours, Festivals, Training Camps or Tournaments which the Club operating that
Academy is involved.

267. Each Club must ensure that every player who represents it in a match, Festival, Tournament or any other event that forms part of the
Games Programme is able to produce at that event, on request by the League, a valid registration card issued by the League.

268. Subject to Rule 269, players in age groups Under 9, Under 10, Under 11, Under 12, Under 14 and Under 16 shall be registered for one
year and those in age groups Under 13 and Under 15 for two years.

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

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

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

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

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

(a) Form YD4 signed on behalf of the Club by a club’s Authorised Signatory;
(b) a copy of the Code of Conduct referred to in Rule 212;
(c) proof of both the Academy Player’s home address and date of birth in such form as is required by the League (with any subsequent
change(s) of address to be submitted by the Club to the League); and
(d) a photographic image of the Academy Player in such format as is required by the League.

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

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

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

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

277. 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.

278. Subject to Rule 277A, the maximum numbers of Academy Players registrable by a Club at any one time are as follows:

<table>
<thead>
<tr>
<th>Age Group</th>
<th>Maximum Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>Under 9</td>
<td>30 in each age group</td>
</tr>
<tr>
<td>Under 10</td>
<td>30 in each age group</td>
</tr>
<tr>
<td>Under 11</td>
<td>30 in each age group</td>
</tr>
<tr>
<td>Under 12</td>
<td>30 in each age group</td>
</tr>
<tr>
<td>Under 13</td>
<td>30 in each age group</td>
</tr>
<tr>
<td>Under 14</td>
<td>30 in each age group</td>
</tr>
<tr>
<td>Under 15</td>
<td>30 in each age group</td>
</tr>
<tr>
<td>Under 16</td>
<td>30 in each age group</td>
</tr>
<tr>
<td>Under 17</td>
<td>30 in each age group</td>
</tr>
<tr>
<td>Under 18</td>
<td>30 in each age group</td>
</tr>
<tr>
<td>Under 19</td>
<td>30 in each age group</td>
</tr>
<tr>
<td>Under 20</td>
<td>30 in each age group</td>
</tr>
<tr>
<td>Under 21</td>
<td>30 in each age group</td>
</tr>
</tbody>
</table>

279. A Club registered with the League in accordance with these Rules whose Academy Player is subject to a transfer which
the League considers relevant.

280. An application for the registration of an Academy Player under the provisions of this Rule shall be accompanied by a written
Coaching Curriculum which shall include full particulars of any coaching the Academy Player will receive at or in the locality
of his place of residence;

281. The Coaching Curriculum shall be designed so as to ensure that it does not cause the Academy Player to be absent from school;

282. 1. The Head of Education and Welfare shall make enquiries of the Academy Player’s school at least four times each season during the
course of his registration so as to satisfy themselves that the Academy Player’s best interests are being served by the Coaching Curriculum and that it is not adversely affecting his education; the result of each enquiry shall be reported in writing to the Head of Education and Welfare and to the
Board at the event of an adverse report shall apply to the Board for the cancellation of the Academy Player’s registration; and

283. 1. Any other travelling arrangements have been submitted to and approved in writing by or on behalf of the Board, on
the occasion of each visit by the Academy Player to the Academy at which he is registered he shall be accompanied on both
the outward and the return journey by his Parent(s).
280. An application to register an Academy Player shall be refused if:
280.1 the Academy Player is in age groups Under 10, Under 11 or Under 12;
280.2 the registration of that Academy Player was held by another Club or Premier League club (“the Former Club”) within the period of 12 months prior to the making of the application;
280.3 the Former Club had given notice to the Academy Player that they intend to terminate his registration; and
280.4 the Club making the application was the club that held his registration after the date of the original application.

281. 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 Academy Player whose registration it then holds (other than those who have entered into a Scholarship Agreement whose names are included in the list required by Regulation 67(b), indicating
281.1 which it retains;
281.2 which it intends to terminate (with effect from the first Saturday in June).

282. Except in the case of an Academy Player who has been offered and has accepted a Scholarship Agreement in accordance with Rule 298:
282.1 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 12 and Under 14 the Form 30 notifying him whether it intends to retain or to terminate his registration with effect from the first Saturday in June; and
282.2 on or before the third Saturday in May in every year, each Club shall give or send to each of its Academy Players in age groups Under 12 and Under 14 the 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.

283. An Academy Player who receives notification under Rule 282.1 or Rule 282.2 of his Club’s intention to terminate his registration shall be at liberty following receipt of such notification to seek registration as an Academy Player at the Academy of any other Club (or club).

284. An Academy Player who receives notification under Rule 282.1 or Rule 282.2 of his Club’s intention to retain his registration shall likewise be at liberty after the first Saturday in June in June to seek registration as an Academy Player at the Academy of any other Club (or club) provided that:
284.1 by the first Saturday in June he has given written notice to his Club and the League terminating his registration; and
284.2 he has received the League’s written acknowledgement of the same.

285. An Academy Player in age group Under 16 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 other Club (or club) that subsequently registers the Academy Player for its training and development purposes.

286. Subject to Rule 285, 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:
286.1 the Academy Player’s completion of his Full Time Education;
286.2 the receipt by the League at any time of a mutual cancellation notice in Form YD7 or YD10 duly completed and signed by the Academy Player and his Parent and on behalf of the Club holding his registration; or
286.3 the receipt by the League of the Academy Player’s notice duly given in accordance with the provisions of Rule 284.1;
286.4 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
286.5 the expiry, surrender, suspension or revocation of the Academy Licence of the Club holding the registration.

287. Where a club is relegated to the National League (a “Former Football League Club”), the Club shall be entitled to retain the registration of any Academy Player who has entered into a Scholarship Agreement with another Club (or club) on the conditions that such registrations shall automatically terminate upon the happening of the earliest of the following events:
287.1 the Club ceases to operate an Academy in accordance with these Rules; or
287.2 on 30 June immediately after the second season following relegation (unless by that date the Club has been promoted back to the Football League).

288. The Board shall have power at any time to cancel the registration of an Academy Player:
288.1 upon the written application of either:
288.1.1 the Academy Player or, if the Academy Player is a child, his Parent on his behalf (and one of the grounds, but not the only ground, on which such an application may be made is that the categorisation of the Club’s Academy has been lowered pursuant to Rule 22.3); or
288.1.2 the Club holding his registration; or
288.2 of its own volition in the circumstances set out in Rule 289.

289. 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(s) on his behalf if he is a child):
289.1 cancel the registration of the Academy Player; or
289.2 order that the Academy Player be deemed to be engaged on one of the other Training Models.

290. The Board will not exercise its powers set out in Rule 289 without having first given the Club, the Academy Player and his Parent(s) the opportunity to make representations to it.

291. 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 (adopting such procedures as are considered appropriate) and to report to the Board, recommending whether the application should be granted or refused. If the application is granted, the Board may impose conditions (e.g. as to compensation) on the cancellation of the registration. For the avoidance of doubt the 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.

292. Upon an Academy Player’s registration terminating by virtue of the provisions of Rule 286.2, the League shall provide him with a copy of Form YD7 or YD10 as evidence thereof.

SCHOLARSHIPS

293. From the 1 July between his Under 13 and Under 14 year and in any event on or before 31 December in his Under 16 year, a Club may offer to enter into a Scholarship Agreement with an Academy Player whose registration it holds.

294. Failure by a Club to honour any offer of a scholarship notified to the League in accordance with Rule 293 without reasonable cause shall render that Club liable to disciplinary action pursuant to Section 8 of the League’s Regulations.

295. A Club may likewise offer to enter into a Scholarship Agreement with an Academy Player in age group Under 16 who is seeking registration under the provisions of Rule 285.

296. A Club which operates a Category 4 Academy may only offer to enter into a Scholarship Agreement with:
296.1 anyone who is not an Academy Player; or
296.2 an Academy Player in age group Under 16 who is seeking registration under the provisions of Rule 285, but only on or after 1 January in his Under 16 Year.

297. Any offer made under the provisions of Rules 293, 295 or 296 shall be in Form 33, a copy of which shall be sent to the League by the Club making the offer within five days of it being made. In addition, any offer of scholarship to a player registered with a club not in membership of the League or Premier League shall be sent to the League by the Club within five days of such offer being made.

298. An Academy Player receiving an offer in Form 33 shall respond thereto within 28 days by completing and submitting to the Club making the offer Form 34, a copy of which shall be sent to the League by the Club within five days of receipt. An Academy Player who does not accept the offer shall be at liberty after the first Saturday in June following his Under 16 year to seek registration at any other Club (or club).

299. An Academy Player who fails to respond as required by Rule 298 shall be deemed to have not accepted the offer.

300. A Club may enter into a Scholarship Agreement with an Academy Player if:
300.1 it holds his registration; or
300.2 his registration is not held by another Club (or club); and
300.3 (except in the case of an Academy Player who has entered into a Scholarship Agreement with another Club (or club) which has been cancelled by mutual agreement) he is under the age of 18 years; and
300.4 the Scholarship Agreement commences no earlier than the last Friday in June in the academic year in which the Academy Player reaches the age of 16.

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

302. The registration of an Academy Player who enters into a Scholarship Agreement with a Club shall be affected by completion of and submission to the League of Football Association Form G(4), signed on behalf of the Club by an Authorised Signatory, together with copies of the Academy Player’s Scholarship Agreement, the initial duration of which must not exceed two years, and by such evidence as the League may require to demonstrate that the Academy Player may take-up employment in the United Kingdom.
315.3. No Academy Player shall, either directly or indirectly, accept any such inducement.

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

310.2. In the case of an Academy Player, as a civil debt.

308.2. If any such appeal, having been commenced, is withdrawn.

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

303. If the parties to a Scholarship Agreement have agreed in writing that they will enter into a Standard Contract (as that term is defined in Regulation 64-2) prior to or immediately upon the termination of the Scholarship Agreement, and provided that the written agreement between them specifies the length of the contract and full details of all the remuneration and benefits payable under it, the Club shall not be obliged to complete and sign a mutual cancellation notification required by the Academy Player’s registration. The Academy Player shall remain registered with the Club and the Scholarship Agreement shall remain in full force and effect.

304. An appeal by an Academy Player under the provisions of Clause 13.5 or by a Club under the provisions of Clause 12.3 of the Scholarship Agreement shall be commenced by notice in writing addressed to the other party to the agreement and to the League.

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

306. Appeals pursuant to Rule 304 or Rule 305 shall be referred to the Player Related Dispute Commission.

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

Order for Costs

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

308.1. in determining appeals under Rule 304 or Rule 305; and

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

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

310. Costs ordered to be paid as aforesaid shall be recoverable:

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

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

Further Appeal

311. Within 14 days of a decision of the Board given under the provisions of Rule 307 either party may by notice in writing appeal against such decision to the League Appeals Committee in accordance with Regulations 74, whose decision shall be final.

APPROACHES BY AND TO CLUBS AND INDUCEMENTS

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

312.1. An Academy Player registered with another Club (or club); or

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

313. A public statement made by an Official of or Intermediary for a Club expressing interest in an Academy Player whose registration is

310. Costs ordered to be paid as aforesaid shall be recoverable:

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

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

316.1 it provides as a minimum facilities and accommodation set out in Rules 318 to 329; and

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

317. Save where otherwise indicated, or with the permission of the Board, the facilities and accommodation set out in Rules 318 to 329 shall be provided at the Club’s principal venue for the coaching and education of Academy Players.

318. Grass pitches

<table>
<thead>
<tr>
<th>Category</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Category 1</td>
<td>A sufficient number of grass pitches of the appropriate sizes (as required by the Rules relating to Games Programmes and with goals sized as required by the Rules relating to Games Programmes) to enable the Club to play all its matches in the Games Programmes and fulfil its commitments under these Rules as regards coaching.</td>
</tr>
<tr>
<td>Category 2 and 3</td>
<td>A sufficient number of grass pitches of the appropriate sizes (as required by the Rules relating to Games Programmes and with goals sized as required by the Rules relating to Games Programmes) to enable the Club to play all its matches in the Games Programmes and fulfil its commitments under these Rules as regards coaching.</td>
</tr>
<tr>
<td>Category 4</td>
<td>A sufficient number of grass pitches of the appropriate sizes (as required by the Rules relating to Games Programmes and with goals sized as required by the Rules relating to Games Programmes) to enable the Club to play all its matches in the Games Programmes and fulfil its commitments under these Rules as regards coaching.</td>
</tr>
</tbody>
</table>

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

320. 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.

321. 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.

322. Without prejudice to the generality of Regulation 319, 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.

323. Artificial surface pitch

| Category 1 | One floodlit outdoor Artificial Surface pitch (save 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 2015) that this pitch is measured 105 metres in length and 68 metres in breadth, unless otherwise permitted by the League. |
| Category 2 and 3 | Access to one floodlit outdoor Artificial Surface pitch (which may be situated at the principal venue). |
| Category 4 | Access to one floodlit outdoor Artificial Surface pitch (which may be situated at the principal venue). |

324. Indoor area for training and the playing of matches

Note: Typically a Club’s indoor facility should be located at its principal venue for the coaching of Academy Players and any new facility must be located at the principal venue. It is accepted, however, that a number of Clubs have existing indoor facilities which are located elsewhere, or that it may be impossible for a Club’s indoor facility to be located at its principal venue for planning reasons. In such cases, where the Board is satisfied that the Club’s indoor facility may be located other than at its principal venue, there shall also be a requirement that the Rules relating to the maximum travel time from an Academy Player’s residence to the coaching venue are complied with.

| Category 1 and 2 | One indoor Artificial Surface pitch measuring a minimum of 50 yards by 20 yards which shall be owned by the Club (or alternatively the Club must have 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 shall be for the exclusive use of the Academy at all times. Note: an indoor pitch which complies with the core requirements outlined in Regulation 15 is recommended. |
| Category 3 and 4 | Access to one indoor pitch measuring 50 yards by 20 yards during the months of November to April. Alternatively, the Pitch may measure 50 yards by 20 yards but if so the Club shall only be permitted to conduct the following maximum numbers of Academy Players at any one time: |
| Age groups Under 9 to Under 12 inclusive | 18 in each age group |
| Age groups Under 13 and Under 15 inclusive | 15 in each age group |
| Age groups Under 16 to Under 21 inclusive | 12 in each age group |
1. **Changing rooms and washing facilities**

   **Category 1 to 4**

   - a) A sufficient number of separate changing rooms and toilet facilities, of a suitable quality, for the exclusive use of both male and female Match Officials (with separate male and female facilities in the case of Category 1 and Category 2 Academies only), with appropriate arrangements made of Category 3 and Category 4 Academies to facilitate the changing requirements of both male and female Match Officials, and
   - b) a sufficient number of toilets accessible to both male and female Match Officials.

2. **Team meeting room**

   **Category 1 to 4**

   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.

3. **Guest lounge**

   **Category 1 to 4**

   A guard (for the use of Parent(s)) at each training session and match that opens to parent(s). The guard (or a lounge) shall be large enough to hold 20 people and have access to refreshments and toilet facilities.

   **Category 3 and 4**

   Note: in Category 3 and 4 Academies, this room may also be used as the team meeting room described in Rule 326 provided that it is large enough.

4. **Match analysis suite**

   **Category 1 and 2**

   A room large enough to hold 20 people and equipped with such appropriate video and IT technology as is necessary to undertake, and present the results of, Performance Analysis. If the facility is shared with the professional squad, access for the Academy shall be sufficient for its purpose needs to be clearly demonstrated.

   **Category 3 and 4**

   A match analysis suite is recommended but not mandatory.

5. **Medical facilities**

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

6. **Administrative/office space**

   **Category 1 to 4**

   - a) Such office space and access to IT, email and the internet as each member of Academy Staff requires in order to perform the responsibilities set out in their job description; and
   - b) A private meeting room.

7. **Academy Player accommodation**

   **Category 1 to 4**

   Sufficient and adequate accommodation for all registered Academy Players and their Parent(s) for the Academy sufficient for its purposes needs to be clearly demonstrated.

   A guest lounge for the use of Parent(s) at each training session and match that is open to Parent(s). The guest lounge shall be located in as close proximity as is reasonably practicable to the Club’s principal venue for the Academy, in accordance with such guidance as is issued by the League to Clubs from time to time.

8. **Classrooms**

   **Category 1**

   A minimum of three classrooms which shall each:

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

   **Category 2**

   A minimum of two classrooms which shall each:

   - contain sufficient desks for 20 students;
   - contain 20 electronic devices with internet access. All of these classrooms must conform in all respects with any requirements for classrooms issued by the Department for Education.

   **Category 3 and 4**

   Access for Academy Players and Tutors to a study area large enough to hold 20 people and which contains at least 20 electronic devices with internet access.
COMPENSATION

343. 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, Premier League club or former Football League Club (in respect of such periods that club was a member of the Football League) which previously withheld registration (the “Training Club”) provided that:

343.1 the Training Club had indicated Form 30 (or, in the case of a Premier League club, the equivalent Premier League form) its intention to retain the Academy Player’s registration;

343.2 the Training Club had offered to enter into a Scholarship Agreement pursuant to Rule 293 with the Academy Player;

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

343.4 save where Rule 286 applies, the Training Club and Academy Player mutually agreed to terminate the Academy Player’s registration pursuant to Rule 286.2 and agreed that the Training Club should retain the right to receive compensation should the Academy Player sign for another Club (or club); or

343.5 the Board has reached a determination that such effect pursuant to Rule 291, and

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

344. The obligation in Rule 343 to pay compensation to a Football Academy Club shall not apply in the following circumstances:

344.1 the registration of an Academy Player is released from a former Football League Club in accordance with Rule 287.2; or

344.2 the former Football League Club ceased to operate an Academy in accordance with these Rules.

345. Subject to Rule 346, where the Applicant Club is in both a lower division and has an Academy of lower Category than the Training Club and the Academy Player joins it, the obligation in Rule 343 to pay compensation shall be varied as follows.

345.1 where the Applicant Club is registered with the Academy Player within 12 months of his being registered to the Training Club, the Applicant Club shall be obliged to pay the contingent compensation (referenced to in Rule 350) but not any initial training costs fee (as referred to in Rule 350), or

345.2 where the Academy Player is registered in circumstances where at least 12 months have elapsed since he was registered as an Academy Player with any Club or club, there shall be no obligation on the Applicant Club to pay any compensation (whether by way of initial training costs fee or contingent compensation).

346. Where Rule 345 applies and the Academy Player subsequently ends his registration with the Applicant Club and registers as an Academy Player at another Academy which is either operated by a Club in the same or a higher division or an Academy of the same or higher Category than the original Training Club (the “Further Club”), the Further Club shall be obliged to pay compensation (both to the initial training costs fee and contingent compensation) to the original Training Club in respect of the Academy Player’s time at that club, in accordance with the provisions of Rules 345 and 346.

347. The amount of compensation referred to in Rule 343 shall be:

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

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

348. Rules 350 to 361 govern the compensation due 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 to whom Rule 349 applies.

349. IndefaultofagreementbetweentheApplicantClubandtheAcademyPlayer’mostrecentTrainingClub,theprofessionalfootballcompensationcommitteeshall(inaccordancewiththeprovisionsofAppendix4oftheregulations)decidethedetermination payable to the latter in respect of an Academy Player:

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

349.2 to whom the Training Club made an offer of a Scholarship Agreement pursuant to Rule 293.

350. The compensation due in respect of an Academy Player to whom Rule 348 applies shall consist of an initial training costs 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 contingent compensation as is payable to all qualifying Training Clubs in accordance with these Rules.

351. The initial training costs referred to in Rule 350 shall be calculated by:

351.1 multiplying the applicable annual fixed training costs calculated in accordance with Rule 352 by the applicable number of years, and

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

352. In Rule 355:

352.1 the “applicable annual fixed training costs” means the sums set out in the table in Rule 355 referable to:

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

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

352.2 the “applicable number of years” means the number of years for which the Academy Player was registered for the Training Club (subject to Rule 360).

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

<table>
<thead>
<tr>
<th>Age group of the Academy Player</th>
<th>Category 1</th>
<th>Category 2</th>
<th>Category 3</th>
</tr>
</thead>
<tbody>
<tr>
<td>Under 9</td>
<td>£1,200</td>
<td>£1,200</td>
<td>£1,200</td>
</tr>
<tr>
<td>Under 10</td>
<td>£10,000</td>
<td>£8,750</td>
<td>£5,000</td>
</tr>
<tr>
<td>Under 11</td>
<td>£15,000</td>
<td>£12,500</td>
<td>£7,500</td>
</tr>
<tr>
<td>Under 12</td>
<td>£15,000</td>
<td>£12,500</td>
<td>£7,500</td>
</tr>
<tr>
<td>Under 13</td>
<td>£16,000</td>
<td>£14,000</td>
<td>£7,000</td>
</tr>
<tr>
<td>Under 14</td>
<td>£18,000</td>
<td>£16,000</td>
<td>£8,000</td>
</tr>
<tr>
<td>Under 15</td>
<td>£20,000</td>
<td>£18,000</td>
<td>£10,000</td>
</tr>
<tr>
<td>Under 16</td>
<td>£20,000</td>
<td>£18,000</td>
<td>£10,000</td>
</tr>
<tr>
<td>Under 17</td>
<td>£20,000</td>
<td>£18,000</td>
<td>£10,000</td>
</tr>
</tbody>
</table>

The annual fixed training costs set out in the table in Rule 355, above, shall apply to all registrations of Academy Players with Applicant Clubs that are effectuated following the coming into force of the Season 2022/23 edition of these Rules (i.e. for registrations effectuated from that date, the annual fixed training costs shall be calculated by reference to the figures herein).

354. The contingent compensation referred to in Rule 355 shall consist of:

354.1 appearance fees calculated by reference to the number of First Team Appearances made by the Academy Player for the Applicant Club or any other Club or Premier League club for whom the Academy Player subsequently becomes registered (including, with effect from the commencement of Season 2015/16 only, by way of a Temporary Transfer or other loan) and to the divisional status of the relevant Club as set out in Rule 356; or

354.2 subject to Rule 355, appearance fees shall be calculated up to a maximum of 100 First Team Appearances;

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

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

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

354.4 5% of all Compensation Fees, Transfer Fees, Loan Fees and Contingent Sums paid in respect of all future transfers of the Academy Player’s registration (whether permanent or temporary) to Clubs (or clubs) in membership of the League, the Premier League or the National Division of the National League;

354.5 9% of all Loan Fees and Contingent Sums paid in respect of 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 Football League or the National Division of the National League).

355. For the purposes of calculating the contingent compensation referred to in Rule 350, First Team Appearances made in excess of 100 and up to a maximum of 200 (the “Additional Appearances”) will result in contingent compensation being payable in circumstances where one or more of a Player’s Additional Appearances are played for a Club (or clubs) in a higher division than one or more of the Player’s first 100 First Team Appearances. In such circumstances the Additional Appearances will be treated as if they had formed part of the Player’s first 100 First Team Appearances, with the result that an additional compensation fee will be due which is equal to any difference in the compensation paid in respect of the Player’s first 100 First Team Appearances and any Additional Appearances of a higher value (starting with the lowest compensated appearance).

356. The appearance fees referred to in Rule 354.1 are as follows:

356.1 Premier League: £30,000;
356.2 EFL Championship: £2,500;
356.3 EFL League One: £500; and
356.4 EFL League Two: £250.
APPENDIX A – CODE OF CONDUCT FOR SCOUTS

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

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

3. Scouts must therefore be familiar with the Regulations and in particular these Rules relating to Youth Development. They must maintain an awareness of what such players may be worth and an awareness of 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 act in the best interests of the Club and they shall be at all times subject to the rules and regulations of their Club and the League by which they are bound.

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.
APPENDIX B – CODE OF CONDUCT FOR CLUBS, ACADEMY PLAYERS AND THEIR PARENT(S)

(Youth Development Rule 212)
The following Code applies to each Club, Academy Player registered on EFL Form YD4 and their Parent(s) and sets out the standards expected of each party. By signing this Code, each party agrees to abide by it, and any breach of this Code (as determined by the English Football League) may be deemed a breach of Youth Development Rule 212.

1. THE CLUB AGREES TO:
   (a) provide a safe and inclusive environment in which the Academy Player can learn and develop free from abuse, bullying, mistreatment and discrimination in any form;
   (b) ensure all Staff receive regular safeguarding training approved by the Club’s Designated Safeguarding Officer and have been subject to safer recruitment procedures;
   (c) protect the welfare of the Academy Player, including their mental and emotional wellbeing;
   (d) ensure medical screening, monitoring and support for the Academy Player;
   (e) provide a structured football learning programme, appropriate to the age, ability and growth of the Academy Player;
   (f) provide participation in football matches arranged or approved by the EFL as part of the Games Programme;
   (g) provide trained and qualified coaching and other staff and facilities as determined by the Youth Development Rules;
   (h) provide guidelines to the Academy Player and Parent(s) on the best ways for them to contribute to the Academy Player’s football and personal development;
   (i) provide compensatory education and support (in consultation with the Academy Player’s Parent(s) and school) for the continued academic and personal development of the Academy Player which, appropriate to their educational needs and training model;
   (j) provide regular communication and reports to the Academy Player and Parent(s) on their progress;
   (k) provide any additional code of conduct and/or rules for its Academy

2. THE ACADEMY PLAYER AGREES TO:
   (a) attend the Academy regularly and punctually, behave with self-discipline and give notice of and reasons for any absence;
   (b) practise the techniques and skills taught by the Academy and attempt to apply them in matches;
   (c) maintain their academic progression and attainment;
   (d) follow a lifestyle appropriate to development – spending leisure time positively; eating, drinking, relaxing and sleeping sensibly;
   (e) communicate with the Academy staff, keeping them informed about any matters affecting them;
   (f) never engage in abusive, bullying, violent or discriminatory behaviour in any form, including whilst online; and
   (g) adhere to any code of conduct issued by the Club and/or any rules for its Academy

3. THE PARENT(S) AGREES TO:
   (a) support the Academy Player to meet targets, including this Code and any code of conduct issued separately by the Club and/or any rules for its Academy;
   (b) support the Academy Player without pressure, praise good work and refrain from criticising lapses;
   (c) set a good example to the Academy Player;
   (d) not approach or engage in communication, either directly or indirectly, with another Academy whilst the Academy Player is registered with an Academy, save as permitted by the Youth Development Rules;
   (e) communicate with the Academy staff to resolve any issues of concern and to keep them informed about any matters affecting the Academy Player;
   (f) adhere to any code of conduct issued by the Club and/or any rules for its Academy

We, the undersigned, agree to the Code of Conduct

[Signature blocks for Club, Player and Parents]