



**Premier  
League**

## **Youth Development Rules**

Season 2019/20

**Youth Development Rules**

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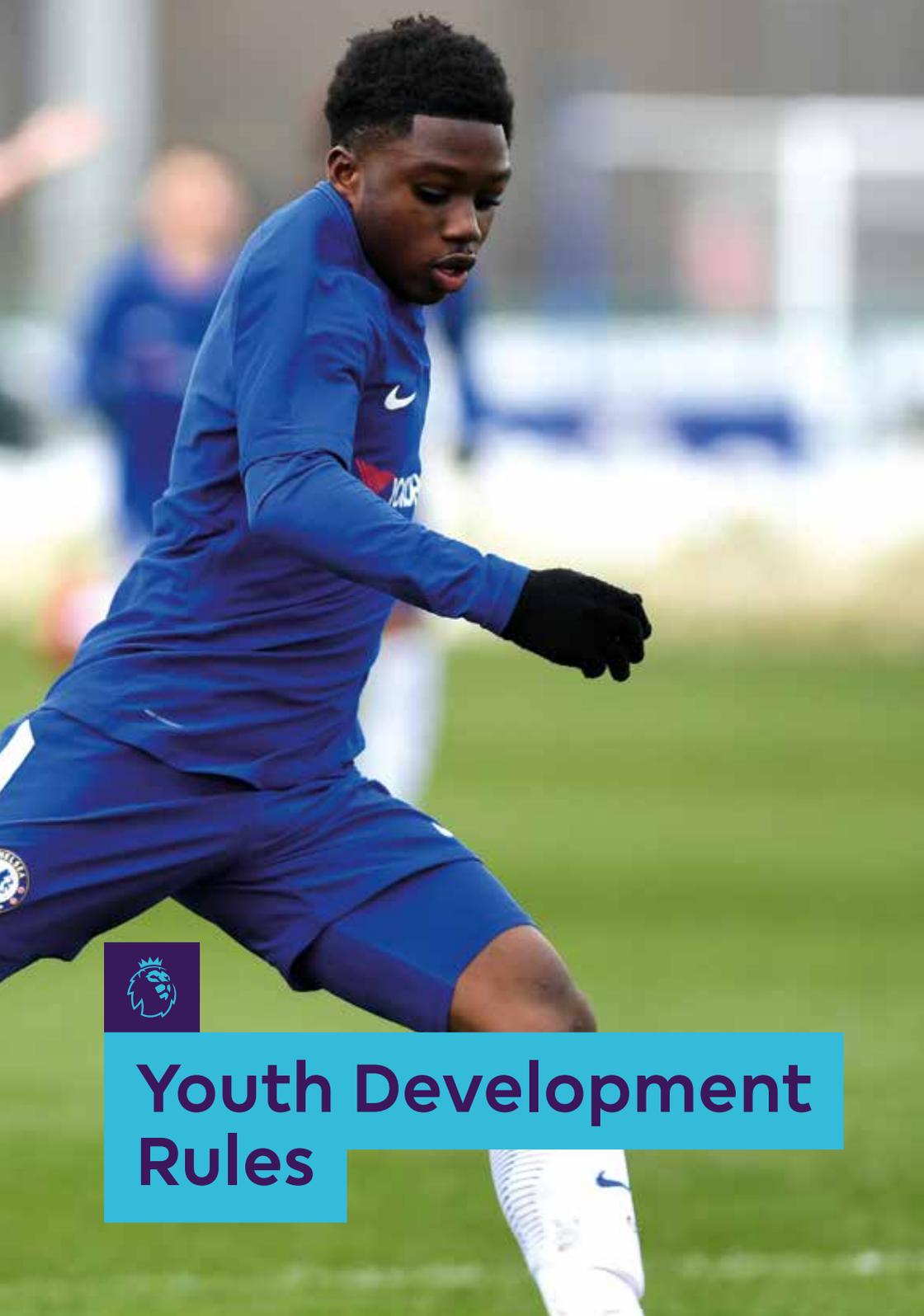
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# Youth Development Rules

# Youth Development Rules

## General

**Note:** throughout this document binding Premier League Rules are shaded in light grey. Guidance and other notes are also included for the assistance of Clubs. Such guidance and notes do not, however, form part of the Rules.

### Definitions

Rule 1 sets out definitions used in the Youth Development Rules. All other capitalised terms used in this section of the Rules are defined in Premier League Rule A.1.

1. In this section of the Rules the following terms shall have the following meanings:
  - 1.1. **“Academy”** means an establishment for the coaching and education of Academy Players operated by a Club in accordance with the requirements of this Section of the Rules and licensed by the PGB pursuant to Rule 14;
  - 1.2. **“Academy Doctor”** means the Official referred to in Rule 99;
  - 1.3. **“Academy Financial Information”** means a budget for the following season, together with a comparison of the budgeted and actual figures for the previous season, all of which information shall be set out in the format to be prescribed by the League;
  - 1.4. **“Academy Management Team”** has the meaning set out in Rule 50;
  - 1.5. **“Academy Manager”** means the Official responsible for the strategic leadership and operation of a Club’s Academy, whose role and responsibilities are more particularly defined at Rules 52 to 58;
  - 1.6. **“Academy Nutritionist”** means the Official referred to in Rule 88;
  - 1.7. **“Academy Operations Manager”** means the Official referred to in Rule 60;
  - 1.8. **“Academy Performance Plan”** means a document which sets out the goals, strategy and measurable short-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 Medicine/ Performance Support Programmes;
  - 1.9. **“Academy Player”** means a male player (other than an Amateur Player, Non-Contract Player (in The Football League) or a Trialist) who is in an age group between Under 9 to Under 21 and who is registered for and who is coached by, or plays football for or at a Club which operates an Academy pursuant to these Rules, save for any player who:
    - (a) the Board is satisfied has developed technical, tactical, physical, psychological and social skills of such a level that he would not benefit from continued coaching in the Academy or participating or continuing to participate in its Games Programme (which includes, for the purpose of this definition, the league competition referred to in Rules 161 to 168); and
    - (b) has entered into a written contract of employment in Form 16 with that Club;



## General

### **Guidance**

It is emphasised that Academy Players aged 17 or older may no longer be classified as such only where the Board approves an application by the Club in light of all the circumstances relevant to the particular Academy Player and on such terms as the Board considers appropriate.

The responsibilities of a Club in relation to Duty of Care continue.

Clubs' attention is drawn to Rule 73 which requires Clubs to develop and implement a procedure to enable the transition of Academy Players to the senior squad, and also to Rule 118.1 which provides that each Academy Player has access to coaching tailored to his individual needs. Any decision by a Club to cease treating an Academy Player as such where it is not reasonable to do so in light of his overall development and skill level may be treated as being a breach of this Rule.

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|-------|---|
| 1.10. | <b>"Academy Psychologist"</b> means the Official referred to in Rule 110;   |
| 1.11. | <b>"Academy Secretary"</b> means the Official referred to in Rule 61;   |
| 1.12. | <b>"Academy Staff"</b> means those Officials of a Club employed or otherwise engaged to work in the Club's Academy; |

### **Guidance**

The term "employ" is used in the Rules with reference to Academy Staff, but it is accepted that the relationship need not necessarily be one of employment. For example, a Club may enter into a contract for services with Part Time youth coaches whereby no employment relationship will arise. Any references to "employ" or "employment" in this section of the Rules shall be interpreted accordingly.

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|-------|--|
| 1.13. | <b>"Academy Standards Application"</b> means the online system: <ul style="list-style-type: none"><li>(a) through which Clubs are required to complete the self-assessment referred to in Rule 7, as part of the ISO process for the auditing of Academies;</li><li>(b) through which the ISO provides feedback to Clubs as part of the multi-disciplinary assessment referred to in Rule 9.2; and</li><li>(c) through which quantitative data can be provided to Clubs;</li></ul> |
| 1.14. | <b>"Artificial Surface"</b> means a playing surface which in the reasonable opinion of the League meets the requirements of the FIFA Quality Programme for Football Turf and any new outdoor or indoor Artificial Surface pitch installed by a Club which operates or applies to operate a Category 1 Academy must achieve the 'FIFA Quality' rating under the FIFA Quality Programme for Football Turf;   |

### **Guidance**

To achieve and maintain the 'FIFA Quality' rating under the FIFA Quality Programme for Football Turf, the Artificial Surface pitch needs to be certified on an annual basis by a FIFA accredited agent.

Existing Artificial Surface pitches have a natural life span. Accordingly, as they reach the end of their natural life span, they should be replaced with pitches that achieve the necessary star rating under the FIFA Quality Programme for Football Turf.

## General

- 1.15. **“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 teams;
    - (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 an association affiliated to either of such Associations in which the Academy Player plays with the prior agreement of his Parents (in the case of an Academy Player under the age of 18 years), all participation in such matches to be notified by the Academy Player to the Club holding his registration;
  - (f) trial matches for other Clubs or Football League clubs in which the Academy Player plays with the prior written permission of the Club holding his registration; or
  - (g) any other match authorised by the Board;
- 1.16. **“Basic First Aid for Sport Qualification”** means the qualification of that name issued by or on behalf of The Football Association;

### **Guidance**

The BFAS will need to be renewed every three years (it is hoped as part of the renewal of the main Academy coaching qualifications).

- 1.17. **“Category”** means one of the four categories into which each Academy shall be assigned in accordance with the criteria and procedures set out in this section of the Rules, and “Category 1”, “Category 2”, “Category 3” and “Category 4” shall be construed accordingly;
- 1.18. **“Charter for Academy Players and Parents”** means the information to be provided by the League to the Parent of each Academy Player upon each occasion of his registration for a Club and which will contain:
- (a) information about the consequences of the Academy Player becoming registered with a Club; and



## General

	(b) a summary of the Club's obligations to the Academy Player, and the Academy Player's obligations to the Club;
1.19.	<b>"Chief Executive"</b> means the Official referred to in Premier League Rule J.1.1;
1.20.	<b>"Club Board"</b> means those Directors of the Club whose particulars are registered under section 162 of the Act;
1.21.	<b>"Coach Competency Framework"</b> means a document which sets out the key competencies and behaviours which the Club expects its Academy coaches to possess and demonstrate;
1.22.	<b>"Coaching Curriculum"</b> means a Club's coaching curriculum which must be set out in writing and include: (a) the technical, tactical, physical, psychological and social skills that the Club wishes its Academy Players to develop; (b) the appropriate means of coaching Academy Players in order that they develop those skills (having due regard to their age); and (c) specific coaching curricula for each Development Phase;
1.23.	<b>"Coaching Philosophy"</b> means a written statement which sets out in detail (including by describing the content of individual coaching sessions for each Academy Player) the means by which the Club will coach its Academy Players in each age group so that they have the best opportunity to develop the technical, tactical, physical, psychological and social skills that the Club wishes players in each position on the pitch to acquire, as set out in the Club's Playing Philosophy;
1.24.	<b>"Continued Professional Development"</b> means ongoing training for Academy Staff, relevant to their discipline, of such quality, content and frequency as is necessary to ensure that each member of Academy Staff has the necessary knowledge and expertise in order to fulfil his role;
1.25.	<b>"Core Coaching Time"</b> means between 8.30am and 5.30pm on Mondays to Fridays, save that in the Foundation Phase and Youth Development Phase it also includes between 9am and 5pm on Saturdays;
1.26.	<b>"Development Action Plan"</b> means an individualised plan, developed and implemented in accordance with these Rules, for the professional development of an Academy coach;

**Guidance**

See further Rules 77 to 80.

1.27.	<b>"Development Centre"</b> means an establishment operated by a Club in England or Wales for the coaching of Children which is not an Academy and includes any such establishment by whatever name or title it is known;
1.28.	<b>"Development Phase"</b> means the Foundation Phase, the Youth Development Phase or the Professional Development Phase as the context requires, and "Development Phases" means all of the former;

## General

- 1.29. **“Duty of Care”** means the responsibility of each Club to promote, protect and support the individual wellbeing of each Academy Player and member of Academy Staff, within the Academy, in accordance with the following pillars:
- (a) Education (see Rules 173 to 189);
  - (b) Personal development and life skills (see Rules 190 to 193);
  - (c) Inductions and transitions (see Rules 194 to 198);
  - (d) Academy Player and Parent voice (see Rules 199 to 200);
  - (e) Safeguarding and mental and emotional wellbeing (see Rules 201 to 204);
  - (f) Health and safety (see Rules 205 to 206);
  - (g) Inclusion, diversity and equality (see Rules 207 to 208); and
  - (h) Injury and medical (see Rules 209 to 216);
- 1.30. **“Education Advisor”** means, in respect of any Club in membership of the Premier League, experts appointed by the Premier League to support the delivery of education to Academy Players, and, in respect of any Club in membership of the Football League, means the charity, League Football Education;
- 1.31. **“Education Programme”** has the meaning set out in Rule 173;
- 1.32. **“EHOC”** means the ‘Elite Heads of Coaching’ programme provided by the League for 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;
- 1.33. **“Elite Academy Managers Development Programme”** or **“EAM”** means the development programme provided by the League for Academy Managers;
- 1.34. **“Elite Player Performance Plan”** means the document of that name dated May 2011 and presented to the General Meeting held on Thursday 2 June 2011;
- 1.35. **“Emergency Action Plan”** means a plan detailing the medical facilities and personnel who shall be available at each Club’s home matches in the Games Programmes, and the contingency plan for how any medical emergencies at such matches shall be dealt with;
- 1.36. **“Emergency First Aid in Football”** or **“EFAiF”** means the qualification of that name issued by or on behalf of The Football Association;
- 1.37. **“FA Advanced Youth Award”** means the advanced qualification for Academy coaches to be developed and awarded by The Football Association;

### **Guidance**

The FA Advanced Youth Award contains a specialist element relevant to each Development Phase. Coaches will be required to hold the specialism relevant to the age group that they coach.

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



## General

- 1.39. **“Festival”** means an event, which may be spread over more than one day, at which teams from three or more Clubs (or clubs) play a series of matches in an environment in which the matches are competitive but the results are not given any particular significance;
- 1.40. **“Foundation Phase”** means the Under 9 to Under 11 age groups inclusive;
- 1.41. **“Foundation Phase Games Programme”** means the games programmes organised by the League and the Football League for teams in each of the Under 9 to Under 11 age groups as set out in Rules 134 to 138;
- 1.42. **“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;

### Guidance

A Club will not be penalised should a member of its Academy Staff fulfilling one of the roles required by these Rules to be Full Time if working slightly less than 35 hours per week provided that the required outputs of that role are being satisfactorily delivered. See further, by way of comparison, Rule 45 and the guidance thereunder.

- 1.43. **“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;
- 1.44. **“Full Time Training Model”** means:
- (a) in the Professional Development Phase, a programme of coaching and education whereby the Academy Player’s academic education shall be scheduled to enable four hours of coaching per day (which may be split into two sessions of two hours each) to take place within the Core Coaching Time; and
  - (b) in the Youth Development Phase, a programme which complies with the following:
    - (i) the Academy Player shall receive within the Core Coaching Time a minimum of twenty 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 118;

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	(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;
1.45.	<b>"Futsal"</b> means the variant of association football that is played in accordance with the Futsal Laws of the Game as published from time to time by FIFA (with any such variation thereto as the League may from time to time determine), the current such Laws being available at: <a href="http://resources.fifa.com/mm/document/footballdevelopment/refereeing/51/44/50/laws-of-the-game-futsal2014_15_eneu_neutral.pdf">http://resources.fifa.com/mm/document/footballdevelopment/refereeing/51/44/50/laws-of-the-game-futsal2014_15_eneu_neutral.pdf</a>
1.46.	<b>"Games Programme"</b> means the Foundation Phase Games Programme, the Youth Development Phase Games Programme, or the Professional Development Phase Games Programme;
1.47.	<b>"Games Programme Schedule"</b> means the period during which matches in the Games Programmes shall take place;

### **Guidance**

The Games Programme Schedule incorporates two periods of "downtime" for matches in the Foundation Phase and Youth Development Phase Games Programmes. The first such period generally encompasses the last two weeks of July and the first two weeks of August, and the second encompasses two weeks over Christmas. The exact dates for each season's period of downtime will be set out in the Games Programme Schedule when it is published by the League in the preceding season. A provisional date of 31 January in each season has been set for the publication of the Games Programme Schedule (although it may be subject to amendment thereafter but before the start of the following season to accommodate, for example, newly-classified or re-classified Academies).

The League will conduct regular consultation meetings with Clubs to consider the Games Programme Schedule for the following season.

1.48.	<b>"Head of Academy Coaching"</b> means the Official referred to in Rule 63;
1.49.	<b>"Head of Education"</b> means the Official referred to in Rule 104;
1.50.	<b>"Head of Recruitment"</b> means the Official referred to in Rule 106;
1.51.	<b>"Hybrid Training Model"</b> means a programme of coaching and education whereby the coaching of an Academy Player primarily takes place outside the Core Coaching Time save that, subject to the provisions of these Rules, he may be released from attendance at school during the School Day for a maximum of half a day a week (if he is in the Foundation Phase) or two days a week (if he is in the Youth Development Phase);



## General

### Guidance

Clubs' attention is drawn to Rule 181.2, pursuant to which they must provide all necessary additional educational support so that the Academy Player's education is not prejudiced as a result of being released from school to undertake coaching during the Core Coaching Time.

- 1.52. **"Individual Learning Plan"** means an individual plan for each Academy Player setting out measurable objectives for the development that he needs to undertake and the means by which he will obtain those objectives;
- 1.53. **"Induction and Transition Strategy"** means the documented plan in place at each Club, agreed by the Technical Board, designed and implemented to support Academy Players in their arrival to and departure from the Club, for whatever reason and whatever age group;
- 1.54. **"Intermediate Trauma Medical Management in Football"** or **"ITMMiF"** means the qualification of that name issued by or on behalf of The Football Association;
- 1.55. **"ISO"** means Professional Game Academy Audit Company or such other independent standards organisation appointed from time to time by the PGB for the purposes of undertaking the ISO Audits;
- 1.56. **"ISO Audit"** means the process of independent auditing of Clubs' Academies in accordance with Rule 6 to Rule 12, including a process of self-assessment by each Club, and a multi-disciplinary assessment by the ISO;
- 1.57. **"Learning Management System"** or **"LMS"** means the online system provided by the League for the upload and storage of educational data and information regarding Academy Players;
- 1.58. **"Multi-disciplinary Review"** means a review of all aspects of an Academy Player's football, athletic and educational performance and development and which shall include:
- (a) reports from all relevant Academy Staff (including from the coaching, education and sports science and medicine/performance support disciplines);
  - (b) for Academy Players on the Full Time Training Model or the Hybrid Training Model, reports and educational data from the Academy Player's school (and where the League requests, all Academy Players on the Part Time Training Model);
  - (c) self-assessment by the Academy Player; and
  - (d) short, medium and long-term targets for the Academy Player's football, athletic and personal development;
- 1.59. **"Part Time"** means, when applied to a role specified under these Rules, one where the working hours are less than 35 hours per week. A Part Time role may be fulfilled by two or more Officials (e.g. on a job-share basis);

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### **Guidance**

No minimum number of hours is specified for Part Time roles required under these Rules. This is left to Clubs' discretion. However, the League and the ISO will require to be satisfied that the required outputs and results are achieved by a Club's staffing structure. See further, by way of comparison, Rule 45 and the Guidance thereunder.

- 1.60. **"Part Time Training Model"** means a coaching curriculum whereby the coaching of an Academy Player does not require him to miss any part of the School Day;
- 1.61. **"Performance Analysis"** means the analysis of the physiological, technical and tactical performance of each individual Player and, in a game, of the team as a whole. Performance Analysis shall be undertaken by means of such video and/or IT technology as the League shall from time to time determine;
- 1.62. **"Performance Analysts"** means the Officials referred to in Rules 100 and 101;
- 1.63. **"Performance Clock"** means the application utilised for recording, measuring, monitoring and evidencing all aspects of an Academy Player's progression, development and education in accordance with the format and procedures to be set by the League;
- 1.64. **"Performance Management Application"** means the online support service to be developed and maintained by the League and utilised by each Club for the purposes of assisting the management of the Academy and recording and analysing data. Such data shall include (without limitation):
- (a) each Academy Player's Performance Clock;
  - (b) key data on Academy Staff such as records of qualification and Continued Professional Development;
  - (c) such information as the League may from time to time require for the purposes of national or Category-wide benchmarking; and
  - (d) data received from The Football Association in respect of an Academy Player who plays for, or who is coached by The Football Association with a view to playing for, an England representative side;
- 1.65. **"Personal Development and Life Skills Plan"** means the individual development plan for each Academy Player delivered by his Club on an ongoing basis throughout the period of his registration and which will also include (without limitation) life skills training or coaching in the following areas:
- (a) mental and emotional wellbeing;
  - (b) health and nutrition;
  - (c) careers and further education advice;
  - (d) transition support;
  - (e) financial management;
  - (f) use of social media;
  - (g) dealing with the media;
  - (h) anti-doping;



## General

- (i) gambling, anti-corruption and sporting integrity;
- (j) personal integrity; and
- (k) social skills.

### Guidance

In addition to the above, Rule 208 requires all Clubs to deliver training to Academy Players and Academy Staff on equality, diversity and inclusion.

- 1.66. **“Player Care”** means the adoption of a holistic approach to personal and sporting development, supporting Academy Players to achieve their potential in and out of football;
- 1.67. **“Playing Philosophy”** means a written statement which sets out:
- (a) the principles, values, playing style and tactical approach of all of the Club’s teams (including its first team); and
  - (b) profiles detailing, for each age group and the first team, the Club’s desired technical, tactical, physical, psychological and social skills of players in each position on the pitch;
- 1.68. **“Premier League 2”** means the League of that name managed, organised and controlled by the League;
- 1.69. **“Productivity Methodology”** means the methodology developed by the League for analysing the registration and playing history of Players and, as a consequence thereof, for producing each Club’s Productivity Profile;
- 1.70. **“Productivity Profile”** means an analysis, provided by the League using the Productivity Methodology, of each Club’s track record in developing Academy Players, that is to say:
- (a) the extent to which Academy Players coached by or at its Academy have progressed to become established professional Players; and accordingly
  - (b) the extent to which the Club is successful in contributing to the development of established professional Players;
- 1.71. **“Professional Development Leagues”** means the leagues of that name managed, organised and controlled by the League (in the case of Clubs operating Category 1 and Category 2 Academies) or by The Football League (in the case of Clubs operating Category 3 and Category 4 Academies) and “Professional Development League 1”, “Professional Development League 2” and “Professional Development League 3” shall be construed accordingly;
- 1.72. **“Professional Development Phase”** means the Under 17 to Under 21 age groups inclusive;
- 1.73. **“Professional Development Phase Games Programme”** means the games programmes organised by the League and Football League for teams in the Professional Development Phase as set out in Rules 154 to 160;

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- 1.74. **“Qualified Teacher Status”** means the accreditation which an individual must obtain in order to teach in state-maintained schools in England and Wales;
- 1.75. **“Scholarship Agreement”** means an agreement made between a Club and an Academy Player in PLYD Form 1;
- 1.76. **“School Day”** means the times when the pupils of a school are required to attend that school as determined by its governors;
- 1.77. **“Senior Academy Physiotherapist”** means the Official referred to in Rule 95;
- 1.78. **“Senior Professional Development Coach”** means the Official referred to in Rule 71;
- 1.79. **“Sports Science and Medicine/Performance Support Programme”** means an integrated, interdisciplinary programme for the provision of sports science, medical services, performance support and analysis as more particularly described in Rules 217 to 220;
- 1.80. **“Sports Therapist”** means a Person who holds at least an undergraduate degree in sports therapy;
- 1.81. **“Technical Board”** has the meaning set out in Rules 28 to 30;
- 1.82. **“Tournament”** means a grouping of competitive matches between three or more Clubs (or clubs) whose results are given significance (e.g. there may be a winner of the Tournament) and which are typically played together at one venue and over a short period of time (e.g. one day or a few days);
- 1.83. **“Training Camp”** means an event for the Academy Players of one Club and which lasts for one or more days and at which a variety of coaching and other on-pitch and off-pitch activities takes place;
- 1.84. **“Training Model”** means the Full Time Training Model, the Hybrid Training Model or the Part Time Training Model;
- 1.85. **“Trialist”** means a player playing in age groups Under 9 to Under 21 who is attending an Academy on trial under the provisions of Rules 235 or 236;
- 1.86. **“Vision Statement”** means a written statement of the Club’s desired culture, values, ambitions and strategic aims, and the behaviours and activities which the Club has adopted and will adopt (including within its Academy) in order to achieve the same;
- 1.87. **“Youth Development Phase”** means the Under 12 to Under 16 age groups inclusive; and
- 1.88. **“Youth Development Phase Games Programme”** means the games programmes organised by the League and Football League for teams in each of the Under 12 to Under 16 age groups, full details of which are set out in Rules 139 to 153.



## General

2. For the purposes of this section of these Rules:
  - 2.1. Academy Players shall be placed in one of 13 age groups commencing with age group Under 9 and ending with age group Under 21; and
  - 2.2. the age group into which each Academy Player shall be placed shall be determined by his age on 31 August in the year in question, save in the case of players in the Under 21 age group, who must be under the age of 21 as at 1 January in the year in which the Season concerned commences (i.e. for Season 2019/20 born on or after 1 January 1998).

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3. If a Club engages in the training and development of young players then it must:
  - 3.1. obtain a licence to operate an Academy; and
  - 3.2. operate its Academy in accordance with this section of the Rules.
4. The maximum term of a licence to operate an Academy shall be three years, unless revoked earlier in accordance with these Rules or extended by the PGB at its sole discretion.
5. There shall be four Categories of Academy.

### Applications to Operate Academies

6. Each Club which operates or applies to operate an Academy shall give the League and the ISO access to such facilities, personnel, documents and records as they reasonably require in order to undertake their responsibilities under these Rules.
7. In accordance with such timetable as 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:
  - 7.1. the 'safe to operate' conditions implemented by the ISO from time to time;
  - 7.2. the Rules; and
  - 7.3. the standards issued by the ISO from time to time in respect of the areas set out in Rule 9.2, below (the "**Standards**").
8. The PGB, 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 7), 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.
9. The PGB shall determine that a Club either:
  - 9.1. does not comply with the ISO's 'safe to operate' conditions, the Rules and the Standards, in which case the PGB 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 (at the PGB's absolute discretion) result in the

## General

	refusal to grant a licence to operate an Academy, the removal of an existing licence to operate an Academy or the downgrading of the Category status of an Academy; or
9.2.	does comply with the ISO's 'safe to operate' conditions, the Rules and the Standards in full, in which case the Club shall maintain the Category status of its Academy and the ISO shall conduct a further multi-disciplinary assessment of the Club's Academy over a three-year period across the following areas (utilising such assessment criteria as devised by the ISO from time to time): <ul style="list-style-type: none"><li>(a) leadership and management;</li><li>(b) coaching;</li><li>(c) medicine/performance support;</li><li>(d) education and player care; and</li><li>(e) pathway and productivity.</li></ul>
10.	Where during or following the completion of the multi-disciplinary assessment referred to at Rule 9, above, the ISO determines that the Club is failing to or has failed to adequately fulfil any element of the assessment criteria, it may recommend to the PGB that it issues an action plan to the Club for it to address any such failure(s), failure to comply with which may (at the PGB's absolute discretion) result in the downgrading of the Category status of the Club's Academy.
11.	Where a Club wishes to apply for its Academy to obtain a higher Category status: (a) it must indicate the same in the submission referred to at Rule 7, above; and (b) the assessment processes referred to in Rules 7 and 9 will take place over the course of one year, rather than three. Where a Club can demonstrate at the time of submission that it is compliant with all requirements of the higher Category status, the ISO may consider awarding such higher Category status to the Club on a provisional basis whilst the one-year assessment referred to in point (b) is undertaken.
12.	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 save with the permission of the PGB, which shall only be granted if the PGB is satisfied there are exceptional circumstances which justify such a change.
13.	Prior to any element of an ISO Audit being presented to the PGB, the ISO shall: <ul style="list-style-type: none"><li>13.1. give to the Club a copy of it and of the ISO's recommendation;</li><li>13.2. thereafter, if requested by the Club, hold a meeting with Officials of the Club and representatives of the League to discuss it; and</li><li>13.3. consider any representations made by the Club or the League about the Club's ISO Audit and make all appropriate amendments to the ISO Audit consequent upon those representations.</li></ul>

### Guidance

It is expected that the Club Officials who will attend the meeting with the ISO and the League referred to in Rule 13.2 will include the Academy Manager and the Chief Executive.



## General

14. The PGB, having given due consideration to a Club's ISO Audit and recommendation and to the advice of the League, shall (where appropriate) issue all licences to operate Academies and shall determine the Category of each Academy in respect of which it grants a licence.
15. 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.
16. A Club may only appeal against the decision of the PGB not to issue it a licence to operate an Academy, or against the PGB's determination of the Category of its Academy, if that decision was:
  - 16.1. reached as a result of fraud, malice or bad faith;
  - 16.2. reached as a result of procedural errors so great that the rights of the Club have been clearly and substantially prejudiced;
  - 16.3. reached as a result of a perverse interpretation of the law; or
  - 16.4. one which could not reasonably have been reached by any tribunal which had applied its mind properly to the facts of the case.
17. Any appeal by a Club pursuant to Rule 16 shall be dealt with in accordance with Rule K (Arbitration) of the Rules of The Football Association.
18. A Club that has had a licence removed may not re-apply for a licence to operate an Academy within three years of the PGB's determination unless:
  - 18.1. the PGB is satisfied that there are exceptional circumstances which justify a further application; and
  - 18.2. the Club bears any costs of the League, ISO and PGB reasonably incurred by any of those bodies in assessing and determining the Club's further application.

### **Guidance**

The circumstances referred to above include a change in ownership or strategic priority within the Club leading to a significantly high level of commitment to and investment in the Academy. The Club would need to demonstrate an improvement in performance against targets, not simply plans to improve performance.

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

## General

20. If, in breach of Rule 3.2, a Club fails to comply with any Rule in this section, or if a Club or Official makes a false statement or falsifies a document as set out in Rule 19, then the PGB may:
- 20.1. revoke the Club's licence to operate an Academy; or
  - 20.2. suspend the Club's licence to operate an Academy for such time as it shall determine during which the Club shall have the opportunity to ensure it becomes compliant with the relevant Rule; or
  - 20.3. determine that the Club's Academy shall have a lower Category than its current Category; or
  - 20.4. withdraw or suspend the Club's entitlement to any central funding provided for the purposes of youth development; and
  - 20.5. in any of the above cases require the ISO to undertake an ISO Audit of the Club's Academy as soon as reasonably practicable.
21. Without prejudice to Rule 20, any breach of Rules 3.2, 6, 19, 26.2, 35 to 43, 47, 48, 49, 116 to 120, 123.2, 127 to 129, 131, 132, 137, 138, 151 to 153, 160 to 162, 170, 171, 173 to 189, 197, 215 to 228, 242, 244, 245, 248 to 251, 257, 263, 266, 267, 278, 281, 284 to 286, 296 to 299, 317, 320 or 324 shall be liable to be dealt with under the provisions of Section W of the Premier League Rules.

### **Guidance**

Failure to comply with any of the Rules in this section, other than those specified in Rule 21 above, will not ordinarily lead to liability to disciplinary action under Section W. However, such failure to comply may be dealt with pursuant to the terms and conditions of the Club's Academy licence and may lead to the revocation, suspension or downgrading of that licence, or the withdrawal or suspension of central funding, pursuant to Rule 20.

The League considers that the Rules specified in Rule 21 are of such a nature that breach should open the possibility of disciplinary action under Section W because they impact upon other people or entities, and in particular, Academy Players and/or other Clubs.



# Youth Development Rules

## Strategy, Leadership and Management of the Academy

### Strategic Documents

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

### Academy Performance Plan

23. Each Club which operates an Academy shall prepare and make available to the League and to the ISO, as part of the self-assessment process referred to at Rule 7, its Academy Performance Plan.
24. The Academy Performance Plan shall be drawn up under the guidance of the Academy Manager in consultation with such 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.
25. The Club Board shall:
- 25.1. annually review and approve the Academy Performance Plan;
  - 25.2. ensure that the Academy Performance Plan is communicated to all relevant Officials; and
  - 25.3. measure the performance of the Academy each year against the objectives, strategy and specific performance targets set out in the Academy Performance Plan and ensure that appropriate action is taken if the performance targets have not been met.

### Performance Management Application

26. Each Club which operates an Academy shall:
- 26.1. utilise the Performance Management Application from the date of its implementation by the League and record on it the data listed in Rule 1.64;
  - 26.2. 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
  - 26.3. provide the League with such information as it may from time to time require for the purposes of analysing and benchmarking on a national or Category-wide basis any aspect of the performance of Academy Players or Clubs.

## Strategy, Leadership and Management of the Academy

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

### Technical Board

28. Each Club which operates an Academy shall establish a Technical Board.
29. The membership of the Technical Board shall consist of such Officials as the Club Board deems necessary in order for the Technical Board to properly perform the functions with which it is tasked by these Rules, and accordingly may include:
- 29.1. the Chief Executive;
  - 29.2. the Manager;
  - 29.3. the Academy Manager;
  - 29.4. any technical, football or sporting director employed by the Club;
  - 29.5. such Officials as can give input from the following functional areas:
    - 29.5.1. recruitment;
    - 29.5.2. coaching; and
    - 29.5.3. Professional Development Phase coaching; and
  - 29.6. any other Official that the Club deems appropriate.
30. The Technical Board shall provide technical advice and support in the development of the Club's Playing Philosophy, Coaching Philosophy and Coach Competency Framework, and in the development, implementation and monitoring of the Academy Performance Plan.



# Youth Development Rules

## Effective Measurement

### Monitoring

31. The League shall conduct:
  - 31.1. on-going monitoring of each Academy; and
  - 31.2. an annual evaluation of each Academy which shall be made available to the Club, the ISO and, if required, the PGB.
32. A Club shall be entitled to publish the results of its ISO Audit and the Category of its Academy.

### Productivity Profile

33. 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, Football League clubs).

# Youth Development Rules

## Performance Management, Player Development and Progression

### Performance Clock

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

### Guidance

1. The Performance Clock records the the Academy Player's progress throughout his development. The Performance Clock is an embedded application in the Performance Management Application. Information is carried forward year on year (and from club to club) to build into a comprehensive record of the Academy Player's development. The Performance Clock should provide a breakdown of the time spent in individual and team technical and practical development, matches played, sports science and medicine (including psychological and social development) and educational progression. The Performance Clock logs qualitative information and evidence documented by both coach and Academy Player relating to an Academy Player's successful progression in the above areas. The Performance Clock also evidences the Academy Player's Multi-disciplinary Reviews.
2. It should be noted that while there is scope within the Performance Clock for the Academy Player to give feedback and comments, the primary responsibility to maintain Performance Clocks lies with the Club. Any Club which fails to maintain its Academy Players' Performance Clocks, and make them available in accordance with Rule 34, may jeopardise its categorisation.

### Individual Learning Plans and Multi-disciplinary Reviews

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

### Guidance

Neither the Academy Player nor his Parent need be present at the Multi-disciplinary Review. See however the Club's obligations under Rules 37, 38 and 40 to 42.

36. 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.



## Performance Management, Player Development and Progression

37.	Each Club which operates an Academy shall ensure that it conducts a meeting with each of its Academy Players: 37.1. no fewer than four times per Season (if he is in one of the Under 9 to Under 18 age groups); and 37.2. with such frequency as is necessary according to his development needs (if he is one of the Under 19 to Under 21 age groups).
38.	At the meetings referred to in Rule 37, the Club shall: 38.1. discuss with the Academy Player his Individual Learning Plan; and 38.2. take all appropriate action (for example by way of amending his Individual Learning Plan to set mutually agreed performance targets and/or such individual coaching, athletic development or educational support as may be necessary).
39.	Each Multi-disciplinary Review shall be recorded on the Academy Player's Performance Clock.
40.	Each Club which operates an Academy shall meet with the Parent of each Academy Player under the age of 18 at least twice a year and provide to and discuss with the Parent a detailed review of all aspects of the Academy Player's performance and development based on his most recent Multi-disciplinary Reviews.
41.	A written record of the discussion referred to in Rule 40 shall be given to the Parent and noted on the Academy Player's Performance Clock.
42.	Each Club which operates an Academy shall, between 1 May and 30 June in each year, provide to the Parent of each Academy Player under the age of 18 an annual written report on all aspects of the Academy Player's performance and development over the preceding season.
43.	Each Club shall permit a representative of the League to attend Multi-disciplinary Reviews if so requested by the League.

### **Guidance**

It is recommended that one of the meetings referred to in Rule 40 is held at around the mid-season point and the other at the end of the season. The annual written report referred to in Rule 42 should form the basis of the end of season meeting.

Regular reviews of all aspects of an Academy Player's development are a key part of the Elite Player Performance Plan. Each periodic Multi-disciplinary Review will have input from each discipline within the Academy (coaching, education and welfare, and sports science and medicine/performance support).

The following best practice recommendations are made, which supplement the above minimum requirements.

## Performance Management, Player Development and Progression

1. Multi-disciplinary Reviews should not only measure the Academy Player's progression against his own performance targets, but also benchmark his development against that of his peers.
2. The procedure for undertaking Multi-disciplinary Reviews with Academy Players should follow a standard protocol. The meeting should involve the head coach for the Academy Player's Development Phase and the Head of Education (particularly if the Club is providing education to the Academy Player), plus any other relevant Academy Staff (e.g. sports scientists) as required.
3. Similar protocols may be adopted for the meetings with Parents. Thus, it is recommended that the meeting is attended by the head coach for the Academy Player's Development Phase, the Head of Education and any other relevant Academy Staff.



# Youth Development Rules

## Staff

### General

44. Each Club which operates an Academy shall establish a staffing structure for its Academy which shall:
- 44.1. subject to Rule 45, include the mandatory posts required by this section of the Rules for the Category applicable to its Academy; and
  - 44.2. have regard to the guidelines and best practice set out in the Elite Player Performance Plan.
45. Save for the Academy Manager and the coaches described in Rules 65 and 66, a Club need not employ those Academy Staff whose employment is mandatory for the Category of its Academy pursuant to these Rules provided that the Club is able to demonstrate to the reasonable satisfaction of the League, the ISO or the PGB (whichever body is appropriate), that its staffing structure includes the same expertise and achieves the same results as if all the mandatory posts required by this section of the Rules were filled.

### Guidance

The functions covered by the mandatory posts must be delivered by all Clubs operating an Academy. However, the League acknowledges that Clubs should have flexibility in the organisation of their staffing structure provided that the structure that is adopted delivers the same outputs and results as if the mandatory posts were filled.

The exceptions to this are the post of Academy Manager and the coaches set out in Rules 65 and 66: a Club must employ a Full Time Academy Manager in accordance with Rules 52 to 58 and coaches in accordance with Rules 65 and 66.

46. The Club shall document its staffing structure in an organisational chart which shall:
- 46.1. show the reporting lines of each member of Academy Staff; and
  - 46.2. be made available to Academy Staff, the League and the ISO.
47. The relationship between a Club and each member of its Academy Staff shall be appropriately documented by way of:
- 47.1. an employment contract;
  - 47.2. a statement of terms of employment pursuant to Section 1 of the Employment Rights Act 1996; or
  - 47.3. in the case of a non-employee, a contract for services.
48. Each member of Academy Staff shall be given:
- 48.1. a written job description (which may be contained in the document referred to in Rule 47); and
  - 48.2. an annual performance appraisal.

## Staff

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

### **Guidance**

It is envisaged that CPD will be delivered partly by Clubs and partly externally (e.g. by The Football Association).

### **Academy Management Team**

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

### **Guidance**

This section of the Rules should be read subject to Rule 45. If a Club does not employ one of the Officials described in Rule 50.2, Clubs should consider including representation from the relevant functional area on the Academy Management Team.

### **Academy Manager**

52. Each Club which operates an Academy shall employ a Full Time Academy Manager.
53. The Academy Manager's appointment shall be approved by the Club Board.
54. The Academy Manager shall report to the Chief Executive or to such other senior administrative Official of the Club as the Club Board shall approve.



## Staff

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

### **Guidance**

It is acknowledged that some Academy Managers may also have important roles as coaches and that the above responsibilities may limit the time they have for coaching. As a consequence, the Academy Manager will be entitled to delegate some of his functions to other staff at the Academy to enable him to continue to undertake coaching.

56. Subject to Rule 57, each Academy Manager must hold:
- 56.1. an up to date UEFA A Licence;
  - 56.2. an FA Youth Award; and
  - 56.3. an FA Advanced Youth Award.
57. A Club may appoint as Academy Manager a Person who does not hold the qualifications set out in Rule 56 provided that the Head of Academy Coaching:
- 57.1. holds these qualifications;
  - 57.2. is tasked with overseeing the Coaching Curriculum; and
  - 57.3. is a member of the Academy Management Team and sits on the Technical Board.

## Staff

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

### **Guidance**

Any Academy Manager holding the BFAS qualification will be required to attain the Emergency First Aid in Football (EFAiF) qualification with effect from the date of expiry of the BFAS qualification. Any new Academy Manager appointed after 1st July 2018 not already holding BFAS must hold the EFAiF on appointment.

59. Each Club which operates an Academy must ensure that its Academy Manager enrolls and participates fully in the Elite Academy Managers Development Programme.

### **Academy Operations Manager**

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

### **Academy Secretary**

61. Each Club which operates an Academy shall appoint an Academy Secretary who shall be employed Full Time in the case of a Club which operates a Category 1 or Category 2 Academy or at least Part Time in the case of a Club which operates a Category 3 or Category 4 Academy.
62. The Academy Secretary shall:
- 62.1. provide administrative support to the Academy Manager and the Academy Management Team;
  - 62.2. act as the point of contact between the Academy and the League for all administrative matters, including the submission of required information; and
  - 62.3. be familiar with all relevant provisions of these Youth Development Rules, as amended from time to time.

### **Guidance**

This section of the Rules should be read subject to Rule 45.

### **Head of Academy Coaching**

63. Each Club which operates an Academy shall employ a Head of Academy Coaching who shall:
- 63.1. report to the Academy Manager;
  - 63.2. subject to Rule 55.6, have responsibility for delivery of the Academy's Coaching Curriculum;



## Staff

- 63.3. 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;
- 63.4. discharge the responsibilities with regard to Development Action Plans set out at Rules 78 to 80;
- 63.5. hold at least an up to date UEFA A Licence, an FA Youth Award, and an FA Advanced Youth Award;
- 63.6. hold a current Basic First Aid for Sport Qualification, current EFAiF or an equivalent or higher qualification approved by the Board;
- 63.7. have recent and relevant experience of coaching Academy Players in an Academy (or of a comparable environment);
- 63.8. 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;
- 63.9. attend at least five hours of in-service training to be provided by the League each year;
- 63.10. attend such training to be provided by The Football Association as is necessary to maintain the validity of the qualifications set out in Rule 63.5; and
- 63.11. in conjunction with each of the Club's coaches, plan, deliver and monitor the delivery of individual development plans for each such coach.

### **Guidance**

The League has devised EHOc to provide a funded, elite development programme for Full Time Heads of Academy Coaching.

- 64. In addition to the in-service training referred to in Rule 63.9, the Head of Academy Coaching must undertake Continued Professional Development organised by the Club.

### **Guidance**

It is recommended (and mandatory in the circumstances set out in Rule 57) that the Head of Academy Coaching will be a senior appointment in the Academy and a member of the Academy Management Team and sit on the Technical Board.

This section of the Rules should be read subject to Rule 45.

### **Coaches**

- 65. 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:

## Staff

	Foundation Phase	Youth Development Phase	Professional Development Phase
Category 1	2	3	3
Category 2	1	2	2
Category 3	1	1	2
Category 4	N/A	N/A	2

### Guidance

For those Clubs which operate a Category 3 or Category 4 Academy, the Academy Manager and Head of Academy Coaching may count towards the minimum numbers required under Rule 65. Further consideration will be given to this in due course as it is however best practice that they are not included in the count of coaches under Rule 65.

66. In addition to the coaches set out in Rule 65 each Club shall employ sufficient additional coaching staff (Full Time or Part Time) to ensure that the coach to Academy Players ratios set out in Rule 119 are maintained.
67. Each Club shall appoint one Full Time coach in each Development Phase who shall be the lead coach for that phase and be responsible for managing the delivery of coaching within it, and who shall:
  - 67.1. in respect of the Youth Development and Professional Development Phase, hold at least an up to date UEFA A Licence; and
  - 67.2. in respect of the Foundation Phase, hold at least an up to date UEFA B Licence and the relevant age specific FA Advanced Youth Award.

### Goalkeeping Coaches

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



## Staff

69.	Each goalkeeping coach must: <ul style="list-style-type: none"> <li>69.1. attend at least five hours of in-service training to be provided by The Football Association each year;</li> <li>69.2. attend the first aid training for Academy coaches provided by The Football Association at least once every three years; and</li> <li>69.3. undertake Continued Professional Development organised by the Club.</li> </ul>
70.	Each goalkeeping coach must hold an up to date UEFA B Licence and an FA Goalkeeping Coaching B Licence.

### **Guidance**

This section of the Rules should be read subject to Rule 45.

### **Senior Professional Development Coach**

71.	Each Club which operates a Category 1 or Category 2 Academy shall (and a Club which operates a Category 3 or Category 4 Academy may) appoint a Senior Professional Development Coach who shall: <ul style="list-style-type: none"> <li>71.1. report to the Academy Manager;</li> <li>71.2. liaise with the Manager;</li> <li>71.3. hold a UEFA A Licence and the FA Advanced Youth Award with the age specific specialist element relevant to the Professional Development Phase;</li> <li>71.4. oversee on a day-to-day basis the Coaching Curriculum for the Under 19 to Under 21 age groups;</li> <li>71.5. 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 73;</li> <li>71.6. contribute to the Multi-disciplinary Reviews of all Academy Players in the Professional Development Phase; and</li> <li>71.7. manage the Club's team which competes in the Professional Development League.</li> </ul>
72.	Each Club which operates a Category 3 or Category 4 Academy that does not appoint a Senior Professional Development Coach in accordance with Rule 71 shall assign a member of the coaching staff responsible for the coaching of the Club's professional players to act as a liaison coach who shall: <ul style="list-style-type: none"> <li>72.1. liaise with the Academy Manager;</li> <li>72.2. liaise with the Manager; and</li> <li>72.3. 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 73.</li> </ul>
73.	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.

### **Guidance**

This section of the Rules should be read subject to Rule 45.

### Coaches: Qualifications and Professional Development

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

#### **Guidance**

These Rules require the following Academy Staff to hold an up to date UEFA A Licence:

- Head of Academy Coaching (Rule 63.5); and
- Senior Professional Development Coach (Rule 71.3).

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

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

#### **Guidance**

The League, The Football League and The Football Association will establish and maintain a national database of qualifications of coaches, and the in-service training they have undertaken.

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

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

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

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



**Head of Academy Sports Science and Medicine**

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

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

**Guidance**

A Club which operates a Category 3 or Category 4 Academy may choose to buy in support for this function on a Part Time basis.

Clubs may elect to alternatively title this role 'Head of Academy Performance' or 'Head of Academy Performance Support'.

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

84. The Head of Academy Sports Science and Medicine:  
84.1. shall be either:  
84.1.1. a registered physiotherapist member of the Health and Care Professions Council;  
84.1.2. a registered medical practitioner licensed to practise by the General Medical Council (and shall comply with the General Medical Council's requirements concerning annual appraisal, scope of practice, indemnity and revalidation of doctors) with a diploma in Sport and Exercise Medicine or equivalent or higher qualification; or  
84.1.3. the holder of at least a master's degree in sports science (or other relevant discipline) from a recognised university and have or be working towards British Association of Sport and Exercise Sciences and/or British Psychological Society accreditation, and  
84.2. shall have recent and relevant professional experience in a sports performance environment.

**Guidance**

Under Rule 84.1.2, where the Academy Doctor is not head of department the further qualification is still necessary if the doctor is providing independent unsupervised management in the area of Sport and Exercise Medicine.

## Staff

85. The Head of Academy Sports Science and Medicine shall hold either:
- 85.1. if he is a registered physiotherapist member of the Health and Care Professions Council or a registered medical practitioner, a current AREA certificate, ATMMiF or an equivalent or higher qualification approved by the Board; or
  - 85.2. if he is neither of the above, a current EFAiF or an equivalent or higher qualification approved by the Board.
86. 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 85.1 and 85.2 respectively) then the primacy of decisions regarding the clinical treatment of Academy Players shall rest with a physiotherapist or registered medical practitioner.
87. The Head of Academy Sports Science and Medicine must undertake Continued Professional Development organised by the Club or the League.

### **Guidance**

It is envisaged that the Person who is appointed to this role shall have had recent relevant experience (which will be assessed by the League and/or the ISO), including managerial experience in a sports science environment.

This section of the Rules should be read subject to Rule 45.

### **Academy Nutritionist**

88. Each Club which operates a Category 1 Academy shall appoint or designate an existing member of Academy Staff to the role of Academy Nutritionist who:
- 88.1. shall be Part Time;
  - 88.2. shall be responsible for devising and implementing plans to promote nutrition and a healthy diet amongst Academy Players;
  - 88.3. shall provide advice to Academy Players and Staff on all aspects of nutrition; and
  - 88.4. shall be on the Sport and Exercise Nutrition Register (“SENr”) or work under the direct management and supervision of an individual listed on the SENr.

### **Lead Sports Scientist**

89. Each Club which operates a Category 1 or Category 2 Academy shall appoint a Full Time Lead Sports Scientist who shall:
- 89.1. hold at least a bachelor’s degree in sports science (or another relevant discipline) from a recognised university;
  - 89.2. have recent and relevant professional experience in a sports performance environment;
  - 89.3. co-ordinate and lead the sports science services for the Academy;



## Staff

89.4.	hold a current Basic First Aid for Sport Qualification, current EFAiF or an equivalent or higher qualification approved by the Board; and
89.5.	hold or be working towards holding British Association of Sport and Exercise Sciences accreditation.
90.	Each Club which operates a Category 3 or Category 4 Academy shall demonstrate to the reasonable satisfaction of the League, the ISO or the PGB (whichever body is appropriate) that it delivers sufficient and appropriate sports science services to its Academy Players.
91.	The Lead Sports Scientist must undertake Continued Professional Development organised by the Club.

**Guidance**

For Clubs' obligations generally regarding the provision of the Sports Science and Medicine/Performance Support, see Rules 217 to 220.

It is envisaged that the person appointed to this role will have recent, relevant experience (which will be assessed by the League and/or the ISO). A Club which operates a Category 3 or Category 4 Academy may choose to buy in support for this function on a part time basis.

This section of the Rules should be read subject to Rule 45.

**Lead Strength and Conditioning Coaches**

92.	Each Club which operates a Category 1 or 2 Academy shall employ a Lead Strength and Conditioning Coach who shall: <ul style="list-style-type: none"> <li>92.1. in the case of a Category 1 Academy, be employed Full Time, and in the case of a Category 2 Academy, be employed at least Part Time;</li> <li>92.2. be responsible for providing to the Club's Academy Players appropriate strength and conditioning training and monitoring as part of the Sports Science and Medicine/Performance Support Programme;</li> <li>92.3. 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;</li> <li>92.4. hold a current Basic First Aid for Sport Qualification, current EFAiF or an equivalent or higher qualification approved by the Board; and</li> <li>92.5. hold or be working towards accreditation by the UK Strength and Conditioning Association (or equivalent workshops run by any equivalent body).</li> </ul>
93.	The Lead Strength and Conditioning Coach must undertake Continued Professional Development organised by the Club.

**Guidance**

It is recommended that Category 2 Academies employ the Lead Strength and Conditioning Coach on a Full Time basis, but the League acknowledges that this may not always be possible, therefore, the minimum role is stated to be Part Time.

This section of the Rules should be read subject to Rule 45.

## Staff

94. In addition to the Lead Sports Scientist and the Lead Strength and Conditioning Coach, each Club which operates a Category 1 Academy shall employ a minimum of one additional Full-Time sports scientist or strength and conditioning coach.

### Senior Academy Physiotherapist

95. Each Club which operates an Academy shall appoint a Senior Academy Physiotherapist who shall:
- 95.1. be Full Time;
  - 95.2. be a registered physiotherapist member of the Health and Care Professions Council (save that a Club which operates a Category 3 or 4 Academy may continue to employ as its Senior Academy Physiotherapist any Person so employed at the time of these Rules coming into force who does not hold the qualifications specified in this Rule provided that he has successfully completed the Football Association's Diploma in the Treatment and Management of Injuries course or an equivalent or higher qualification. Any Person appointed thereafter must hold the qualifications specified by this Rule);
  - 95.3. have recent and relevant professional experience in a sports performance environment;
  - 95.4. if employed by a Club which operates a Category 1 or Category 2 Academy hold a current Football Association Advanced Resuscitation and Emergency Aid certificate or Advanced Trauma Medical Management in Football or if employed by a Club which operates a Category 3 or Category 4 Academy hold a current ITMMiF (or in either case an equivalent or higher qualification approved by the Board);
  - 95.5. co-ordinate and lead the physiotherapy service within the Academy;
  - 95.6. ensure that Rules 215.1 and 216 are complied with; and
  - 95.7. undertake Continued Professional Development organised by the Club.

### Guidance

This section of the Rules should be read subject to Rule 45.

### Physiotherapists and Sports Therapists

96. In addition to the Senior Academy Physiotherapist referred to at Rule 95, each Club which operates a Category 1 Academy shall employ at least two Full Time physiotherapists who shall each be a registered physiotherapist member of the Health and Care Professions Council and (where their duties include clinical leadership at matches) hold a current ATTMiF or Football Association Advanced Resuscitation and Emergency Aid certificate. Each Club which operates a Category 2 Academy shall employ at least one such Full Time physiotherapist who meets these requirements.
97. Any Sports Therapist employed by a Club must be subject to the management and supervision of a registered physiotherapist member of the Health and Care Professions Council.



## Staff

98. Each physiotherapist and Sports Therapist employed pursuant to Rules 96 and 97 must undertake Continued Professional Development organised by the Club and each such physiotherapist shall hold a current ITMMiF or an equivalent or higher qualification approved by the Board.

### **Guidance**

All Sports Therapists must have a doctor or paramedic registered with the Health and Care Professions Council working alongside them on match day in the Professional Development Phase. At Category 3 and Category 4 the foregoing shall apply unless a Sports Therapist holds a current ITMMiF Qualification. For younger age groups, Rule 216 applies.

Sports Therapists are not currently eligible to be registered with the Health and Care Professions Council. It is likely that this may change in a year or two and that if and when it does, an amendment to the Rules will be proposed to require all Sports Therapists working within Clubs to be so registered.

Clubs should also note that IFAS / ITMMiF is only a minimum requirement, and Clubs may wish to ensure medical staff undertake additional qualifications, e.g. ATTMiF.

This section of the Rules should be read subject to Rule 45.

### **Academy Doctor**

99. Each Club which operates an Academy shall appoint an Academy Doctor who shall:
- 99.1. be a registered medical practitioner licensed to practise by the General Medical Council (and shall comply with the General Medical Council's requirements concerning annual appraisal, scope of practice, indemnity and revalidation of doctors);
  - 99.2. be available to assess and, if appropriate, undertake the treatment of any playing injuries suffered by an Academy Player;
  - 99.3. undertake Continued Professional Development;
  - 99.4. be available for consultation at the Academy on at least one occasion per week (in addition to any attendance at matches); and
  - 99.5. be responsible for the preparation of each Club's Emergency Action Plan.

### **Guidance**

1. Whether the Academy Doctor should be Full Time or Part Time has not been specified, it being recognised that the role may be fulfilled by a doctor who also has responsibilities for the professional squad, or who has other professional responsibilities outside the Club.
2. See also Rules 215 and 216 concerning the medical cover at coaching and matches.
3. The League will gather and share best practice in relation to Emergency Action Plans.
4. This section of the Rules should be read subject to Rule 45.

### **Performance Analysts**

100. Each Club which operates a Category 1 Academy shall employ a minimum of three Full Time Performance Analysts.
101. Each Club which operates a Category 2 Academy shall employ a minimum of two Performance Analysts, one on a Full Time basis, and the other at least Part Time.

## Staff

### **Guidance**

For Category 2 Academies, the Performance Analysts could be, for example, a student undertaking a Masters degree in a sports science related field who is on a placement as part of their Masters course.

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

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

### **Guidance**

This section of the Rules should be read subject to Rule 45.

### **Head of Education**

104. Each Club which operates an Academy shall appoint a Head of Education who shall:
- 104.1. report to the Academy Manager;
  - 104.2. have responsibility for:
    - 104.2.1. the organisation, management and delivery of the Club's Education Programme;
    - 104.2.2. the educational progression of all Academy Players registered with the Club (subject to the duties of any educational establishment at which an Academy Player's education is taking place);
    - 104.2.3. ensuring that the education of an Academy Player engaged on the Hybrid or Full Time Training Model is not prejudiced as a result of his being so engaged; and
    - 104.2.4. ensuring all documents and records relating to the education of Academy Players required by these Rules are in place and up-to-date;
  - 104.3. 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;
  - 104.4. ensure that the Academy's educational provision reflects the strategy and performance targets set out in the Club's Academy Performance Plan;
  - 104.5. hold Qualified Teacher Status and have relevant experience (in the case of Category 1 and 2 Academies) or, as a minimum, possess a teaching qualification or further education teaching qualification (in the case of Category 3 and Category 4 Academies);
  - 104.6. be Full Time (in the case of Category 1 and Category 2 Academies); and
  - 104.7. undertake Continued Professional Development organised by the Club.



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

### Head of Recruitment

106. Each Club which operates an Academy shall employ a Head of Recruitment who shall:
- 106.1. report to the Academy Manager;
  - 106.2. have responsibility for the organisation, management and delivery of the Club's policies and procedures for the recruitment of Academy Players;
  - 106.3. 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 224);
  - 106.4. be in possession of (or be actively working towards):
    - 106.4.1. the FA Talent ID Level 4 for a Club operating a Category 1 Academy;
    - 106.4.2. the FA Talent ID Level 3 for a Club operating a Category 2 Academy; and
    - 106.4.3. the FA Talent ID Level 2 for a Club operating a Category 3 or a Category 4 Academy,
  - 106.5. undertake at least five hours of in-service training each year;
  - 106.6. undertake Continued Professional Development organised by the Club; and
  - 106.7. 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.

### Guidance

1. Ideally a Club's strategy for talent identification and recruitment should flow from its Vision Statement and Playing Philosophy and be fully integrated into its Academy Performance Plan and the multi-disciplinary approach to youth development envisaged by the Elite Player Performance Plan. Clubs may wish to document a recruitment strategy which sets out:
  - the profile of the players it seeks to recruit in each age group, having regard to the desired technical, tactical, maturation, social and psychological characteristics required at each age;
  - its target groups (e.g. local v national recruitment, players attending Development Centres or local schools/boys' clubs etc);
  - synchronisation between coaches and recruiters to ensure that, for example, assessment procedures match those by which the Academy's existing Academy Players are assessed, and that new recruits transit easily into the Academy environment;
  - a strategy for late developers (including the Academy's own Academy Players whose maturation rates are slow but who eventually catch up with their peers); and
  - ensuring accurate scouting records are maintained.Clubs may then wish to develop an activity plan to implement the recruitment strategy.
2. With regard to Rule 106.4 above, it is envisaged that a new qualification for Scouts will be developed in due course.
3. This section of the Rules should be read subject to Rule 45.

### Interns

107. The Head of Academy Sports Science and Medicine must ensure that the Club records and, if requested, makes available to the League, the following details of every intern working within the Academy:
- 107.1. name, date of birth and contact details (phone number, address and email address);
  - 107.2. qualifications (both academic and sporting such as coaching qualifications);
  - 107.3. details of the intern's current course, including the institution at which he is enrolled, the name of the course, and the name and contact details of his tutor; and
  - 107.4. the contact details of a member of Academy Staff who is responsible for supervising the intern whilst he is at the Academy.

### Guidance

Clubs' attention is also drawn to Section S of the Premier League Rules: Safeguarding and Mental Health. Clubs must ensure that these Rules are complied with in respect of any intern to whom they are applicable. Clubs must also ensure that they comply with all applicable legislation, including that concerning the national minimum wage.

### Player Care

108. Each Club which operates a Category 1 or Category 2 Academy shall employ an individual, who shall:
- 108.1. be Full Time for each Club which operates a Category 1 Academy and Part Time for each Club which operates a Category 2 Academy; and
  - 108.2. 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.
109. Each Club which operates a Category 3 or Category 4 Academy may nominate an existing member of Academy Staff to carry out the responsibilities referred to in Rule 108.2 above, in addition to his other duties.

### Academy Psychologist

110. Each Club which operates a Category 1 Academy shall employ one or more Academy Psychologist(s), who shall:
- 110.1. 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
  - 110.2. be accredited by the British Psychological Society and/or the British Association of Sports and Exercise Sciences, or be directly supervised by someone accredited by one or both of those bodies.



# Youth Development Rules

## Coaching

### Coaching Curriculum

- 111. Each Club which operates an Academy shall prepare (and make available to the League and to the ISO on request) a Coaching Curriculum which shall have regard to:
  - 111.1. the Club's Vision Statement, Coaching Philosophy and Playing Philosophy;
  - 111.2. the Club's Academy Performance Plan;
  - 111.3. sections 6.6 – 6.8 of the Elite Player Performance Plan (save as regards the reference to minimum hours of coaching, as to which see Rule 116); and
  - 111.4. these Rules.
- 112. The Club's Coaching Curriculum shall be drawn up by the Academy Manager (or, in the circumstances set out in Rule 57, the Head of Academy Coaching) who shall consult with all appropriate Club Officials (which may include the Manager, the Chief Executive, coaching staff, the Academy Management Team and the Technical Director if the Club has appointed one).
- 113. The Club's Technical Board shall approve the Club's Coaching Curriculum.

### Guidance

Reference is made in the Rule to sections 6.6 to 6.8 of the Elite Player Performance Plan, which set out further detail about the Coaching Curriculum in each Development Phase.

It is recommended that the Coaching Curriculum gives particular consideration to desired outcomes and the coaching strategies needed to achieve them at each Development Phase.

See also Rule 55.6 (role of Academy Manager in the Coaching Curriculum) and Rule 63.2 (role of the Head of Academy Coaching).

### Coaching Hours

- 114. The coaching of age groups Under 15 and older in Category 1 and Category 2 Academies shall take place over 46 weeks of each year, such weeks to be determined by reference to the Games Programme Schedule (including the two periods set out therein during which no matches in the Foundation Phase and Youth Development Phase Games Programmes shall take place).
- 115. All other coaching in Academies shall take place over 40 weeks of each year.

## Coaching

116. 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:

		Foundation Phase	Youth Development Phase	Professional Development Phase
<b>Category 1</b>	Coaching hours per week	4 rising to 8 for older Academy Players	10 rising to 12 for older Academy Players	14 reducing to 12 for Academy Players who have commitments to the professional squad during the Professional Development Phase
	Permitted Training Model	Part Time, Hybrid	Part Time, Hybrid, Full Time	Full Time, Hybrid
<b>Category 2</b>	Coaching hours per week	3 rising to 5 for older Academy Players	6 rising to 12 for older Academy Players	14 reducing to 12 for Academy Players who have commitments to the professional squad during the Professional Development Phase
	Permitted Training Model	Part Time	Part Time, Hybrid	Full Time
<b>Category 3</b>	Coaching hours per week	3	4 rising to 6 for older Academy Players (See Guidance below)	12
	Permitted Training Model	Part Time	Part Time	Full Time
<b>Category 4</b>	Coaching hours per week	N/A	N/A	14 reducing to 12 for Academy Players who have commitments to the professional squad during the Professional Development Phase Games Programmes
	Permitted Training Model	N/A	N/A	Full Time



# Coaching

## Guidance

1. The above hours of coaching are the minimum the Rules require per week, subject to the Academy Player's fitness. It is acknowledged, however, that Academies can alter these hours as they see fit, provided that the above stated hours are achieved on average over each six or 12 week Multi-disciplinary Review period (as relevant). As regards "subject to fitness", this includes not only where an Academy Player is recuperating from injury, but also where in the opinion of the coaching staff and/or the medical and sports science staff, his coaching hours need to be reduced for him to receive adequate rest and recovery and/or avoid overuse injuries.

Coaching in the above tables refers to on-the-pitch coaching (and for the avoidance of doubt excludes time in matches). It is expected that Clubs will need to spend additional time in other environments off the pitch in order to work with Academy Players to assist them in developing the key technical, tactical, physical and psychological and social skills.

Where an Academy falls short of providing its Academy Players with the above hours of coaching, the Academy will need to demonstrate that despite this, its Academy Players are being provided with a proper Coaching Curriculum. This can be demonstrated by the progression of the Academy Player at each stage of the development process.

2. For Category 3 Clubs in the Youth Development Phase, the hours stated above should be applied as follows:
  - U12 and U13: 4 hours
  - U14: 5 hours
  - U15 and U16: 6 hours
3. A Club may be permitted to operate a Training Model in a particular Development Phase other than as set out in the table in Rule 116. This would need to be approved in advance by the League (who may take advice from the Education Advisor).

117.	The maximum time in which Academy Players in the Foundation Phase can be engaged in a single coaching session is 90 minutes and there will be appropriate rest periods between each such session.
118.	Each Club shall ensure that: <ul style="list-style-type: none"> <li>118.1. each Academy Player has access to an individual coaching plan tailored to his specific needs;</li> <li>118.2. each Academy Player is made aware of his individual coaching plan (and any changes thereto) as soon as reasonably practicable in advance of his being coached in accordance with it; and</li> <li>118.3. all coaching is recorded on the Academy Player's Performance Clock.</li> </ul>
119.	Each Club shall ensure that a coach to Academy Players and Trialists ratio of 1:10 is maintained for all coaching sessions (save that the ratio for Category 1 Academies using the Full Time Training Model shall be 1:8).
120.	Each Club shall ensure that each Academy Player in age groups Under 9 and older participates at least once a year in a Festival (or other coaching event such as a Training Camp or a Tournament) which lasts for at least two days.
121.	Each Club shall ensure that each of its coaches plans each coaching session by setting out the learning objectives which the session is designed to achieve and the coaching which will be given in order to achieve them.

## Coaching

### Development Centres

122. Each Club which operates a Category 1, Category 2 or Category 3 Academy may operate one or more Development Centres, to be located within one hour's travelling time of the location of its principal venue for the provision of coaching and education to Academy Players.
123. A Child being coached at a Club's Development Centre:
- 123.1. may not be registered for that Club;
  - 123.2. may not play in matches for that Club unless registered as a Trialist; and
  - 123.3. will be free to play for other teams.
124. Clubs which operate Development Centres shall keep an attendance record of all the Children who participate in coaching sessions thereat.
125. Each Development Centre operated by a Club may be inspected from time to time by the League and by the ISO.
126. Without prejudice to the generality of Rule 125, the inspection referred to in that Rule may include:
- 126.1. inspection of the facilities provided; and
  - 126.2. assessment of whether the coaching provided at the Development Centre is in accordance with the Club's coaching syllabus.
127. 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.
128. No Club shall cause or permit a team representing its Development Centre to play football against a team representing another Club (or a Football League club).

### **Guidance**

The above Rules are based on the existing provisions concerning Development Centres. It is proposed that further consultation is undertaken with Clubs to explore and redefine the future role of Development Centres.



# Youth Development Rules

## Games Programme

### General

129. Save as permitted by the Board, Clubs shall not affiliate to any other youth leagues or enter any cup competitions except The Football Association Youth Challenge Cup.
130. An Academy Player whose registration is held by a Club which operates an Academy shall play football only in a Games Programme or in Authorised Games and in coaching and training games (participation in which is limited to registered Academy Players and Trialists) organised by and played at an Academy.
131. A Club which operates an Academy shall not require, cause or allow an Academy Player whose registration it holds to play football except as permitted by Rule 130.
132. Each Club which operates an Academy shall record in each Academy Player's Performance Clock:
- 132.1. each match in which he has played; and
  - 132.2. his playing time in each match.

### Guidance

With regard to Rule 132.1, the matches which are to be recorded on an Academy Player's Performance Clock include all Authorised Games in which he plays.

The Performance Clock may be used to record other playing information about the Academy Player, e.g. substitutions, cautions, position played in. It forms part of the Performance Management Application.

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

### Foundation Phase Games Programme

134. The 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).
135. The Football League will organise a games programme for teams in each of the Under 9 to Under 11 age groups of Clubs operating Category 3 Academies.
136. The games programmes referred to in Rules 134 and 135 shall consist of matches which:
- 136.1. shall be competitive but whose results (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);
  - 136.2. subject to Rule 136.3 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);

## Games Programme

- 136.3. 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;
- 136.4. shall take place during the Games Programme Schedule;
- 136.5. may include matches against representative county schoolboy sides (being sides selected by the English Schools' Football Association);
- 136.6. shall be played outdoors, save in respect of:
- 136.6.1 Clubs operating Category 1 or 2 Academies when, during the second half of December and the whole of both January and February, they shall be played indoors; and
- 136.6.2 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;
- 136.7 shall consist of matches played in accordance with the following formats (save that some matches played indoors may be played as Futsal games):

Age group	Team size	Pitch size (yards)	Goal size (feet)	Ball size
<b>Under 9</b>	4v4, 5v5, 6v6 or 7v7	30x20 to 40x30 (4v4 and 5v5)  50x30 to 60x40 (7v7)	12x6	3  (or 4 at the Home Club's option)
<b>Under 10</b>	4v4, 5v5, 6v6 and 7v7	30x20 to 40x30 (4v4 and 5v5)  50x30 to 60x40 (7v7)	12x6 (4v4 and 5v5) 12x6 to 16x7 (7v7)	4
<b>Under 11</b>	7v7 or 9v9	50x30 to 60x40 (7v7) 70x40 to 80x50 (9v9)	12x6 to 16x7 (7v7) 16x7 (9v9)	4

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.

### **Guidance**

The League will organise a regional indoor programme during the second half of December, and the entirety of January and February. In particular, a programme of Futsal will be delivered for Category 1 and Category 2 Academies. Clubs will be free to apply to organise Authorised Games outside pursuant to Rule 137.2.

The League will organise Tournaments (lasting more than one day) for each of the Under 9, Under 10 and Under 11 age groups in the May or June of each year (and in scheduling them it will be borne in mind that June is often the month when Academy "downtime" occurs). The Tournaments so arranged for the Under 11 age group will include teams from clubs in countries other than England and Wales.

In order to deliver the Foundation Phase Games Programme to all Clubs, the target travel time of 1 hour may be exceeded from time to time, in particular in order to accommodate those Clubs whose home "locality" is small.



## Games Programme

Both Leagues will co-operate to create cross-Category Festivals from time to time which shall include all Categories of Academy and be regionally based.

A six-week programme of Festivals of Futsal and other small-sided indoor football for each age range in the Foundation Phase will be staged. This programme will run from November to February and be organised on a basis of five regions (North East, North West, Midlands, London and South West, and London and South East). A Futsal tournament involving a regional qualification process culminating in a national finals event will be organised for each of the Under 9, Under 10 and Under 11 age groups.

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

### **Guidance**

The Games Programme Schedule will incorporate free weeks (in addition to those referred to in Rule 172) during which no fixtures will be arranged by the Leagues. This will allow Clubs to organise additional fixtures pursuant to Rule 137.2. In addition, Clubs will be able to rearrange fixtures in the Foundation Phase Games Programme in order to attend tournaments and Festivals provided suitable notice is given, the integrity of the Games Programme is maintained, and a suitable date for the rearrangement of the fixture is agreed.

138. Each Club shall ensure that each of its Academy Players in the Foundation Phase shall, subject to fitness, participate in at least half the playing time in any one Season of matches in the Foundation Phase Games Programme and any other matches organised by the Club pursuant to Rule 137.2 such playing time to be reasonably spread out over the season.

### **Guidance**

An Academy Player in the Foundation Phase may still play for his school team or school representative county side.

When assessing whether Rule 138 has been complied with, each Academy Player's playing time over the course of the Season will be assessed and an average calculated (i.e. the Academy Player need not play in half the time of every match). In addition, Rule 138 requires that the playing time is spread relatively evenly over the course of the fixture programme. This is to ensure Clubs do not try to backload playing time at the end of the Season simply to ensure the average is met.

### **Youth Development Phase Games Programme**

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

## Games Programme

141. The games programme for Category 1 Clubs referred to in Rule 139 shall include the Under 13, Under 14 and Under 15 Premier League National Cups, participation in which shall not be mandatory.
142. Each Club must inform the League by 30 April in each year whether it wishes to compete in the Under 13, Under 14 and Under 15 Premier League National Cups the following season.
143. The games programmes referred to in Rules 139 and 140 shall consist of matches which shall:
- 143.1. be competitive but whose results (save for matches in the Under 13, Under 14 and Under 15 Premier League National Cups) shall not be given any particular competitive significance between Academies (for example, no league table or the like shall be produced);
  - 143.2. (in the case of the games programme referred to in Rule 139) be organised on a regional basis so that as far as reasonably possible no team has to travel more than two hours to an away match save that longer travel times may be necessary:
    - 143.2.1. in order that each Club can participate meaningfully in the games programme; and
    - 143.2.2. for matches in the Under 13, Under 14 and Under 15 Premier League National Cups;
  - 143.3. (in the case of the games programme referred to in Rule 140) be organised on a local basis so that as far as reasonably possible no team has to travel more than one hour to an away match 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);
  - 143.4. 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 148), with the number of such Festivals and Tournaments increasing for the older age groups in the Youth Development Phase;
  - 143.5. take place during the Games Programme Schedule;
  - 143.6. 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 1 and Category 2 Academies, which shall be played indoors; and
  - 143.7. consist of matches played in accordance with the following formats (save that some matches played indoors may be played as Futsal games):



## Games Programme

Age group	Team size	Pitch size (yards)	Goal size (feet)	Ball size
<b>Under 12</b>	11v11	90x60	21x7 (11v11)	4
	(or 9v9 if both Clubs so agree)	(11v11) 70x40 to 80x50 (9v9)	16x7 (9v9)	
<b>Under 13</b>	11v11	90x60	21x7	4
<b>Under 14</b>	11v11	90x60 to 100x60	21x7 to 24x8	5
<b>Under 15</b>	11v11	110x70	24x8	5

### Guidance

In order to deliver the Youth Development Phase Games Programme to all Clubs, the target travel time of two hours may be exceeded from time to time, particularly in order to accommodate those Clubs whose home geographical “region” is small.

144. The League shall organise a games programme for teams consisting of Academy Players in the Under 16 age group of Clubs operating Category 1 Academies, and another for teams of Academy Players in these age groups of Clubs operating Category 2 Academies.
145. Save for any matches played abroad pursuant to Rule 148, the games programme for Category 1 Clubs referred to in Rule 144 shall:
- 145.1. be constituted either on a national basis or, if a majority of those Clubs (and Football League clubs) which operate Category 1 Academies so determine by no later than 31 March in the preceding Season, on a regional basis (as that term is defined in Rule 146; and
- 145.2. be competitive but whose results shall not be given any particular competitive significance between Academies (for example, no league table or the like shall be produced).
146. The games programme for Category 2 Clubs referred to in Rule 144 shall be organised on a regional basis, that is to say so that as far as reasonably possible no team has to travel more than two hours to an away match (save that longer travel times may be necessary in order that each Club can participate meaningfully in the games programme).
147. Matches in the games programmes for Category 1 and Category 2 Clubs referred to in Rule 144 shall, unless the Board otherwise permits, be played on Saturdays and arranged so that as far as possible a Club’s fixtures in it mirror those of its teams in the Professional Development Phase Games Programme.
148. As part of the Youth Development Phase Games Programme, the 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.

## Games Programme

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

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

Team size	Pitch size (yards)	Goal size (feet)	Ball size
11v11	110x70	24x8	5

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

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

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

### **Guidance**

The Games Programme Schedule will incorporate free weeks (in addition to those referred to in Rule 172) during which no matches will be arranged by the Leagues. This will allow Clubs to organise additional matches pursuant to Rule 151.2.

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

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

### **Guidance**

An Academy Player in the Youth Development Phase may still play for his school team or school representative county side.

When assessing whether Rule 152 has been complied with, each Academy Player's playing time over the course of the season will be assessed and an average calculated (i.e. the Academy Player need not play in half the time of every match). In addition, Rule 152 requires that the playing time is spread relatively evenly over the course of the fixture programme. This is to ensure clubs do not try to backload playing time at the end of the season simply to ensure the average is met.



## Games Programme

**Professional Development Phase Games Programme**

154. The League will organise two games programmes, one for teams of Clubs operating Category 1 Academies and one for teams of Clubs operating Category 2 Academies.
155. The Football League will organise a games programme for teams of Clubs operating Category 3 and Category 4 Academies, and following such consultation determine with those Clubs in its absolute discretion what games programme(s) should be developed for those Clubs, Rules relating to the games programme and (subject to Rule 156.3) how that games programme should be delivered.
156. The games programmes organised by The League and The Football League pursuant to Rules 154 and 155 will be constituted on the following geographical bases:
- 156.1. Category 1:
- 156.1.1. a national league and a regional league (depending on age group) with some matches played on a national basis and some international matches against teams representing clubs in membership of national associations other than The Football Association or the Football Association of Wales (and such matches may be played either in England or abroad);
- 156.2. Category 2:
- 156.2.1. 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 Football League clubs) which operate Category 2 Academies;
- 156.2.2. where practical, international matches against teams representing clubs in membership of a national association other than The Football Association or the Football Association of Wales (and such matches may be played either in England or abroad); and
- 156.3. Categories 3 and 4:
- 156.3.1. 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 Football League in its absolute discretion and having regard to those Football League clubs (and Clubs) which operate Category 3 and 4 Academies.
157. Matches in the Professional Development Phase Games Programme organised under Rule 154:
- 157.1. shall be played in accordance with the Laws of the Game (and for the avoidance of doubt shall be in the 11v11 format);
- 157.2. shall be for Players in the Under 18 age group (and younger) only, save that a Club may name in its team sheet a goalkeeper in the Under 19 age group;

## Games Programme

157.3.	shall only have five substitutes named on the team sheet (and for the avoidance of doubt up to three substitutes may enter the field of play);
157.4.	shall consist of competitive leagues and Tournaments; and
157.5.	may include of an optional Futsal programme organised by the League (for Clubs operating Category 1 and Category 2 Academies) in the months of December, January and February.
158.	Matches in the Professional Development Phase Games Programme organised under Rule 155:
158.1.	shall be played in accordance with the Laws of the Game (and for the avoidance of doubt shall be in the 11 v 11 format);
158.2.	shall be for Players in the Under 18 age group (and younger) only, save that up to two Players in the Under 19 age group may be named on the team sheet for a match provided they are:
158.2.1.	a goalkeeper; or
158.2.2.	registered as a Scholar and are only continuing as a Scholar beyond the age of 18 because of injury or other extenuating circumstances as approved by the League of which the Club is a member in accordance with that League's relevant procedures;
158.3.	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);
158.4.	shall consist of competitive leagues and/or Tournaments; and
158.5.	may include an optional Futsal programme organised by the League in the months of December, January and February.
159.	Further provisions binding on Clubs competing in the leagues referred to in Rule 157.4 shall be set out in the rules of those leagues.
160.	Each Club which operates an Academy:
160.1.	must participate fully in the Professional Development Phase Games Programme; and
160.2.	may organise and participate in additional Authorised Games (which shall be notified to the relevant League no later than 72 hours before they are scheduled to take place).
<b>Premier League 2 and Professional Development League</b>	
161.	Each Club which operates a Category 1 Academy shall compete in Premier League 2 as part of the Professional Development Phase Games Programme.
162.	Each Club which operates a Category 2 Academy shall compete in the Professional Development League as part of the Professional Development Phase Games Programme, unless it is able to demonstrate to the League that its starting 11s in its first team matches during the preceding Season in those competitions set in Rule L.9.1 to Rule L.9.5 included on average at least five Players in the Under 21 age group or younger.



## Games Programme

163. Each Club which operates a Category 3 or Category 4 Academy may compete in the development league to be organised by The Football League as part of the Professional Development Phase Games Programme.
164. The League will organise Premier League 2, which shall consist of a national league competition played on a competitive basis.
165. The League will organise the Professional Development League, which shall consist of a league or leagues played on a competitive basis organised on a regional basis, the composition of such regional league(s) to be at the absolute discretion of the Board who shall so far as reasonably possible determine the composition of each such league to ensure that each Club has to travel no more than three hours to each match (save that longer travel times may be necessary in order that each Club (or club) can participate meaningfully in the Professional Development League).
166. The Football League will, if required, organise (or procure the organisation of, for example, through the Football Combination or Central League) Professional Development League 3, which shall consist of a league or leagues played on a competitive basis and organised on a regional basis, the composition of such regional league(s) and the minimum number of matches to be played by each Club to be at the absolute discretion of The Football League who shall so far as reasonably possible determine the composition of each 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 3.
167. Further provisions binding on Clubs competing in Premier League 2 and the Professional Development League shall be set out in the rules of those Leagues.
168. The League will in addition organise international matches (which may take place by way of Tournaments) for teams competing in Premier League 2 and the Professional Development League.

### Games Programme: Postponement etc. of Matches

169. A match in the games programme between Academy teams in age groups Under 9 to Under 16 inclusive shall not be cancelled, postponed or abandoned except with the written consent of the Board or on the instructions of the officiating referee (or if the officiating referee is a minor, the official of the county FA who has accompanied him to the match) who shall be empowered to instruct that such match be cancelled, postponed or abandoned only if he considers that the pitch is unfit for, or if adverse weather conditions preclude, the playing of the match in which event the Club at whose ground the match should have been played shall within seven days give to the Board notice in writing to that effect.
170. Except in the case of an Under 9 to Under 16 games programme match which, without either participating Club being at fault, is cancelled, postponed or abandoned under the provisions of Rule 169, any Club which causes the cancellation, postponement or abandonment of such a match will be in breach of these Rules.

## Games Programme

171. The Board shall have power to specify the equipment and facilities to be provided by Clubs for the playing of matches between Academies.
172. In consultation with The Football Association, a minimum of four weekends each Season will be identified by the League upon which there will be no fixtures for Academy teams, such weekends being devoted to international development, selected players' courses and in-service training of coaches and staff.



# Youth Development Rules

## Duty of Care

### Education

- 173. Each Club which operates an Academy shall establish an Education Programme which shall set out the activities to be undertaken by the Club to ensure that the education of its Academy Players and Players up to the Under 23 age group who are not regular members of the Club's first team squad is supported effectively and which:
  - 173.1. is appropriate to the Category of its Academy;
  - 173.2. complies with all applicable requirements set out in this section of the Rules; and
  - 173.3. is evaluated by the Club within each Development Phase to ensure it is meeting its objectives as set out therein.
  
- 174. Each Club which operates an Academy shall ensure that each of its Academy Players receives a formal Education Programme which:
  - 174.1. is appropriate to his age and Training Model;
  - 174.2. meets his specific academic needs;
  - 174.3. complies with all legal requirements;
  - 174.4. is structured to ensure that his academic development is not compromised as a result of his being coached by the Club's Academy;
  - 174.5. in the case of an Academy Player who is entered into a Scholarship Agreement with the Club, consists of the sporting excellence professional apprenticeship ("**SEP**") and an educational programme approved by the League (which must include an academic or vocational qualification approved by the League and be subject to ongoing quality assurance by the League); and
  - 174.6. shall continue notwithstanding that the Academy Player signs a professional contract and which shall comply with the requirements of the Education and Skills Act 2008 with regard to education and training.

### Guidance

Should a Club wish one of its Academy Players to engage in an apprenticeship outside the SEP framework, it must first obtain the League's permission to do so and agree appropriate measures for monitoring and quality assurance.

In relation to Rule 174.5 any other programme of education approved in writing by The Football League will be in conjunction with the PFA.

- 175. Each Academy Player's educational progression under his Education Programme shall be recorded on the League's Learning Management System and on his Performance Clock.

## Duty of Care

176. Each Club which operates an Academy shall nominate a member of staff who shall be responsible for:
- 176.1. liaising with the school at which Academy Players are being educated;
  - 176.2. ensuring that any issues concerning an Academy Player's education arising from that liaison are addressed to the satisfaction of the school; and
  - 176.3. ensuring that for Academy Players on the Full Time and Hybrid Training Models (and where the League requests, for Academy Players on the Part Time Training Model) each Academy Player's school performance and educational data are obtained from his school and recorded on his Performance Clock and on the LMS.

### Reports on Educational Progression

177. Each Club which operates an Academy shall provide progress reports to the Parent of each Academy Player in the Youth Development Phase to whom it provides a Full Time Education Programme.
178. The progress reports shall:
- 178.1. detail the educational progression of the Academy Player; and
  - 178.2. be provided as and when necessary, but as a minimum at least once every 12 weeks.

### Guidance

With regard to Rule 178.2, Rule 35.2 states that Academy Players in the Under 12 to Under 18 age groups shall receive a Multi-disciplinary Review every six weeks. The educational progress report need only be undertaken once every 12 weeks (i.e. not for each Multi-disciplinary Review) but must be undertaken as part of a Multi-disciplinary Review.

### Delivery of the Education Programme

179. **Part Time Training Model**
- Each Club which operates an Academy shall, in respect of each of its Academy Players being trained under the Part Time Training Model:
- 179.1. inform the Academy Player's school that he is being so trained;
  - 179.2. if the League so requests obtain from the Academy Player's school his school reports and, where possible, educational attainment data;
  - 179.3. 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 on his Performance Clock; and
  - 179.4. liaise with the school on a regular basis in order to discuss and address any issues concerning the Academy Player's education which have risen or may arise as a consequence of his being trained at the Club's Academy.



## Duty of Care

### Guidance

The Part Time Training Model may be used by Category 1, 2 and 3 Academies in the Foundation Phase and Youth Development Phase: see further Rule 116.

The Part Time Training Model envisages that coaching will take place outside the Core Coaching Time, but Clubs should nevertheless establish good communication with each Academy Player's school, obtain his school reports (where requested in accordance with Rule 179.2) and, where possible, educational attainment data, monitor and record his academic progression on his Performance Clock, and address any relevant issues which arise as a result of the Academy Player being coached at the Academy (and in particular any conflict between the demands of his coaching and those of his education).

#### 180. **Hybrid Training Model**

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

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

- 181.1. undertake all necessary liaison and co-operation with the Academy Player's school to ensure that the required element of coaching can take place within the Core Coaching Time;
- 181.2. provide to the Academy Player such additional educational support (to be detailed in the written agreement referred to in Rule 181.5) as shall be necessary to compensate for teaching he has missed, and to ensure that his education is not adversely affected, as a result of being released from school to undertake coaching during the Core Coaching Team;
- 181.3. obtain from the Academy Player's school his school reports and, where possible, educational attainment data;
- 181.4. monitor the Academy Player's academic progression (including by use of the information obtained from the Academy Player's school pursuant to Rule 181.3) and record the information obtained pursuant to Rule 181.3 on the LMS and display it on his Performance Clock in a timely fashion and at least every 12 weeks (to coincide with dates of his Multi-disciplinary Reviews);
- 181.5. enter into a written agreement with the Academy Player's school and Parent which sets out details of the delivery of the Hybrid Training Model to the Academy Player, including weekly timetables, the likely impact on the Academy Player's education, and outline the compensatory education which will be provided by the Club;
- 181.6. ensure that the Academy Player follows a curriculum which reflects the 'Progress 8' measurement of educational assessment and attainment (save that where there are educational reasons why an Academy Player requires an amended curriculum to be followed, the League may grant dispensation from this requirement, subject to the approval of an Education Advisor); and
- 181.7. liaise with the school at least every six weeks in order to discuss and address any issues concerning the Academy Player's education which may arise or have arisen as a consequence of his being so trained.

## Duty of Care

### **Guidance**

The Hybrid Training Model may be used by Category 1 Academies in the Foundation Phase (Under 9 to Under 11), and by Category 1 and Category 2 Academies in the Youth Development Phase: see further Rule 116.

182. **Full Time Training Model**

Each Club which operates an Academy shall, in respect of each of its Academy Players in the Youth Development Phase being trained under the Full Time Training Model, ensure that it provides the Academy Player with coaching and education in accordance with a programme which complies with Rules 183 to 188 and which is approved in advance by the League.

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

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

- 184.1. unless otherwise approved by the League, only enable Academy Players in the Under 12 and Under 13 age groups to participate in the Full Time Training Model where they reside within 90 minutes of the Club's principal training venue;
- 184.2. enter into an agreement with any school at which its Academy Players are being educated setting out the obligations of the Club and the school in respect of the education of those Academy Players;
- 184.3. ensure that Academy Players in the Under 12, Under 13 and Under 14 age groups being educated at schools are fully integrated with other pupils of their age, which obligation shall include (without limitation) attending lessons with such other pupils according to the school's normal timetable (save where the Academy Players are being coached in the Core Coaching Time in accordance with these Rules);
- 184.4. ensure that there is in place a written agreement between the Club, each Academy Player engaged on the Full Time Training Model, his Parent and his school which sets out full details of his education and Coaching Curriculum;
- 184.5. ensure that the Education Programme of each such Academy Player provides him with a minimum of 20 hours' education during each week of the school term;
- 184.6. ensure that appropriate staff/student ratios are utilised for all educational activity in which the Academy Player is engaged;
- 184.7. ensure that each Academy Player follows a curriculum which reflects the 'Progress 8' measurement of educational assessment and attainment (save where there are educational reasons why an Academy Player requires an amended curriculum to be followed, the League may grant dispensation from this requirement, subject to the approval of an Education Advisor);
- 184.8. obtain from the Academy Player's school his school reports and, where possible, educational attainment data; and



## Duty of Care

- 184.9. monitor the Academy Player's academic progression (including by use of the information obtained from the Academy Player's school pursuant to Rule 184.8) and record the information obtained pursuant to Rule 184.8 on the LMS and display it on his Performance Clock in a timely fashion and at least every 12 weeks (to coincide with dates of his Multi-disciplinary Reviews).

### **Guidance**

With regard to Rule 184.9 pursuant to Rule 35.1 Academy Players in the Under 12 to Under 18 age groups must receive a Multi-disciplinary Review every six weeks. The requirement in Rule 184.9 must be undertaken at every second such Multi-disciplinary Review.

185. Without prejudice to the generality of Rule 31, each Club which operates the Hybrid or Full Time Training Model must in respect of each such Training Model:
- 185.1. not do so unless the League has pre-approved and annually certified its proposed delivery of the Training Model;
- 185.2. permit the League to monitor and assess its delivery of the Training Model, including in respect of an individual Academy Player, in order to ensure that it complies with these Rules; and
- 185.3. forthwith implement any changes to its delivery of the Training Model that the League may require.

### **Guidance**

The League may take advice from its Educational Advisors in connection with the assessment pursuant to Rule 185.

In the case of concerns over a Training Model which has been previously approved, it is anticipated that in the first instance an action plan to address any issues would be drafted, and the Club Support Manager or Educational Advisor would work with the Club over a specific period to put the recommendations in place. Accordingly, Rule 186 below would be regarded as a last resort.

186. If the League is not satisfied that a Club's delivery of the Hybrid or Full Time Training Model complies with these Rules:
- 186.1. it may refuse to an application to register an Academy Player on it; and
- 186.2. the Board may exercise its powers set out in Rule 273.
187. If a Club wishes to engage an Academy Player on the Full Time Training or Hybrid Model (whether or not the Academy Player is already registered with the Club), it shall complete and submit to the Board either PLYD Form 5A or PLYD Form 5B (as appropriate) signed on behalf of the Club by an Authorised Signatory.
188. If the registration of an Academy Player on the Full Time Training Model is terminated by the Club or by the Board of its own volition, or if he changes to another Training Model, the Club shall, unless his Parent agrees otherwise, continue to provide to him until the end of the academic year in which he reaches the age of 16 education and accommodation in accordance with the arrangements made at the time of he was first engaged on the Full Time Training Model.

## Duty of Care

### **Guidance**

The Full Time Training Model may be used by Category 1 Academies in the Youth Development Phase, and must be used by all Academies in the Professional Development Phase: see further Rule 116.

PLYD Form 5A must be used for all Academy Players whom the Club wishes to engage on the Full Time Training Model. If the Academy Player is not already registered with the Club, PLYD Form 5 (Academy Player Registration Application) must also be completed and submitted to the League (see Rule 257). If the Academy Player is already registered with the Club, PLYD Form 5 need not also be submitted. Clubs' attention is drawn to the undertakings that they must give under PLYD Form 5.

The four options referred to in Rule 183 are set out below. This list of options is not exhaustive, and Clubs are free to develop other models which deliver the same results as the options set out in the Elite Player Performance Plan.

Each Club's proposals for how it will deliver the Full Time Training Model must be approved in advance by the League. The League may also check each Club's delivery of the Full Time Training Model in order to verify that it is in accordance with these Rules and with the pre-approved proposals, and in order to verify that no Academy Player's education is being prejudiced as a result of his being engaged on the Full Time Training Model. Clubs' attention is drawn to Rules 272 and 273 in this regard.

### **Option 1**

Clubs may enter into contractual relationships with an identified school or schools at which Academy Players receive their education.

The relationship will need to be flexed 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's training facility so 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 commute 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.



## Duty of Care

### Option 4

Where two or three Academies are clustered together, especially in urban areas, it may be possible to identify a single school where each of the Clubs sends their Academy Players. This school would then become the hub for the Academies. The Coaching Curriculum may be split between the training ground and the school premises subject to the location of the school in relation to the Club.

Further guidance in respect of education in the Professional Development Phase, where all Clubs must utilise the Full Time Training Model, is set out in paragraph 7.3.3 of the Elite Player Performance Plan.

All Clubs in the Professional Development Phase will be required to deliver the Full Time Training Model. Academy Players will have access to training up to four hours a day in two separate sessions. The season will be developed increasingly to mirror the professional game so there will be less opportunity to flex the season for purposes of creating greater coaching contact time during the summer months.

Clubs which operate Category 1 and 2 Academies will have the necessary infrastructure at their training grounds to enable them to provide formal education provision for Academy Players in the Under 17 and Under 18 age groups which may be delivered principally at the training ground rather than offsite at a school or college.

This approach envisages the delivery of the formal education components at the training ground in purpose built facilities and as part of an integrated flexible weekly programme which compliments and supports the Coaching Curriculum. The delivery of the formal Education Programme may be either through fully qualified in house staff or through an outside provider who is able to meet the needs and demands of the integrated programme. Delivering the Education Programme in this way will provide maximum flexibility allowing coaches to flex and stretch the Coaching Curriculum to suit the particular needs of each Academy Player.

Category 3 and 4 Academies will not necessarily be equipped to provide the formal education component at the training ground. Category 3 and 4 Academies may choose to deliver the formal education provision off site at a local education provider. This will require Heads of Education to ensure that as flexible an Education Programme as possible can be created in partnership with a school/college so that coaches can gain access to the required time for coaching.

- 189. 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 an Academy Player changes to the Hybrid Training Model or Part Time Training Model, forthwith inform the League of the change and provide such evidence as the League may require to show that the Academy Player and his Parent consented to the change.

### Personal Development and Life Skills Plans

- 190. Each Club which operates an Academy shall establish a Personal Development and Life Skills Plan to support the holistic development of each of its Academy Players.
- 191. The programme referred to in Rule 190 shall ensure that each Academy Player trained under the Full Time Training Model and/or in the Professional Development Phase has the opportunity to engage in activities outside the Academy which will encourage him to take an active part in the community and develop an understanding of good citizenship.
- 192. Each Academy Player shall engage in the activities referred to in Rule 191 unless he has good cause not to do so and each Club shall take all reasonable steps to ensure that each of its Academy Players does so engage.

## Duty of Care

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

### Inductions and Transitions

194. Each Club shall arrange a pre-season induction event for Academy Players and their Parents and there shall be at least one such induction event per Development Phase.
195. The induction meeting referred to in Rule 194 shall provide such information to the Academy Players and their Parents as is necessary in order for them to understand the coaching and, if relevant, education that the Academy Player will receive from the Club.
196. Each Club which operates an Academy shall permit a representative of the League to attend such induction meetings on request.
197. The Code of Conduct set out in Appendix 12 shall be binding on all Academy Players attending Academies (and, for those Academy Players under the age of 18, their Parents) and on Clubs and Officials and any breach thereof by such Academy Players or by Clubs or Officials shall be treated as a breach of these Rules.
198. Each Club which operates an Academy shall devise and implement an Induction and Transition Strategy.

### Academy Player and Parent Voice

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

### **Guidance**

The League may conduct surveys and questionnaires from time to time to ascertain the views of Academy Players and their Parents.

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

### Safeguarding and Mental and Emotional Wellbeing

201. Each Club shall take all reasonable steps to ensure that it protects the welfare of each of its Academy Players and Players up to the Under 23 age group who continue to train with the Academy on a regular basis by offering support for his wellbeing and pastoral care generally.
202. Each Club which operates an Academy shall devise a mental and emotional wellbeing action plan, to include details of support available and a referral process for concerns, in accordance with such guidance issued by the League from time to time.



## Duty of Care

- 203. The provisions of Section S of the League's Rules (concerning Safeguarding and Mental Health) apply to Academies and Development Centres.
- 204. Without prejudice to the generality of Rule 203 each Club shall appoint an Academy safeguarding officer who shall:
  - 204.1. undertake the functions set out in Rule S.5.8 specifically with regard to the Academy; and
  - 204.2. liaise with the Club's Head of Safeguarding.

### Health and Safety

- 205. Clubs and Academy Staff shall observe and comply with any guidance issued by the League in respect of safe event management and any breach thereof shall be treated as a breach of these Rules.
- 206. Clubs shall ensure that their Academy Players are insured in accordance with advice circulated by the League from time to time.

### Inclusion, Diversity and Equality

- 207. Each Club which operates an Academy and is in membership of the Premier League must comply with Premier League Rule J.4. Each other Club bound by these Rules must comply with the EFL Code of Practice regarding equality and diversity.
- 208. Each Club which operates an Academy shall deliver training for its Academy Players and Academy Staff on equality, diversity and inclusion.

### Injury and Medical

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

## Duty of Care

210.	Subject to a Club complying with Rule 209, the Premier League will make available to it (on an anonymised basis) benchmarked data derived from the information provided to it by all Clubs.
211.	Each Club which operates an Academy shall ensure that each of its registered Academy Players on the Full Time Training Model is registered with an NHS general practitioner for the provision of general medical services, using the address at which he resides.
212.	Each Club which operates an Academy shall ensure that details of all injuries suffered by its Academy Players and of all rehabilitation are recorded and provided to the Premier League and The Football Association in order that a national audit of injury and rehabilitation may be maintained.
213.	Subject to a Club complying with Rule 212, the Premier League will make available to it benchmarked data derived from the national audit of injury and rehabilitation.
214.	Each Club which operates an Academy shall ensure that it has in place an Emergency Action Plan, and that all relevant Academy Staff are aware of its contents, and that it provides a copy of it in advance of all its home matches in the Games Programmes to its opponents.

### Guidance

For the avoidance of doubt, the Emergency Action Plan should be produced in addition to the Club's Medical and Safety Action Plan (see Premier League Rule O.16). All members of the Academy's medical staff should be made aware of the contents of the Club's Medical and Safety Action Plan.

See Rule 99.5: the Academy Doctor shall be responsible for the preparation of his Club's Emergency Action Plan. The League will assist with the sharing of Emergency Action Plans.

215.	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:
215.1.	a doctor who holds a current Football Association Advanced Resuscitation and Emergency Aid certificate, ATTMiF or an equivalent or higher qualification approved by the Board or paramedic (in the case of a Club which operates a Category 1 or Category 2 Academy) or a physiotherapist who holds the ITMMiF or an equivalent or higher qualification approved by the Board (in the case of a Club which operates a Category 3 or Category 4 Academy) is present at each game in the Professional Phase Development Programme;
215.2.	a doctor or physiotherapist who holds the ITMMiF or an equivalent or higher qualification approved by the Board is present at each venue at which matches in the Foundation Phase and Youth Development Phase take place; and
215.3.	a defibrillator is maintained at each venue at which matches are played and at which coaching takes place.



## Duty of Care

### **Guidance**

Rule 75 requires each coach to hold a current Basic First Aid for Sport Qualification, current EFAiF or an equivalent or higher qualification approved by the Board. Thus, all coaches attending matches in all of the Development Phases should hold this qualification. Knowledge of how to use a defibrillator is a requirement of the Basic First Aid for Sport Qualification / EFAiF. Accordingly, the net effect of these Rules is that there must be somebody present at all games who knows how to use a defibrillator.

Each Club's Emergency Action Plan should include details of the members of Academy Staff required by Rules 215.1 and 215.2.

216. A physiotherapist qualified as set out in Rule 95.2 or Rule 96 or a coach who holds the Football Association's Diploma in the Treatment and Management of Injuries or an equivalent or higher qualification or a member of staff who holds a current emergency first aid qualification awarded by The Football Association, the British Red Cross, St John Ambulance (or by another entity provided it is approved by the Health and Safety Executive as an emergency first aid qualification) shall be present at all coaching taking place in Academies (without prejudice to the requirements of Rule 215).

# Youth Development Rules

## Sports Science and Medicine/Performance Support

### Sports Science and Medicine/Performance Support Programme

217. Each Club which operates an Academy shall establish a Sports Science and Medicine/Performance Support Programme (in accordance with the criteria set out in these Rules which apply to the Category of its Academy) for the benefit of its Academy Players.
218. Each Club's Sport Science and Medicine/Performance Support Programme shall be managed by its Head of Academy Sports Science and Medicine (in the case of a Club which operates a Category 1 or Category 2 Academy) or by an appropriately qualified Official (in the case of the Club which operates a Category 3 or Category 4 Academy).
219. The Sports Science and Medicine/Performance Support Programme of each Club should detail the planned provision to each of its Academy Players of at least the following areas:
- 219.1. physical development;
  - 219.2. medical services (including the prevention and treatment of injury and diet and nutrition);
  - 219.3. Performance Analysis; and
  - 219.4. psychology.
220. 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 209, and full details of any injuries, the treatment thereof, and the length of any period of rehabilitation) shall be noted in his Multi-disciplinary Review and recorded in his Performance Clock.

### Performance Analysis

221. Each Club operating a Category 1 or Category 2 Academy shall:
- 221.1. have such technical facilities as are necessary to undertake the Performance Analysis required of it by Rule 221.2;
  - 221.2. 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;
  - 221.3. 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
- 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.



## Sports Science and Medicine/Performance Support

- |      |   |
|------|---|
| 222. | Each Club operating a Category 3 or Category 4 Academy shall comply with Rule 221 but only in respect of players in the Under 17 to Under 18 age groups.  |
| 223. | Subject to a Club complying with Rule 221 or 222 (as appropriate depending on the Category of its Academy), and to a sufficient number of Clubs (and Football 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). |

### **Guidance**

The League will produce further detail of the proposed national programme of Performance Analysis for the older Academy age groups. The proposals in this regard will be presented to Clubs in due course. If Clubs approve these proposals, then (subject to Club approval) a requirement will be inserted in the Rules for Clubs to contribute information to this national programme.

# Youth Development Rules

## Talent Identification and Recruitment

### Scouts: Qualifications

224. Each Club which operates an Academy shall ensure that each of its Scouts whose duties include the identification of Academy Players whose registration the Club may wish to secure (in addition to complying with the provisions of Section Q of the Premier League Rules):
- 224.1. is in possession of such qualification as the League may require from time to time;
  - 224.2. understands and complies in full with the Premier League Rules, these Rules and the Code of Conduct for Scouts; and
  - 224.3. undertakes Continued Professional Development each year.

### Guidance

Clubs should take steps to provide opportunities for their registered Scouts to undertake relevant qualifications, such as the FA Talent ID Level 2 badge.

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

### Scouts: Attendance at Matches

226. Each Club which operates an Academy shall permit the Scouts of other Clubs to attend at matches played in the Games Programmes provided that:
- 226.1. 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 Working Day before the published date of the match; and
  - 226.2. the Scout is able to produce on demand to the home Club the identification card issued to him by his Club in accordance with the Premier League Rules.
227. Each Scout shall inform the home Club of his arrival at a match.
228. Each Club which operates an Academy shall prepare and produce a document setting out the process of how Scouts employed by that Club should approach Academy Players (and other players) and the process thereafter. Such process should comply in full with the Premier League Rules, 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 224.1.

### Registrations and Provision of Information by the League

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



## Talent Identification and Recruitment

230. Subject to Rule 231, the League will undertake the registration (which shall be backdated to the date of application) of the Academy Player if:
- 230.1. seven days have elapsed from the date the League receives the application referred to above; and
  - 230.2. 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 230.1. The provisions of Rules 296 to 299 shall apply during the period referred to in Rule 230.1.
231. Without prejudice to its powers of inquiry under Section W of the Premier League Rules, prior to undertaking any registration of an Academy Player, the League may, in its absolute discretion, request:
- 231.1. any Official of the Club seeking to register the Academy Player, any Official of a Club with which the Academy Player has previously been registered, the Academy Player himself and/or his Parent(s) to appear before it to answer questions; and
  - 231.2. such Persons or any Club (or club) to produce documents,
- in each case, to ensure that there has been no breach of Rules 296 to 299.
232. Where a request is made by the League in accordance with Rule 231, the League may, in its absolute discretion, stay the registration of the Academy Player until it is satisfied that there has been no breach of Rules 296 to 299 (and, in such circumstances, the Academy Player may not be coached by or play for the Club seeking to register him until the League notifies the Academy Player and the Club that the registration has been undertaken).
233. If the Academy Player directly or indirectly contacts another Club, and such contact results in the Academy Player becoming registered with that other Club without the consent of the Club referred to in Rule 229, the other Club shall be presumed to have breached Rule 296.

### Guidance

#### Rule 229

The League will where possible send the Rules and Charter to Parents by email with a read-receipt, or by recorded delivery if no email address is provided.

#### Rule 233

The presumption set out in this Rule is rebuttable if the new Club can establish to the satisfaction of the Board that it did not in fact breach Rule 296.

### Time/Distance Rules

234. Subject to Rule 264, 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.

## Talent Identification and Recruitment

	Permitted recruitment time/distance		
	Foundation Phase	Youth Development Phase	Professional Development Phase
Category 1	1 hour	No limit for Academy Players engaged in the Full Time Training Model between the Under 14 and Under 16 age groups; 1 ½ hours for all other Academy Players in the Youth Development Phase.	no limit
Category 2	1 hour	1 ½	no limit
Category 3	1 hour	1 ½	no limit
Category 4	N/A	N/A	no limit

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

235. Subject to the conditions set out in Rules 236 and 242, a Trialist may attend an Academy for up to eight consecutive weeks in any one season without being registered provided that:

- 235.1. 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
- 235.2. before the trial commences his particulars shall be notified forthwith to the League by sending to the Board: (a) PLYD Form 2 duly completed; (b) proof of his home address and date of birth in such form as is required by the Board; and (c) a photographic image of the Trialist in such format as is required by the Board.

236. In the case of the Trialist in one of the age groups Under 9 to Under 16, a Club may apply to the Board for permission to extend the period of eight weeks referred to in Rule 235 for an additional period of four weeks.

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

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



## Talent Identification and Recruitment

238.	An application to extend a trial period shall only be granted by the League if it is satisfied as to arrangements put in place by the Club for the welfare and education of the Trialist.
239.	A Trialist may not register with another Club (or club) during the first seven weeks of the initial eight week trial period but may at any time terminate an extended trial period to which he is subject.
240.	Rule 34 (Performance Clocks) and Rule 35 (Multi-disciplinary Reviews) shall apply with regard to Trialists.
241.	Each Club shall give the League all such access to information and Persons as it may require in order to monitor the welfare and progression of Trialists and to determine whether to grant an application to extend a trial period.
242.	<p>The conditions referred to in Rule 235 are as follows:</p> <p>242.1. 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;</p> <p>242.2. a trial may be offered or given by any Club to anyone in age groups Under 12 and Under 13 who has his permanent residence within one and a half hours' travelling time of the Club's Academy;</p> <p>242.3. a trial may be offered or given by a Club to anyone in age groups Under 14 to Under 16 inclusive;</p> <p>242.4. subject to Rule 242.5.2 a trial may be offered or given by one or more Clubs to an Academy Player in age group Under 16 who has been informed by the Club holding his registration that it will not offer to enter into a Scholarship Agreement with him, any such trial or series of trials may not in the aggregate exceed eight weeks;</p> <p>242.5. a trial may not be offered or given to anyone:</p> <p>242.5.1. who is on trial at another Academy; or</p> <p>242.5.2. whose registration is held by another Club (or club) except with the written consent of such Club (or club) or in the case of an Academy Player who is exercising his entitlement under either Rule 268, Rule 269 or Rule 270 to seek registration as an Academy Player at the Academy of another Club (or club).</p> <p>Any question or dispute concerning the travelling time requirements in this Rule shall be determined by the Board in its absolute discretion.</p>
243.	If a Trialist attending an Academy is injured so that he cannot be coached or play football or if the period of his trial is interrupted by any other occurrence, application may be made to the Board in writing to extend the period of his trial, giving full reasons therefor, and the Board shall have power to extend such period in such terms as it may think fit.
244.	If before the date upon which a Trialist's trial period is due to end his trial is terminated, notice to that effect shall be given to the League by sending to the Board PLYD Form 3 duly completed.

## Talent Identification and Recruitment

245. Upon a Trialist commencing a trial, the League may provide to him and his Parent a copy of these Rules and such other information as the League considers relevant.
246. Where a Club makes an application to the League in PLYD Form 5 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 229 to 233 shall apply.

### Pre-Registration Agreements

247. Subject to the provisions of Art. 19 of the FIFA Regulations on 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 then:
- 247.1. in his Under 16, Under 17 or Under 18 year;
  - 247.2. in Full Time Education; and
  - 247.3. not registered with another Club or Football League club.
248. A pre-registration agreement shall be in PLYD Form 4 and shall include an undertaking by the Club to enter into a Scholarship Agreement with the player upon the Club having acquired the player's registration and
- 248.1. in the case of a player 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
  - 248.2. in the case of a player in his Under 17 or Under 18 year, upon his ceasing Full Time Education.
- Unless authorised in writing by the Board, a breach of such an undertaking will constitute a breach of these Rules.
249. Clubs shall submit to the Board copies of all pre-registration agreements within five days of their being entered into.
250. A written Coaching Curriculum shall be annexed to each pre-registration agreement and the player shall not be coached by or at the Club's Academy or participate in its matches, tours, Festivals, Training Camps or Tournaments until the programme has been approved in writing by the Board and then only to the extent set out in the programme.

### Registrations

251. Each Club shall ensure that only Academy Players registered with that Club, Trialists attending Trials in accordance with Rule 235 and players with whom the Club has entered into a pre-registration agreement in accordance with Rule 247 shall be coached by or at that Club's Academy or participate in matches, tours, Festivals, Training Camps or Tournaments in which the Club operating that Academy is involved.



## Talent Identification and Recruitment

252.	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.
253.	Subject to Rule 254, 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.
254.	<p>The registration of an Academy Player shall endure until the last Friday in June in the academic year in which he reaches the age of 16 if:</p> <p>254.1. he is engaged in the Full Time Training Model; or</p> <p>254.2. the Club has made an application to the Board to this end, having offered to engage the Academy player on the Full Time Training Model and the Academy Player having rejected this offer for sound educational reasons. In such a case the Board shall enquire into the circumstances and satisfy itself as to the bona fides of the application, and if so satisfied shall have the power to determine that the Academy Player's registration should so endure.</p>
255.	The registration of Academy Players will be undertaken by the League and all registrations are subject to the approval of the Board.
256.	Registrations of Academy Players undertaken by The Football League which are held by Clubs promoted 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.
257.	An application for the registration of an Academy Player at an Academy shall be made by completing and submitting to the Board: (a) PLYD Form 5 signed on behalf of the Club by an Authorised Signatory; (b) a copy of the Code of Conduct referred to in Rule 197; (c) proof of both the Academy Player's home address and date of birth in such form as is required by the Board; and (d) a photographic image of the Academy Player in such format as is required by the Board. The completed PLYD Form 5 must be submitted to the Board by the Club within five days of signature by the Academy Player.
258.	A Club shall request each Academy Player (or if he is a minor his Parent) to complete PLYD Form 6 at the same time that he completes PLYD Form 5. If he does so the Club shall submit the completed PLYD Form 6 to the Board at the same time that it submits PLYD Form 5. If the Academy Player or his Parent (as applicable) elects not to complete PLYD Form 6, he should nevertheless submit PLYD Form 5 to the Board forthwith.
259.	An application in PLYD Form 5 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.

## Talent Identification and Recruitment

260.	Except in the case of a Scholar, a player shall not be registered as an Academy Player unless he is in Full Time Education.								
261.	The Board may from time to time direct the minimum number of Academy Players to be registered by each Club in each age group, and each Club shall comply with any such direction.								
262.	<p>The maximum numbers of Academy Players registrable by a Club at any one time are as follows:</p> <table><tr><td>Age groups Under 9 to Under 14 inclusive:</td><td>30 in each age group</td></tr><tr><td>Age groups Under 15 and Under 16 inclusive:</td><td>20 in each age group</td></tr><tr><td>Age groups Under 17 and Under 18:</td><td>30 across both age groups</td></tr><tr><td>Age groups Under 19 to Under 21 inclusive:</td><td>15 in each age group</td></tr></table>	Age groups Under 9 to Under 14 inclusive:	30 in each age group	Age groups Under 15 and Under 16 inclusive:	20 in each age group	Age groups Under 17 and Under 18:	30 across both age groups	Age groups Under 19 to Under 21 inclusive:	15 in each age group
Age groups Under 9 to Under 14 inclusive:	30 in each age group								
Age groups Under 15 and Under 16 inclusive:	20 in each age group								
Age groups Under 17 and Under 18:	30 across both age groups								
Age groups Under 19 to Under 21 inclusive:	15 in each age group								
263.	No application to register any Academy Player in the Under 9 age group may be signed by the Academy Player before the third Saturday in May immediately preceding his Under 9 year.								
264.	<p>A player in age groups Under 14 to Under 16 inclusive who resides more than one and a half hours' travelling time from the nearest Academy may be registered as an Academy Player at the nearest Club which operates an Academy of the appropriate Category subject to the following conditions:</p> <ol style="list-style-type: none"><li>264.1. an application for registration of an Academy Player under the provisions of this Rule shall be accompanied by a written Coaching Curriculum which shall include full particulars of any coaching the Academy Player will receive at or in the locality of his place of residence;</li><li>264.2. the Coaching Curriculum shall be designed so as to ensure that it does not cause the Academy Player to be absent from school;</li><li>264.3. in the case of an Academy Player registered under the provisions of this Rule at an Academy, the Head of Education shall make enquiries of the Academy Player's school at least four times each season during the currency of his registration so as to satisfy himself that the Academy Player's best interests are being served by the Coaching Curriculum and that it is not adversely affecting his education; the result of each enquiry shall be reported in writing to the Academy Manager who in the event of an adverse report shall apply to the Board for the cancellation of the Academy Player's registration; and</li><li>264.4. unless any other travelling arrangements have been submitted to and approved in writing by or on behalf of the Board, on the occasion of each visit by the Academy Player to the Academy at which he is registered he shall be accompanied on both the outward and the return journey by his Parent.</li></ol>								



## Talent Identification and Recruitment

265. An application to register an Academy Player shall be refused if:
- 265.1. the Academy Player is in age groups Under 10, Under 11 or Under 12;
  - 265.2. the registration of that Academy Player was held by another Club or Football League club ("the former Club") within the period of 12 months prior to the making of the application;
  - 265.3. the former Club had given notice to that Academy Player under the provisions of Rules 267.1 or 267.2 that it intended to retain his registration; and
  - 265.4. the Club making the application had within the said period of 12 months registered two Academy Players in age groups Under 10, Under 11 or Under 12 whose registrations had been held by the former Club,
- unless the Club making the application and the former Club agree otherwise.
266. On or before the third Saturday in May in every year each Club shall send to the Board a list in PLYD Form 7 containing the names of each of the Academy Players whose registration it then holds (other than those who have entered into a Scholarship Agreement whose names are included in the list required by Rule U.32), indicating which it retains, which it intends to retain and which it intends to terminate with effect from the first Saturday in June.

### End of Season Procedure

267. Except in the case of an Academy Player who has been offered and has accepted a Scholarship Agreement in accordance with Rule 277:
- 267.1. on or before the third Saturday in May in every year in which his registration is held, each Club shall give or send to each of its Academy Players in age groups Under 9 to Under 11 PLYD Form 8 notifying him whether it intends to retain or to terminate his registration with effect from the first Saturday in June; and
  - 267.2. on or before the third Saturday in May, each Club shall give or send to each of its Academy Players in age groups Under 12 and Under 14 PLYD Form 9 notifying him whether it intends to retain his registration for the next two seasons or to terminate it with effect from the first Saturday in June.
268. An Academy Player who receives notification under Rule 267.1 or Rule 267.2 of his Club's intention to terminate his registration shall be at liberty following receipt of such notification to seek registration as an Academy Player at the Academy of any other Club (or club).
269. An Academy Player who receives notification under Rule 267.1 or Rule 267.2 of his Club's intention to retain his registration shall likewise be at liberty after the first Saturday in June to seek registration as an Academy Player at the Academy of any other Club (or club) provided that:
- 269.1. by the first Saturday in June he has given written notice to his Club and the Board terminating his registration; and
  - 269.2. he has received the Board's written acknowledgement of the same.

## Talent Identification and Recruitment

270. 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 Club (or club) that subsequently registers the Academy Player for its training and development of that Academy Player, in accordance with Rule 325.

### **Guidance**

In the circumstances outlined in Rule 270, where a different Club or club signifies its intent to register the Academy Player beyond his Under 16 year, the two Clubs/clubs concerned, the Academy Player (through his Parents) and the League shall enter into discussions, where appropriate, to consider means by which he might begin training with his new Club or club before the end of his Under 16 year, provided always that his education is not negatively affected in any way.

### **Termination of Registration**

271. Subject to Rule 272, the registration of an Academy Player who has not entered into a Scholarship Agreement with a Club shall terminate upon the happening of the earliest of the following events:
- 271.1. the Academy Player completing his Full Time Education;
  - 271.2. the receipt by the Board at any time of a mutual cancellation notification in PLYD Form 10 duly completed and signed by the Academy Player and his Parent and on behalf of the Club holding his registration;
  - 271.3. the receipt by the Board of the Academy Player's notice duly given in accordance with the provisions of Rule 269.1;
  - 271.4. the first Saturday in June following the receipt by the Board of PLYD Form 7 upon which his Club has indicated its intention to terminate the Academy Player's registration; or
  - 271.5. the expiry, surrender, suspension or revocation of the Academy licence of the Club holding the registration.
272. The Board shall have power at any time to cancel the registration of an Academy Player:
- 272.1. upon the written application of either:
    - 272.1.1. 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 20.3); or
    - 272.1.2. the Club holding his registration; or
  - 272.2. of its own volition in the circumstances set out in Rule 273.



## Talent Identification and Recruitment

- 273. If the Board is not satisfied that a Club is complying with any one or more of the Rules concerning the Hybrid or Full Time Training Model, or if it is of the view that the education of an Academy Player engaged on the Hybrid or Full Time Training Model is being prejudiced as a result of his engagement thereon (regardless of whether the Club is in compliance with these Rules) it may, either of its own volition or on the written application of an Academy Player who is affected thereby (or of his Parent on his behalf if he is a Child):
  - 273.1. cancel the registration of the Academy Player; or
  - 273.2. order that the Academy Player be deemed to be engaged on one of the other Training Models.
- 274. The Board will not exercise its powers set out in Rule 273 without having first given the Club, the Academy Player and his Parent the opportunity to make representations to it.
- 275. 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.
- 276. Upon an Academy Player's registration terminating by virtue of the provisions of Rule 271.2, the Board shall provide him with a copy of PLYD Form 10 as evidence thereof.

### Scholarships

- 277. On or after 1 January in the year in which he attains the age of 14 years and in any event on or before 31 December in his Under 16 year, a Club may offer to enter into a Scholarship Agreement with an Academy Player whose registration it holds.
- 278. Failure by a Club to honour any offer of a scholarship notified to the League in accordance with Rule 281, without reasonable cause shall render that Club liable to disciplinary action pursuant to Section W of the Premier League Rules.
- 279. 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 270.
- 280. A club which operates a Category 4 Academy may only offer to enter into a Scholarship Agreement with:
  - 280.1. anyone who is not an Academy Player; or
  - 280.2. an Academy Player in age group Under 16 who is seeking registration under the provisions of Rule 270,
 but only on or after 1 January in his Under 16 Year.

## Talent Identification and Recruitment

281.	Any offer made under the provisions of Rules 277 or 279 shall be in PLYD Form 11, a copy of which shall be sent to the Board 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 Premier League or Football League shall be sent to the Board by the Club within five days of such offer being made.
282.	An Academy Player receiving an offer in PLYD Form 11 shall respond thereto within 28 days by completing and submitting to the Club making the offer PLYD Form 12, a copy of which shall be sent to the Board 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).
283.	An Academy Player who fails to respond as required by Rule 282 shall be deemed to have not accepted the offer.
284.	A Club may enter into a Scholarship Agreement with an Academy Player if: 284.1. it holds his registration; or 284.2. his registration is not held by another Club (or club); and 284.3. (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 284.4. 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.
285.	An Academy Player who enters into a Scholarship Agreement with a Club shall be: 285.1. entitled to receive such remuneration as shall be determined by the Board from time to time; and 285.2. required to complete his Education Programme (as defined in PLYD Form 1).
286.	The registration of an Academy Player who enters into a Scholarship Agreement with a Club shall be effected by completion of and submission to the Board 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 birth certificate.
287.	If the parties to a Scholarship Agreement have agreed in writing that they will enter into a contract of employment in Form 16 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 upon the Academy Player's application for cancellation of his registration pursuant to clause 13.1 of the Scholarship Agreement. If the Club chooses not to cancel the Academy Player's registration, the Academy Player shall remain registered with the Club and the Scholarship Agreement shall remain in full force and effect.



## Talent Identification and Recruitment

288. **Appeal against Termination**

An appeal by an Academy Player under the provisions of clause 10.3 or by a Club under the provisions of clause 12.3 of PLYD Form 1 shall be commenced by notice in writing addressed to the other party to the agreement and to the Board.

289. **Appeal against Disciplinary Decision**

An appeal by an Academy Player under the provisions of paragraph 3.3.2 of the Schedule to PLYD Form 1 shall be commenced by notice in writing addressed to the Club and to the Board.

290. Appeals pursuant to Rule 288 or Rule 289 shall be conducted in such manner as the Board may determine.

291. The Board may allow or dismiss any such appeal and make such other order as it thinks fit.

292. **Order for Costs**

The Board shall have power to make an order for costs:

- 292.1. in determining appeals under Rule 288 or Rule 289; and
- 292.2. if any such appeal, having been commenced, is withdrawn.

293. The Board shall have power to determine the amount of any such costs which may include, without limitation, those incurred by the League in the conduct of the appeal.

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

- 294.1. in the case of a Club, under the provisions of Rule E.27; or
- 294.2. in the case of an Academy Player, as a civil debt.

295. **Further Appeal**

Within 14 days of a decision of the Board given under the provisions of Rule 291 either party may by notice in writing appeal against such decision to the Premier League Appeals Committee whose decision shall be final.

### Approaches by and to Clubs and Inducements

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

- 296.1. an Academy Player registered with another Club (or club); or
- 296.2. a player with whom another Club (or club) has entered into a pre-registration agreement which remains current.

297. A public statement made by an Official of or Intermediary for a Club expressing interest in an Academy Player whose registration is held by another Club (or club) or a player with whom another Club (or club) has entered into a pre-registration agreement which remains current shall be deemed for the purpose of Rule 296 to be an indirect approach in breach of that Rule.

## Talent Identification and Recruitment

298. Except as permitted by Rules 268, 269, 270 and 282, an Academy Player whose registration is held by a Club shall not, either directly or indirectly, make any approach to another Club (or club).
299. Except that a Club may, not earlier than 31 December next following the commencement of his Under 16 year, offer an Academy Player a contract as a Contract Player upon his attaining the age of 17 years and subject to Rules 247 and 277:
- 299.1. no Club shall induce or attempt to induce a player to become registered as an Academy Player by that Club by offering him, or any Person connected with him, either directly or indirectly, a benefit or payment of any description whether in cash or in kind;
  - 299.2. no Club shall likewise induce or attempt to induce an Academy Player to enter into a Scholarship Agreement and in particular no Club shall pay or offer to pay to an Academy Player upon his entering into a Scholarship Agreement remuneration in excess of the remuneration referred to in Rule 285.1; and
  - 299.3. no Academy Player shall, either directly or indirectly, accept any such inducement.



# Youth Development Rules

## Facilities

Facilities							
300.	Each Club which operates an Academy shall ensure that: <ul style="list-style-type: none"> <li>300.1. it provides as a minimum the facilities and accommodation set out in Rules 302 to 316; and</li> <li>300.2. if it operates a Category 1 Academy, such facilities and accommodation are available for the exclusive use of its Academy at all times when it requires access to them in order to comply with these Rules.</li> </ul>						
301.	Save where otherwise indicated, or with the permission of the Board, the facilities and accommodation set out in Rules 302 to 316 shall be provided at the Club's principal venue for the coaching and education of Academy Players.						
302.	Grass pitches <table border="1" style="width: 100%; border-collapse: collapse;"> <tbody> <tr> <td style="background-color: #1a2b4d; color: white; padding: 5px;"><b>Category 1</b></td> <td style="padding: 5px;"> <ul style="list-style-type: none"> <li>a) 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.</li> <li>b) One floodlit grass pitch enclosed with perimeter fencing and with designated areas for spectator attendance (save that if a Club is unable to obtain planning permission for floodlighting then the requirement for floodlighting shall be waived).</li> <li>c) A designated area (on grass) for the coaching of goalkeepers.</li> </ul> </td> </tr> <tr> <td style="background-color: #1a2b4d; color: white; padding: 5px;"><b>Category 2 and 3</b></td> <td style="padding: 5px;"> <ul style="list-style-type: none"> <li>a) 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.</li> <li>b) A designated area for the coaching of goalkeepers.</li> </ul> </td> </tr> <tr> <td style="background-color: #1a2b4d; color: white; padding: 5px;"><b>Category 4</b></td> <td style="padding: 5px;"> <ul style="list-style-type: none"> <li>a) 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.</li> <li>b) A designated area (on grass) for the coaching of goalkeepers.</li> </ul> </td> </tr> </tbody> </table>	<b>Category 1</b>	<ul style="list-style-type: none"> <li>a) 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.</li> <li>b) One floodlit grass pitch enclosed with perimeter fencing and with designated areas for spectator attendance (save that if a Club is unable to obtain planning permission for floodlighting then the requirement for floodlighting shall be waived).</li> <li>c) A designated area (on grass) for the coaching of goalkeepers.</li> </ul>	<b>Category 2 and 3</b>	<ul style="list-style-type: none"> <li>a) 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.</li> <li>b) A designated area for the coaching of goalkeepers.</li> </ul>	<b>Category 4</b>	<ul style="list-style-type: none"> <li>a) 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.</li> <li>b) A designated area (on grass) for the coaching of goalkeepers.</li> </ul>
<b>Category 1</b>	<ul style="list-style-type: none"> <li>a) 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.</li> <li>b) One floodlit grass pitch enclosed with perimeter fencing and with designated areas for spectator attendance (save that if a Club is unable to obtain planning permission for floodlighting then the requirement for floodlighting shall be waived).</li> <li>c) A designated area (on grass) for the coaching of goalkeepers.</li> </ul>						
<b>Category 2 and 3</b>	<ul style="list-style-type: none"> <li>a) 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.</li> <li>b) A designated area for the coaching of goalkeepers.</li> </ul>						
<b>Category 4</b>	<ul style="list-style-type: none"> <li>a) 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.</li> <li>b) A designated area (on grass) for the coaching of goalkeepers.</li> </ul>						

## Facilities

303. Each Club shall take all reasonable steps to maintain each grass pitch used by its Academy at all times when such pitches are required by the Academy for matches or coaching.
304. The League shall inspect the Academy grass pitches of each Club which operates a Category 1 or Category 2 Academy at least twice a year, and of each Club which operates a Category 3 Academy from time to time.
305. Each Club shall take such steps as the Board may require if the Board is not satisfied that a pitch is being maintained to an adequate standard.
306. Without prejudice to the generality of Rule 303, each Club shall ensure that the quality of its pitches used for matches in the Games Programme is not adversely affected by coaching taking place on them.

### **Guidance**

Because of Rule 306, Clubs may need to have a greater number of pitches than the bare minimum necessary to fulfil matches in the Games Programme.

307. Artificial Surface Pitch

<b>Categories 1 and 2</b>	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 2016 that this pitch complies with Rule K.15.
<b>Categories 3 and 4</b>	Access to one floodlit outdoor Artificial Surface pitch (which need not be at the principal venue).

308. Indoor area for training and the playing of matches

*Note: ideally a Club's indoor facility should be located at its principal venue for the coaching of Academy Players and any new facility must be located at the principal venue. It is accepted, however, that a number of Clubs have existing indoor facilities which are 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.*

<b>Categories 1 and 2</b>	One indoor Artificial Surface pitch measuring a minimum of 60 yards by 40 yards which shall be owned by the Club (or alternatively the Club must 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 which shall be for the exclusive use of the Academy at all times. ( <i>Note: an indoor pitch which complies with the size requirements set out in Rule K.15 is recommended.</i> )
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# Facilities

<b>Categories 3 and 4</b>	<p>Access to one indoor Artificial Surface pitch measuring 60 yards by 40 yards during the months of November to April. Alternatively, the pitch may measure 30 yards by 20 yards but if so the Club shall only be permitted to coach the following maximum numbers of Academy Players at any one time:</p> <p>Age groups Under 9 to Under 14 inclusive: 18 in each age group</p> <p>Age groups Under 15 and Under 16 inclusive: 15 in each age group</p> <p>Age groups Under 17 to Under 21 inclusive: 12 in each age group</p>
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### Guidance

The Premier League and Football League are consulting on the requirements for Category 3 Clubs' indoor facilities to have an Artificial Surface.

### 309. Changing rooms and washing facilities

<b>Categories 1 to 4</b>	<ul style="list-style-type: none"> <li>a) suitably-sized changing rooms equal in number to the number of teams (including visiting teams) playing at the Academy at any one time so that each such team has exclusive use of a changing room;</li> <li>b) a sufficient number of washing and toilet facilities, of a suitable quality, for the exclusive use of all registered Academy Players;</li> <li>c) a sufficient number of separate washing and toilet facilities, of a suitable quality, for the use of visiting teams;</li> <li>d) a sufficient number of separate changing rooms and washing and toilet facilities, of a suitable quality, for the exclusive use of Match Officials (with separate male and female facilities in the case of Category 1 and Category 2 Academies only, with appropriate arrangements made at Category 3 and Category 4 Academies to facilitate the changing requirements of both male and female Match Officials); and</li> <li>e) (in the case of Category 1 and Category 2 Academies only) a sufficient number of changing rooms and washing and toilet facilities, of a suitable quality, for the exclusive use of therapists and coaches employed at the Academy and other relevant Academy Staff.</li> </ul>
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### Guidance

Sufficient and suitable facilities must be provided at all venues. Thus, if a Category 3 or Category 4 Academy utilises an Artificial Surface pitch or an indoor pitch which is located away from its principal venue, it must ensure that there is substantial compliance with this Rule 309 with regard to changing room and washing facilities.

A changing room may not be used as any of the other rooms (e.g. team meeting room) required by these Rules.

### 310. Team meeting room

<b>Categories 1 to 4</b>	A dedicated room large enough to hold 20 people and equipped with individual desks (one per Person), audio/visual projection equipment and a large screen, internet access and computers.
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## Facilities

### Guidance

In Category 3 and 4 Academies, this room:

- a) need not be located at the principal venue; but
- b) if it is so located (but not otherwise), may also be used as the guest lounge described in Rule 311.

#### 311. Guest lounge

##### Categories 1 to 4

A guest lounge for the use of Parents at each training session and match that is open to Parents. The guest lounge shall be large enough to hold 50 people and have access to refreshments and toilet facilities.

*Note: in Category 3 and 4 Academies, this room may also be used as the team meeting room described in Rule 310 provided that it is large enough.*

#### 312. Match analysis suite

##### Categories 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 sufficient for its purposes needs to be clearly demonstrated.

##### Category 3

A match analysis suite is recommended but not mandatory.

#### 313. Medical facilities

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

### Guidance

Each club should carefully consider provision of facilities suitable for the medical practice undertaken at each venue. In general, a medical consulting room should be not less than 16 square metres and should be larger if it includes a separate area for the examination couch.

There should be provision for:

- Privacy sufficient to ensure confidentiality of consultation;
- Desk, examination couch and equipment to facilitate medical examinations to include:
  - Thermometer;
  - Sphygmomanometer;
  - Otoscope and ophthalmoscope; and
  - Stethoscope;
- Electronic or paper medical records in secure format;
- Secure/lockable filing system;
- Secure/lockable storage for any medicines;
- Sufficient provisions for all aspects of medical treatment to be undertaken including:
  - Protocols and equipment for the provision of Basic Life Support and if not provided elsewhere;
  - Protocols and equipment sufficient for Advanced Trauma and Life Support;



## Facilities

- Basin with hot and cold water, provision of hand cleansers, clinical taps, hand drying facilities and all necessary provision for effective infection control procedures;
- Provision of space and seating for person accompanying examinee;
- Flooring and fittings of materials which can be cleaned to meet infection control standards; and
- Telephone.

314. Administration office space

**Categories 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 his job description;
- b) A private meeting room.

### Guidance

For Category 3 and Category 4 Academies, these can be provided at a place other than the principal venue (e.g. at the Club's Stadium).

315. Academy Player accommodation

**Categories 1 to 4**

Sufficient and adequate accommodation for all registered Academy Players and Trialists under the age of 18 not residing with their Parents. Clubs shall comply with any guidelines about Academy Player accommodation published by the League from time to time and with all applicable legal requirements in relation to the provision of such accommodation.

Such accommodation shall be located in as close proximity as is reasonably practicable to the Club's principal venue for the coaching and education of Academy Players and to the place at which Academy Players undertake their education (if this is not the principal venue).

### Guidance

Clubs may provide such accommodation by lodging students with private households (subject to compliance with all applicable legal requirements including as to DBS checks) or by operating their own dedicated facilities (such as hostels).

316. Classrooms

**Category 1**

A minimum of three classrooms which shall each:

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

## Facilities

<b>Category 2</b>	<p>A minimum of two classrooms which shall each:</p> <ul style="list-style-type: none"><li>• contain sufficient desks for 20 students; and</li><li>• contain 20 computers with internet access.</li></ul> <p>At least one of the classrooms must conform in all respects with any requirements for classrooms issued by the Department for Education.</p>
<b>Categories 3 and 4</b>	<p>Access for Academy Players and Trialists to a study area large enough to hold 20 people and which contains at least 20 computers with internet access.</p>

### **Guidance**

In Category 3 and 4 Academies, this may also be used as the team meeting room provided that the timetabling of lessons in the classrooms allows.

Flexibility will be accorded to a Club's provision of classrooms depending on the number of Academy Players that are engaged in each Training Model.

Clubs which operate a Category 3 or Category 4 Academy who have in place an artificial pitch which does not meet the requirements of such a pitch as defined in Rule 1.14 may continue to use such a pitch until the end of its natural life. Thereafter however, they must use a pitch which complies with the definition.



# Youth Development Rules

## Finance and Expenses

### Finance

317. Each Club which operates an Academy shall by 1 July in each year submit to the League its budgeted Academy Financial Information for its Academy for the following season.
318. Each Club which operates an Academy shall by 1 September in each year submit to the League its actual Academy Financial Information for its Academy for the previous season together with the budgeted Academy Financial Information for that season.
319. The Academy Financial Information required by Rule 317 shall be submitted in the format required by the League.
320. The League may, at its discretion, require (and the Club shall deliver), such further information and explanations as it deems fit in connection with the Academy Financial Information submitted by the Club pursuant to Rules 317 and 319.
321. The League shall have the power to obtain an independent audit of a Club's Academy Financial Information submitted pursuant to these Rules.
322. Each Club's Academy Financial Information shall be assessed by the Board in order to determine whether to award to the Club a grant from the Professional Youth Game Fund.

### Guidance

The League will produce benchmarked Club by Club information (on an anonymised basis) with regards to expenditure on youth development on an annual basis.

The League will keep the Academy Financial Information provided to it pursuant to Rules 317 and 319 confidential save that:

1. the League may disclose the Information if properly required to do so by law or by any regulatory authority;
2. the League may disclose the Information to the ISO or the PGB (and if it does so, the League shall use all reasonable endeavours to ensure that the ISO or the PGB keeps the Information confidential);
3. the League may disclose the Information to any Person or entity retained to undertake an audit of a Club's Academy Financial Information pursuant to Rule 321 (and if it does so, the League shall use all reasonable endeavours to ensure that the Person or entity so retained keeps the Information confidential); and
4. the League may use the Information to develop and publish benchmarked information on an anonymised basis.

### Expenses

323. Without prejudice to Rules 296 to 299, each Club that operates an Academy shall be permitted to reimburse Academy Players and their Parents for actual expenses legitimately incurred as a direct result of the Academy Player's participation in the activities of the Academy, in accordance with such guidance as is issued by the Board to Clubs from time to time.

## Finance and Expenses

324. Without prejudice to Rules 296 to 299, no payment of any kind may be made by a Club to an Academy Player or his Parent (whether directly or indirectly) outside the terms of the guidance issued by the Board in accordance with Rule 323, without the express prior consent of the Board.



# Youth Development Rules

## Compensation

Compensation	
325.	<p>The registration of an Academy Player at an Academy shall impose an obligation on the applicant Club or Football League club (“the Applicant Club”) to pay compensation for the training and development of that Academy Player to any Club or Football League club which previously held his registration (“the Training Club”) provided that:</p> <ul style="list-style-type: none"><li>325.1. the Training Club had indicated in PLYD Form 7 (or, in the case of a Football League club, the equivalent Football League form) its intention to retain the Academy Player’s registration; or</li><li>325.2. the Training Club had offered to enter into a Scholarship Agreement pursuant to Rule 277 with the Academy Player; or</li><li>325.3. the Academy Player sought registration at the Applicant Club because he had moved residence outside the permitted travelling time from his last Training Club; or</li><li>325.4. save where Rule 270 applies, the Training Club and Academy Player mutually agreed to terminate the Academy Player’s registration pursuant to Rule 271.2 and agreed that the Training Club should retain the right to receive compensation should the Academy Player sign for another Club (or club); or</li><li>325.5. the Board has made a determination to that effect pursuant to Rule 275; and</li><li>325.6. 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).</li></ul>
326.	<p>The amount of compensation referred to in Rule 325 shall be:</p> <ul style="list-style-type: none"><li>326.1. such sum as shall be due pursuant to this section of the Rules; or</li><li>326.2. as regards the compensation payable by the Applicant Club to the most recent Training Club, such sum as shall have been agreed between them.</li></ul>
327.	<p>Rules 329 to 339 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 save for an Academy Player to whom Rule 328.2 applies.</p>
328.	<p>In default of agreement between the Applicant Club and the Academy Player’s most recent Training Club, the Professional Football Compensation Committee shall (in accordance with the provisions of Appendix 11) determine the compensation payable to the latter in respect of an Academy Player:</p> <ul style="list-style-type: none"><li>328.1. who is in any age group between Under 17 and Under 21 when he is registered for the Applicant Club; or</li><li>328.2. to whom the Training Club made an offer of a Scholarship Agreement pursuant to Rule 277.</li></ul>

## Compensation

329. The compensation due in respect of an Academy Player to whom Rule 327 applies shall consist of an initial fee payable to the most recent Training Club (and to be paid within seven days of the Academy Player being registered for the Applicant Club) and, if the Academy Player is in age group Under 12 or older, contingent compensation is payable to all qualifying Training Clubs in accordance with these Rules.
330. The initial fee referred to in Rule 329 shall be calculated by:
- 330.1. multiplying the applicable annual fixed fee (or fees) calculated in accordance with Rule 331 by the applicable number of years; and
  - 330.2. 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.
331. In Rule 330:
- 331.1. the “applicable annual fixed fee” means the fee set out in the table in Rule 332 referable to:
    - 331.1.1. the age group of the Academy Player during any year that he was registered with the Training Club; and
    - 331.1.2. the Category of the Training Club’s Academy during that year; and
  - 331.2. the “applicable number of years” means the number of years for which the Academy Player was registered for the Training Club (subject to Rule 338).

### Guidance

There may be two “applicable fixed fees”. For example, if an Academy Player was registered with a Category 2 Training Club from the age of Under 9 to Under 16, then the applicable fixed fee is £3,000 for each of his initial three years of development (totalling £9,000) and £25,000 for each of the five subsequent years (totalling £125,000) making a total initial fee of £134,000.

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

Age group of the Academy Player	Category of the Academy of the Training Club at the relevant time	Applicable Annual Fixed Fee
Under 9 to Under 11	All Categories	£3,000
Under 12 to Under 16	Category 1	£40,000
Under 12 to Under 16	Category 2	£25,000
Under 12 to Under 16	Category 3	£12,500

### Guidance

In order to give effect to the compensation Rules under the EPPP, Clubs’ previous Football Academies and Centres of Excellence will have a “deemed”, retrospective categorisation to give effect to the provisions for fixed fee compensation in respect of the years up until the coming into force of the Rules. The following applies:



## Compensation

Status	Deemed retrospective Category for the purposes of calculating compensation (in respect of the period up until the end of Season 2011/12)
Club operated a licensed Football Academy which is placed into Category 1 under the new Rules (all Category 1 Clubs will be the subject of an ISO audit by no later than 31 May 2012)	Category 1
Club operated a licensed Football Academy which is not placed into Category 1 under the new Rules.	Category 2
Club operated a licensed Centre of Excellence	Category 3

333. The contingent compensation referred to in Rule 329 shall consist of:
- 333.1. appearance fees calculated by reference to the number of First Team Appearances (up to a maximum of 100) made by the Academy Player for the Applicant Club or any other Club or Football League club for whom the Academy Player subsequently becomes registered (including by way of a Temporary Transfer or other loan) and to the divisional status of the relevant Club as set out in the table in Rule 334;
  - 333.2. if the Academy Player's registration is transferred prior to his twenty-third birthday to a club affiliated to a national association other than The Football Association (save for any Welsh club which is a member of the League, The Football 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:
    - 333.2.1. any amounts of training compensation and/or solidarity payment paid to the Applicant Club and the Training Club pursuant to the FIFA Regulations for the Status and Transfer of Players; and
    - 333.2.2. the actual sum (if any) paid by the Applicant Club to the Training Club to acquire the Academy Player's registration;
  - 333.3. 5% of all Compensation Fees (and transfer fees, where applicable), Loan Fees and Contingent Sums paid in respect of:
    - 333.3.1. all future transfers of the Academy Player's registration to Clubs (or clubs) in membership of the League, The Football League or the National Division of the National League; and
    - 333.3.2. all future transfers on loan to a club affiliated to a national association other than the Football Association (save for any Welsh club which is a member of the League, The Football League or the National Division of the National League).

### Guidance

Clubs will be obliged to pay contingent compensation as it falls due in accordance with Rule V.36 (payment within seven days of the triggering event).

## Compensation

334. The appearance fees referred to in Rule 333.1 are as follows:

Number of First Team Appearances	Divisional Status of the Club			
	Premier League Club	Football League Championship Club	Football League 1 Club	Football League 2 Club
10	£150,000	£25,000	£10,000	£5,000
20	£150,000	£25,000	£10,000	£5,000
30	£150,000	£25,000	£10,000	£5,000
40	£150,000	£25,000	£10,000	£5,000
50	£150,000	£25,000	£10,000	£5,000
60	£150,000	£25,000	£10,000	£5,000
70	£100,000	£25,000	£10,000	£5,000
80	£100,000	£25,000	£10,000	£5,000
90	£100,000	£25,000	£10,000	£5,000
100	£100,000	£25,000	£10,000	£5,000

335. In Rule 333:

- 335.1. "First Team Appearance" means an appearance either in the starting eleven or as a playing substitute in a first team fixture in the Premier League, the Football League Championship and Football Leagues 1 and 2 (including play-offs), the Football League Cup, the FA Cup, the Football League Trophy, the UEFA Europa League or the UEFA Champions League;
- 335.2. in the event that the Academy Player's registration at a Club (or Football League club) is terminated (whether by effluxion of time, cancellation, transfer or otherwise) prior to his having made sufficient appearances to trigger one of the payments set out in Rule 334, that Club (or Football League club) shall pay a pro rata amount to the relevant Training Club(s) and the obligation to pay future sums pursuant to that Rule shall transfer to any new Club (or Football League club) for whom the Academy Player subsequently becomes registered; and
- 335.3. "Compensation Fee", "Loan Fee" and "Contingent Sum" shall be interpreted to exclude compensation payable pursuant to Rule 325.

336. Reference in Rules 333 and 335 to the transfer or termination of an Academy Player's registration shall be interpreted to include transfers or terminations of his registration after he has ceased to be an Academy Player and Clubs who subsequently sign the Academy Player shall be bound to comply with Rules 333.1 and 333.3 and for the avoidance of doubt the original Applicant Club shall not be liable to the Training Club in respect of:

- 336.1. any appearance fees payable pursuant to Rule 333.1 and due in respect of appearances made by the Academy Player after he has ceased to be permanently registered for the Applicant Club; or
- 336.2. sums payable pursuant to Rule 333.2 and 333.3 arising from transfers in respect of which the Applicant Club was not the Transferor Club.



## Compensation

337. Any agreement between a Club and another Club (or club) as to the compensation payable on the transfer of a registration, whether pursuant to Rule 326.2 or otherwise, may not take effect so as to vary the contingent compensation payable pursuant to this section of the Rules to any other Club (or Football League club).
338. If an Academy Player has spent part only of any year at the Training Club, the amount of compensation in respect of that year shall be calculated pro rata (taking into account whether or not the Training Club's Academy was operational or not during the Close Season or any part of it).
339. If the Academy Player has been registered for a Training Club for part only of the period between the start of his Under 12 year to the conclusion of his Under 16 year, the amount of contingent compensation payable to that Training Club calculated in accordance with these Rules shall be paid pro rata to the Training Club.

### **Guidance**

Rule 339 covers the following situations:

1. where an Academy Player has been registered for only one Training Club but not for the entirety of the period from the start of his Under 12 year to the conclusion of his Under 16 year; and
2. where the Academy Player has been registered for more than one Training Club during the period.

In either case, the Training Club(s) receive(s) contingent compensation pro rata to the period that it/they held the Academy Player's registration.

340. The compensation set by the Professional Football Compensation Committee in respect of an Academy Player to whom Rule 328 applies shall be determined in accordance with the Committee's Regulations (set out at Appendix 11).
341. The new registration of a Contract Player under Premier League Rule U.17 shall impose an obligation on the Club next holding his registration to pay to the former Club (or club) compensation for the training and development of that Player if the Club (or club):
- 341.1. had held that Player's registration as an Academy Player;
  - 341.2. had offered to enter into a Scholarship Agreement with him which offer he had not accepted; or
  - 341.3. had entered into a Scholarship Agreement with him; and either
    - 341.3.1. the Scholarship Agreement had been terminated at the Player's request; or
    - 341.3.2. in accordance with the terms thereof the former Club (or club) had offered him a contract as a Contract Player which offer he had not accepted.
342. The amount of compensation payable pursuant to Rule 341 shall be:
- 342.1. such sum as shall have been agreed between the applicant Club (or club) and the former Club; or
  - 342.2. such sum as the Professional Football Compensation Committee on the application of either Club (or club) shall determine pursuant to Rule 340.

## Compensation

- |      |  |
|------|--|
| 343. | Any agreement between Clubs or between a Club and a Football League club as to the amount of compensation payable shall be in writing, and a copy provided to the League within five days of being entered into. |
| 344. | All compensation (including instalments thereof and contingent sums) payable to a Club or Football League club shall be paid by the Applicant Club into the Compensation Fee Account.                            |

### **Guidance**

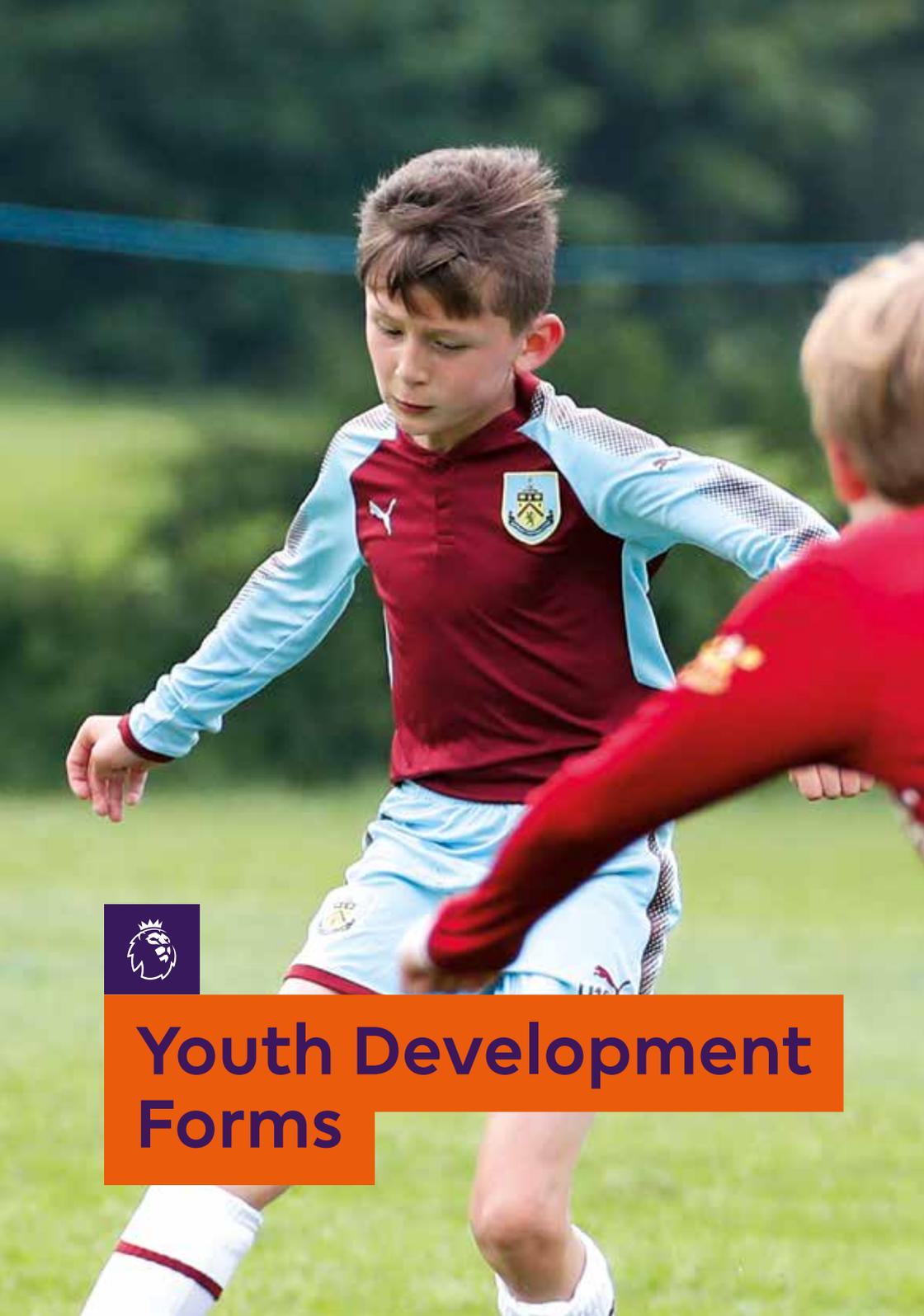
The fees set out in Rules 332 and 334 are to be revised annually by the PGB.

The Regulations of the Professional Football Compensation Committee referred to in Rule 340 are in Appendix 11 to Premier League Rules. They remain unchanged as regards the calculation of compensation for:

- Academy Players in the Under 18 and older age groups;
- an Academy Player with whom the Training Club had agreed to enter into a Scholarship Agreement; and
- an Academy Player with whom the Applicant Club enters into a Scholarship Agreement.







# Youth Development Forms

Scholarship Agreement

**AN AGREEMENT** made the (day) ..... day of (month and year) .....  
 Between (club company name) ..... whose registered  
 office is at (address) .....  
 .....  
 (hereinafter called "the Club") of the one part and (Scholar's full name)  
 ..... of (address) .....  
 (hereinafter called "the Scholar") of the other part

**WHEREBY** it is agreed as follows:

**1. Definitions and Interpretation**

1.1 The words and phrases below shall have the following meanings:

**"Authorised Games"** shall have the meaning set out in the League Rules;

**"the Board"** shall mean the board of directors of the Club for the time being or any duly authorised committee of such board of directors;

**"the Club Rules"** shall mean the rules or regulations affecting the Scholar from time to time in force and published by the Club;

**"Contract Player"** shall mean any player (other than a Academy Player or Scholar or Youth Player) who has entered into a written contract of employment with a Club as defined by the League Rules;

**"Education Programme"** shall mean the programme of education provided by the Club being either the advanced apprenticeship framework for sporting excellence (AASE) or any other programme of education approved in writing by the League in conjunction with the PFA;

**"the FA"** shall mean The Football Association Limited;

**"the FARules"** shall mean the rules and regulations from time to time in force of the FA;

**"Football Development Programme"** shall mean the programme of football training provided by the Club including the Scholar's participation in Authorised Games;



**“Gross Misconduct”** shall mean serious or persistent conduct, behaviour, activity or omission by the Scholar involving one or more of the following:

- (a) theft or fraud;
- (b) deliberate and serious damage to the Club's property;
- (c) use or possession of or trafficking in a Prohibited Substance;
- (d) incapacity through alcohol affecting the Scholar's performance as a player;
- (e) breach of or failure to comply with any of the terms of this agreement;

or such other similar or equivalent serious or persistent conduct, behaviour, activity or omission by the Scholar which the Board reasonably considers to amount to gross misconduct;

**“the League”** shall mean the football league of which the Club is a member from time to time;

**“the League Rules”** shall mean the rules or regulations from time to time in force of the League;

**“National Minimum Wage”** means the National Minimum Wage as determined by the Low Pay Commission from time to time;

**“Parent”** means a person who has parental responsibility for the Scholar;

**“PFA”** shall mean the Professional Footballers Association;

**“Player”** shall have the meaning set out in the League Rules;

**“Prohibited Substance”** shall have the meaning set out in the FA Rules;

**“the Rules”** shall mean the FA Rules, the League Rules and the Club Rules.

- 1.2 For the purpose of this agreement and provided the context so permits, the singular shall include the plural and vice versa and any gender includes any other gender.

**2. Purpose**

- 2.1 The purpose of this agreement is to provide the Scholar with a period of work-based learning in preparation for a possible future career as a professional association football player.

**3. Duration**

- 3.1 Subject as hereinafter provided, this agreement shall remain in force from the date set out in Schedule One for two years.
- 3.2 If during the currency of this agreement the Club wishes to offer the Scholar a contract as a Contract Player it may only do so on the condition that the Scholar continues his Education Programme.

**4. Extension of Agreement**

- 4.1 If by reason of illness or injury the Scholar is prevented from participating in the Football Development Programme for a period in excess of five weeks (hereafter "the excess period"):
- 4.1.1 the duration of this agreement shall be extended by the length of the excess period or, if earlier, until the Scholar's nineteenth birthday; and
- 4.1.2 within fourteen days of the end of the excess period the Club shall give written notice to the League and to the FA indicating the date to which the duration of the agreement is extended.
- 4.2 The Club shall be entitled to extend the duration of this agreement by one year by giving to the Scholar written notice to that effect on or before the third Saturday in May in the second year of the agreement and a copy of any such notice shall be sent to the League and to the FA within fourteen days of the date on which it was given.

**5. Obligations of the Scholar**

- 5.1 The Scholar agrees:
- 5.1.1 to participate in the Football Development Programme and the Education Programme;



- 5.1.2 when directed by an authorised official of the Club to:
    - 5.1.2.1 attend at any reasonable place for the purposes of and to participate in training and match preparation;
    - 5.1.2.2 play in any Authorised Games in which he is selected to play for the Club;
    - 5.1.2.3 attend other matches in which the Club is engaged;
  - 5.1.3 to train and play to the best of his skill and ability at all times;
  - 5.1.4 except to the extent prevented by injury or illness, to maintain a high standard of physical fitness at all times;
  - 5.1.5 to observe the Laws of the Game when playing football;
  - 5.1.6 to observe the Rules but in the case of the Club Rules to the extent only that they do not conflict with or seek to vary the express terms of this agreement;
  - 5.1.7 that he has given all necessary authorities for the release to the Club of his medical records and will continue to make the same available as requested by the Club from time to time during the continuance of this agreement;
  - 5.1.8 to submit promptly to such medical and dental examinations as the Club may reasonably require and undergo such treatment as may be prescribed by the medical or dental advisers of the Club and/or the Club's insurers;
  - 5.1.9 to permit the Club to photograph him individually or as a member of a squad of players and staff of the Club provided that such photographs are for use as the official photographs of the Club;
  - 5.1.10 to comply with and act in accordance with all lawful instructions of any authorised official of the Club; and
  - 5.1.11 to sign the declaration set out at Schedule Three to this Agreement and to procure that his Parent signs the same.
- 5.2 Subject to Clause 5.3.4 below, the Scholar may contribute to the media in a responsible manner but whenever circumstances permit the Scholar shall give to the Club reasonable notice of his intention to make any contribution to the public media in order to allow representations to be made to him on behalf of the Club if it so desires.

5.3 The Scholar shall not:

- 5.3.1 reside at any place which the Club reasonably deems unsuitable for the performance of his obligations under this agreement;
- 5.3.2 undertake or be engaged in any employment or be engaged or involved in any trade, business or occupation;
- 5.3.3 indulge in any activity or practice which might endanger his fitness or inhibit his mental or physical ability to train or play or which might cause to be void or voidable any policy of insurance provided for the Scholar by the Club in compliance with the Rules; or
- 5.3.4 knowingly or recklessly do, write or say anything which is likely to bring the Club or the game of football into disrepute.

**6. Obligations of the Club**

The Club shall:

- 6.1 provide the Football Development Programme and the Education Programme;
- 6.2 observe the Rules, save that the FA Rules and League Rules shall take precedence over the Club Rules;
- 6.3 pay to the Scholar throughout the duration of this agreement (and during agreed holiday periods) the remuneration which by virtue of the League Rules he is entitled to receive as more particularly set out in Schedule One. Such remuneration shall not be less than the National Minimum Wage and shall not exceed any maximum amount specified pursuant to the League Rules;
- 6.4 provide the Scholar each year with copies of all the Rules which affect the Scholar and the terms and conditions of the policy of insurance referred to in clause 5.3.3;
- 6.5 arrange promptly such medical and dental examinations and treatment as may be prescribed by the medical or dental advisors of the Club in respect of any injury to or illness of the Scholar and shall ensure that any such treatment for any football related injury is undertaken and completed without expense to the Scholar notwithstanding that this agreement expires after such treatment is prescribed;
- 6.6 comply with all relevant statutory provisions relating to industrial injury and any regulations made pursuant thereto; and
- 6.7 on or before the third Saturday in May in the final year of this agreement give written notice to the Scholar indicating whether or not upon the expiry of this agreement it intends offering to the Scholar a professional contract as a Contract Player and if so setting out the terms thereof, which offer shall



remain open and capable of acceptance by the Scholar for a period of one month from the date upon which the Club gave it to him.

**7. Illness and Injury**

7.1 Any injury to or illness of the Scholar shall be reported by him or on his behalf to the Club immediately and the Club shall keep a record of such illness or injury.

**8. Permanent Incapacity**

8.1 In the event that the Scholar shall be permanently incapacitated the Club shall be entitled to serve a notice upon the Scholar terminating this agreement.

8.2 The minimum length of such notice shall be three months.

8.3 The notice may be served at any time after:

8.3.1 the Scholar is declared to suffer from Permanent Total Disablement as defined in the League's personal accident insurance scheme; or

8.3.2 an appropriately qualified independent medical consultant (the identity of whom shall be agreed between the Club and the Scholar, each acting reasonably, save that in the event that the parties are unable to agree, such individual as shall be appointed by the President or next available officer of the Royal College of Surgeons) certifies that the Scholar has suffered permanent incapacity.

**9. Disciplinary Procedure**

9.1 The Club shall operate the disciplinary procedure set out in Schedule Two hereto in relation to any allegation that there has been a breach of or failure to observe the terms of this agreement or the Rules.

**10. Termination by the Club**

10.1 The Club shall be entitled to terminate this agreement by fourteen days' notice in writing to the Scholar if after due investigation and enquiry it is reasonably satisfied that he:

10.1.1 shall be guilty of Gross Misconduct; or

10.1.2 has failed to heed any final written warning given under the provisions of Schedule Two hereto; or

10.1.3 is convicted of any criminal offence where the punishment consists of an immediate custodial sentence of or exceeding three months.

- 10.2 There shall be included in any such notice full particulars of the Club's reasons for terminating the agreement and a copy of it shall be sent to the League, the FA and the PFA.
- 10.3 Within seven days of receiving a termination notice the Scholar by written notice served on the Club and the League may appeal against the decision of the Club to the League in accordance with the League Rules and the parties shall seek to ensure that such appeal shall be heard within a further 28 days.
- 10.4 If the Scholar exercises his right of appeal the termination of this agreement shall not become effective unless and until it shall have been determined that the Club was entitled to terminate the agreement pursuant to clause 10.1. Pending such determination the Club may suspend the Scholar.
- 10.5 Any such termination shall be subject to the rights of the parties provided for in the League Rules.

## **11. Grievance Procedure**

- 11.1 In the event of any grievance in connection with his education under this agreement and/or its operation the following procedures shall be available to the Scholar in the order set out:
  - 11.1.1 the grievance shall in the first instance be brought informally to the notice of such person as the Club identifies as the person dealing with grievances, failing which to any member of the Club's youth management;
  - 11.1.2 if the grievance is not settled to the Scholar's satisfaction within 14 days thereafter formal notice of the grievance may be given in writing to the Secretary of the Club requiring it to be considered by the Board. The matter shall thereupon be dealt with by the Board at its next convenient meeting and in any event within four weeks of receipt of the notice;
  - 11.1.3 if the grievance is not settled by the Club to the Scholar's satisfaction the Scholar shall have a right of appeal to the League exercisable within seven days of receipt by the Scholar of written notice of the decision of the Board by notice in writing to the Club and the League and such appeal shall be determined in accordance with the League Rules.



**12. Termination by the Scholar**

- 12.1 The Scholar shall be entitled to terminate this agreement by fourteen days' notice in writing to the Club if the Club shall be guilty of serious or persistent breach of the terms and conditions of this agreement.
- 12.2 There shall be included in any such notice full particulars of the Scholar's reasons for terminating the agreement and a copy of it shall be sent to the League, the FA and the PFA.
- 12.3 Within seven days of receiving a termination notice the Club by written notice served on the Scholar and the League may appeal against the termination and the appeal shall be determined in accordance with the League Rules and the parties shall seek to ensure that such appeal shall be heard within a further 28 days.
- 12.4 If the Club exercises its right of appeal the termination of this agreement shall not become effective unless and until it shall have been determined that the Scholar was entitled to terminate the agreement pursuant to clause 12.1.
- 12.5 Any such termination shall be subject to the rights of the parties provided for in the League Rules.

**13. Cancellation of Registration**

- 13.1 At any time during the currency of this agreement the Scholar without giving any reason therefore may apply to the Club for cancellation of his registration, whereupon the Club shall complete and sign a mutual cancellation notification in accordance with the League Rules whereupon this agreement shall terminate.
- 13.2 In consequence of such a termination, the Scholar shall not be permitted by the League to be registered as a Player until the expiry of two years from its effective date unless either:
  - 13.2.1 the Club gives its written consent; or
  - 13.2.2 the Club has received compensation for the training and development of the Scholar in accordance with the League Rules.

**14. Holidays**

14.1 The Scholar shall be entitled to five weeks holiday a year, to be taken at a time or times as shall be determined by the Club.

**15. Entire Agreement**

15.1 This agreement constitutes the entire agreement between the Club and the Scholar and supersedes any and all preceding agreements between the Club and the Scholar.

**16. Jurisdiction and Law**

16.1 This agreement shall be governed by and construed in accordance with English law and the parties submit to the non-exclusive jurisdiction of the English courts.

**17. Privacy Notice**

17.1 For the purposes of the Data Protection Act 2018 and the General Data Protection Regulation ("GDPR") the Scholar acknowledges that the Club, the League, The FA, the PFA and any relevant training body are collecting, sharing and otherwise processing Personal Data which may include Special Categories of Personal Data (both as defined in the GDPR) about the Scholar including such data in this contract and using it for all relevant administrative and statistical purposes connected with the Scholar's education and potential future in professional football and any other purpose as set out in their data protection notices and policies. The League's, the PFA's and The FA's Player Privacy Notice will be provided to you directly during the registration process and/or will be available on their respective websites. The Club's Data Protection Policy can be found in the Club's employee handbook.



Scholarship Allowance

Supplemental Provisions and Employment Rights Act 1996

1. This Scholarship Agreement commences on ..... and terminates on .....
2. The Scholar’s employment with the Club began on the date set out in paragraph 1 [*replace the words in italics with the appropriate date if it began earlier*].
3. No employment with a previous employer shall count as part of the Scholar’s continuous period of employment hereunder.
4. The Scholar’s hours of work are such as the Club may from time to time reasonably require of him to carry out his duties and the Scholar shall not be entitled to any additional remuneration for work done outside normal working hours.
5. The place of employment shall be at the Club’s ground and training ground but the Club shall be entitled to require the Scholar to play and to undertake his duties hereunder at any other place throughout the world.
6. The terms and conditions of this contract form part of a number of collective agreements between the Club (through the League) and the Scholar (through the PFA) affecting the Scholar’s employment.
7. No contracting out certificate pursuant to the Pensions Scheme Act 1993 is in force in respect of the Scholar’s employment under this contract.
8. There is no entitlement to pensions benefit in relation to the Scholar’s employment. However, the Club shall provide access to a designated stakeholder pension scheme as required by law. For the avoidance of doubt, the Club will not make any contributions to such stakeholder scheme.
9. The wage payable by virtue of Clause 6.3 of this agreement is calculated as follows and shall be paid monthly in arrears:-  
 £ ..... per month from ..... to .....  
 £ ..... per month from ..... to .....

If the agreement is extended pursuant to the exercise by the Club of the option set out in Clause 4.2, the rate of wage will be as follows:

£ ..... per month from ..... to .....

Any other provisions:

.....  
.....

## Disciplinary Procedure and Penalties

### 1. Introduction

The disciplinary procedure aims to ensure that the Club behaves fairly in investigating and dealing with allegations of unacceptable conduct with a view to helping and encouraging all Scholars to achieve and maintain appropriate standards of conduct and performance. The Club nevertheless reserves the right to depart from the precise requirements of its disciplinary procedure where the Club considers it expedient to do so and where the Scholar's resulting treatment is no less fair.

### 2. Records

All cases of disciplinary action under this procedure will be recorded and placed in the Club's records until deleted in accordance with paragraph 4.2. A copy of the Club's disciplinary records concerning the Scholar will be supplied to the Scholar at his request.

### 3. The Procedure

The following steps will be taken as appropriate in all cases of disciplinary action

#### 3.1 Investigation

No action will be taken before a proper investigation has been undertaken by the Club into the matter complained of. If the Club determines the same to be appropriate the Club may by written notice suspend the Scholar for up to fourteen days while the investigation takes place. If the Scholar is so suspended this agreement will continue together with all the Scholar's rights under it except that during the period of suspension the Scholar will not be entitled to access to any of the Club's premises except at the prior request or with the prior consent of the Club and subject to such conditions as the Club may impose. The decision to suspend the Scholar will be notified in writing to the Scholar by the Club.

#### 3.2 Disciplinary Hearing

3.2.1 If the Club decides to hold a disciplinary hearing about the matter complained of the Scholar will be given full details in writing of the complaint against him and reasonable notice of the date and time of the hearing. At the hearing the Scholar will be given an opportunity to state his case either personally, through his representative or the PFA.



- 3.2.2 Subject as provided in paragraph 3.2.3 no disciplinary penalty will be imposed without first giving the Scholar the opportunity to state his case.
- 3.2.3 A disciplinary hearing may proceed in the Scholar's absence and a disciplinary penalty may be imposed if he fails to appear at such hearing after having received proper notice thereof.

### 3.3 Appeals

- 3.3.1 The Scholar shall have a right of appeal to the Board against any disciplinary decision. The Scholar should inform the Board in writing of his wish to appeal within seven days of the date of notification to him of the decision which forms the subject of such appeal. The Board will conduct an appeal hearing as soon as possible thereafter at which the Scholar will be given a further opportunity to state his case either personally or through his representative. The decision of the Board will be notified to the Scholar in writing within seven days and subject to paragraph 3.3.2 will be final and binding under this procedure.
- 3.3.2 In the event of any sanction being imposed or confirmed in excess of an oral warning the Scholar may by notice in writing served on the Club and the League within seven days of receipt by the Scholar of written notification of the decision of the Board appeal against it to the League and such appeal shall be determined in accordance with the League Rules.
- 3.3.3 If the Scholar exercises any right of appeal as aforesaid any sanction imposed by the Club upon the Scholar shall not take effect until the appeal has been determined and the sanction confirmed, varied or revoked as the case may be.

## 4. Disciplinary Penalties and Termination

- 4.1 At a disciplinary hearing or on an appeal to the Board against a disciplinary decision the Club may dismiss the allegation or if it is proved to the Club's satisfaction may:
  - 4.1.1 give an oral warning, a formal written warning or after a previous warning or warnings a final written warning to the Scholar;
  - 4.1.2 impose a fine not exceeding the amount of 50% of his monthly salary;

- 4.1.3 order the Scholar not to attend at any of the Club's premises for such period as the Club thinks fit not exceeding two weeks; or
- 4.1.4 where the circumstances set out in Clause 10.1 of this agreement apply, terminate this agreement.

4.2 Any warning or sanction given under this disciplinary procedure will be deleted in the Club's records after twelve months.

SIGNED by the Scholar .....  
in the presence of his Parent:

[Signature] .....

[Address] .....

.....

[Occupation] .....

SIGNED by [insert name] .....  
for and on behalf of the Club in the presence of:

[Signature] .....

[Address] .....

.....

[Occupation] .....



## Declaration by Scholar and Parents\*

### To be signed by the Scholar:

I, (full name) ..... of (address) .....  
 ..... Post Code ..... and  
 (email address) ..... certify that the Club has not made any approach  
 to me or engaged in any communication with me or any person connected with me,  
 either directly or indirectly, whilst I was registered with another club in membership of  
 the Premier League or EFL (a "League Club") save as permitted by the League Rules,  
 nor have I approached or engaged in communication with the Club, either directly  
 or indirectly, whilst registered with another League Club, nor has the Club induced or  
 attempted to induce me to enter into the scholarship agreement dated .....  
 (the "Scholarship Agreement") by offering me or any person connected with me, either  
 directly or indirectly, a benefit or payment of any description whether in cash or in  
 kind, nor have I accepted any such inducement from anybody in connection with the  
 Scholarship Agreement. I agree to be bound by the League Rules.

Signed .....

Date .....

### To be signed by the Parents\*:

I, (full name) ..... of (address) .....  
 ..... Post Code .....  
 and (email address) ..... being a person having  
 parental responsibility for the above-named Academy Player, and

I, (full name) ..... of (address) .....  
 ..... Post Code ..... and  
 (email address) ..... being each a person having  
 parental responsibility for the above-named Academy Player, and each certify that the  
 above details are correct and that:

- (a) the Club has not made any approach to or engaged in any communication with me, my son or any person connected with me or my son, either directly or indirectly, whilst my son was registered with another League Club, save as permitted by League Rules;

- (b) I have not approached or engaged in communication with the Club, either directly or indirectly, whilst my son was registered with another League Club, save as permitted by League Rules;
- (c) the Club has not induced or attempted to induce me or anyone connected with me, either directly or indirectly, through any benefit or payment of any description whether in cash or in kind, to persuade or encourage my son to enter into the Scholarship Agreement; or
- (d) so far as I am aware, the Club has not induced or attempted to induce my son or anyone connected with him, either directly or indirectly, through any benefit or payment of any description whether in cash or in kind, to enter into the Scholarship Agreement.

I acknowledge that the acceptance of any inducement referred to at points (c) and (d), above, and/or engaging in any approach or communication referred to at points (a) and (b), above, constitutes a breach of the League Rules by my son. I further acknowledge and agree that

- (e) the League may request that I attend a meeting in person to answer questions relating to the Scholarship Agreement and the payment of any such inducement and/or the engagement in any such approach/communication and/or to produce relevant documents (including, for example, financial records and/or telecommunications records) within a reasonable deadline; and
- (f) should I refuse or fail to comply with any request by the League in accordance with point (e), above, the League may refuse to register my son as a Scholar with the Club or suspend or cancel any such registration already in place and any tribunal appointed to consider an alleged breach of League Rules by my son will be entitled to draw an adverse inference against him in those proceedings.

Signed (1) ..... Signed (2) .....

Date .....

\* A declaration in this form must be signed by every Parent (as defined) of the Academy Player



Notification of Trialist’s Particulars (Youth Development Rule 235.2)

To: The Board
The Premier League

We hereby give notice that the Trialist whose particulars appear below is attending the Academy of ..... Football Club:
Surname ..... Other name(s) .....
Address ..... Post Code .....
Parents’ email address .....
Travelling time from this address to the Academy # .....
Date of birth ..... Place of birth ..... Nationality .....
Countries for which eligible to play (if known) .....
Date of commencement of trial period .....
Date trial period is due to end § .....
Other clubs (if any) at whose Academy the Trialist has attended for a trial during the current Season .....
Other clubs (if any) at which the Trialist has been registered:
Club ..... From ..... To .....
Club ..... From ..... To .....
(Continue separately if more than three such Clubs)

Certificate by Player

I hereby certify that the above particulars are correct and consent to this application, and, where I am over the age of 16, I:

- further consent to the conduct of drug testing on me in accordance with The FA’s Memorandum on Drug Testing and to me receiving medication as instructed and any emergency dental, medical or surgical treatment, including anaesthetic or blood transfusion, as considered necessary by the medical authority present;
• acknowledge that for the purposes of the Data Protection Act 2018 and the General Data Protection Regulation (“GDPR”) the Football Association Premier League Limited shall be collecting, sharing and otherwise processing Personal Data which may include Special Categories of Personal Data (both as defined in the GDPR) about me including such data contained within this Form for the purpose of discharging its function as a regulatory, administrative and governing body of football and otherwise in accordance with the Premier League Player Privacy Notice available at www.premierleague.com/player-privacy-policy.

I further certify that I have provided to the Club giving this notice full written particulars of any medical condition from which I suffer and I undertake to inform the Club forthwith in writing if any such medical condition arises during the trial period. Finally, I confirm

that I have read and agree to be bound by and comply with the Rules of the Premier League and the Youth Development Rules (copies of which can be found on the Premier League website – www.premierleague.com).

**Endorsement by Parent+**

I, (full name) ..... of (address) .....  
..... Post Code .....

being the Parent (as defined in Premier League Rule A.1.131.) of the above-named Trialist, hereby certify that the above particulars are correct and consent to this application, to the conduct of drug testing on him in accordance with The FA’s Memorandum on Drug Testing and to his receiving medication as instructed and any emergency dental, medical or surgical treatment, including anaesthetic or blood transfusion, as considered necessary by the medical authorities present. I further acknowledge that for the purposes of the Data Protection Act 2018 and the GDPR the Premier League shall be collecting, sharing and otherwise processing Personal Data which may include Special Categories of Personal Data (both as defined in the GDPR) about the Player including such data contained within this Form for the purpose of discharging its function as a regulatory, administrative and governing body of football and otherwise in accordance with the Premier League Player Privacy Notice. I further certify that I have provided to the above-named Club full written particulars of any medical condition from which the above-named Trialist suffers and I undertake to inform the Club forthwith in writing if any such medical condition arises during the trial period.

**Signed by the Parent** ..... **Date** .....

**Countersigned by the Trialist** ..... **Date** .....

**Signed on behalf of the Club** .....

**Position** .....

**Date** .....

# to be completed if the Trialist is in age groups Under 9 to Under 13 inclusive (subject to the exception set out in the Youth Development Rules)  
§ not more than eight consecutive weeks from the date of commencement  
+ to be completed if the Trialist is a minor



Notice of Ending of Trial Period (Youth Development Rule 244)

To: **The Board**  
**The Premier League**

We hereby give notice that the trial period of *[name of Trialist]*  
..... who has been attending the Academy of  
..... Football Club on trial ended on *[date]*  
.....

*Signed* .....

*Position* .....

*Date* .....

Pre-Registration Agreement (Youth Development Rule 248)

**Date** .....

**Parties**

(1) ..... Football Club of ..... (“the Club”)

(2) ..... of ..... (“the player”)

whose date of birth is .....

Place of birth ..... Nationality .....

Countries for which eligible to play (if known) .....

**Undertakings by the Club**

Pursuant to Rule 248 of the Premier League Youth Development Rules (“the Rules”), the Club hereby undertakes that:

1. upon the player reaching the statutory school leaving age applicable in England/ ceasing Full Time Education\* it will apply to register the player as an Academy Player at its Academy and having acquired the registration will enter into a Scholarship Agreement with the player in the form annexed to the Rules; and
2. upon the player’s Coaching Curriculum (of which a copy is annexed hereto) or any variation of it being approved under the provisions of Rule 250 of the Rules, to coach the player in accordance therewith until the said Scholarship Agreement is entered into.

**Undertakings by the Player**

The player hereby undertakes that:

1. he is not registered with nor during the currency of this agreement will he consent to becoming registered with any Premier League or Football League club other than the Club; and
2. upon his Coaching Curriculum or any variation of it being approved as aforesaid, he will participate in the same to the very best of his ability.



I acknowledge further to the Data Protection Act 2018 and the General Data Protection Regulation (“GDPR”) that the Football Association Premier League Limited shall be collecting, sharing and otherwise processing Personal Data which may include Special Categories of Personal Data (both as defined in the GDPR) about me including such data in this Pre-Registration Agreement and in the annexed player’s Coaching Curriculum for the purpose of discharging its functions as a regulatory and governing body of football and otherwise in accordance with the Premier League Player Privacy Notice available at www.premierleague.com/player-privacy-policy.

Signed on behalf of the Club .....

Position .....

Signed on behalf of the player

Signed by his Parent .....

\*delete as appropriate

Certificate

I certify that the Coaching Curriculum annexed to the Pre-Registration Agreement of which this is a copy has been approved/not approved\* by the Board.

Signed .....

For and behalf of the Board of the Premier League

Date .....

Academy Player Registration Application (Youth Development Rule 257)

Academy Player’s Particulars

Surname ..... Other name(s) .....

Address .....

..... Post code .....

Parent’s email address: .....

Travelling time from the above address to the principal venues§ .....

Date of birth ..... Place of birth .....

Nationality† .....

Countries for which eligible to play (if known) .....

Other clubs (if any) at which the Academy Player has been registered:

Club ..... From ..... To .....

Club ..... From ..... To .....

School .....

Training Model on which the Academy Player is to be engaged:

.....+

Length of registration: ..... year(s) [complete as appropriate]

Last day of registration: ..... 20.....

[Note : Youth Development Rules 271 to 276 set out the circumstances in which an Academy Player’s registration can be terminated earlier than the date set out above, and the consequences of early termination. Further guidance can be obtained from the Premier League or from the PFA Independent Registration Advisory Service, both of whose contact details are set out in the Charter for Academy Players and Parents which the Premier League will send to the Academy Player’s parent when it receives this form. ]



**Application to Register**

We, ..... Football Club (“the Club”), apply for the Academy Player to be registered at our Academy for the period set out above.

We certify that we have not, either directly or indirectly, made an improper approach to him nor have we induced or attempted to induce him to become registered as an Academy Player with the Club by offering him, or any person connected with him, a benefit or payment of any description whether in cash or in kind.

*Signed* .....  
*Authorised Signatory*

*Date* .....

**Endorsement by Academy Player**

I consent to the above application and for the purposes of the Data Protection Act 2018 and the General Data Protection Regulation (“GDPR”) acknowledge that The Football Association Premier League Limited shall be collecting, sharing and otherwise processing Personal Data which may include Special Categories of Personal Data (both as defined in the GDPR) about me including such data in this Registration Application for the purpose of discharging its functions as a regulatory and governing body of football and otherwise in accordance with the Premier League Player Privacy Notice available at [www.premierleague.com/player-privacy-policy](http://www.premierleague.com/player-privacy-policy). I certify that the above particulars are correct. I further certify that the Club has not made an approach to me or engaged in any communication with me or any person connected with me, save as permitted by League Rules, nor have I approached or engaged in any communication with the Club, either directly or indirectly, whilst registered with another club in membership of the Premier League or EFL (a “League Club”), nor has the Club induced or attempted to induce me to become registered with it by offering me or any person connected with me, either directly or indirectly, a benefit or payment of any description whether in cash or in kind, nor have I accepted any such inducement from anybody in connection with my registration at the Club. I agree to be bound by the Rules of the Premier League.

*Signed* .....

*Date* .....

**Endorsement by Parents\***

I, *(full name)* ..... of *(address)* .....  
 ..... Post Code .....

(and of the above email address)

I, *(full name)* ..... of *(address)* .....  
 ..... Post Code .....

(and of the above email address) being each a person having parental responsibility for the above-named Academy Player, and each certify that the above details are correct and consent to:

- (a) this application;
- (b) the conduct of drug testing on the Academy Player in accordance with the Football Association’s Anti-Doping Regulations;
- (c) his receiving medication as instructed and any emergency dental, medical or surgical treatment, including anaesthetic or blood transfusion, as considered necessary by the medical authorities present;
- (d) the Club having access to the Academy Player’s school reports and educational attainment data (including Key Stage 2 and Key Stage 4 outcomes obtained from the Department for Education);

Furthermore, I certify that:

- (e) the Club has not made any approach to or engaged in any communication with me, my son or any person connected with me or my son, either directly or indirectly, whilst my son was registered with another League Club, save as permitted by the League Rules;
- (f) I have not approached or engaged in communication with the Club, either directly or indirectly, whilst my son was registered with another League Club, save as permitted by the League Rules;
- (g) the Club has not induced or attempted to induce me or anyone connected with me, either directly or indirectly, through any benefit or payment of any description whether in cash or in kind, to register my son as an Academy Player with the Club or to encourage or facilitate that registration; or
- (h) so far as I am aware, the Club has not induced or attempted to induce my son or anyone connected with him, either directly or indirectly, through any benefit or



payment of any description whether in cash or in kind, to register with the Club as an Academy Player.

I acknowledge that the acceptance of any inducement referred to at points (g) and (h), above, and/or engaging in any approach or communication referred to at points (e) and (f), above, constitutes a breach of the Youth Development Rules by my son.

I further acknowledge and agree that:

- (i) the Premier League may request that I attend a meeting in person to answer questions relating to my son’s proposed registration and the payment of any such inducement and/or the engagement in any such approach/communication and/or to produce relevant documents (including, for example, financial records and/or telecommunications records) within a reasonable deadline; and
- (j) should I refuse or fail to comply with any request by the Premier League in accordance with point (i), above, the Premier League may refuse to register my son as an Academy Player with the Club or (suspend or cancel any such registration already in place) and any Commission appointed to consider an alleged breach of Youth Development Rule 299.3 by my son, in accordance with Section W (Disciplinary) of the Premier League Rules, will be entitled to draw an adverse inference against him in those proceedings.

Signed .....

Date .....

§ to be completed if the Academy Player is in age groups Under 9 to Under 16 inclusive and time restrictions apply to the Club’s registration of Academy Players (see Youth Development Rule 230).

† if the Academy Player last played for a club affiliated to a national association other than the Football Association, unless the Academy Player is aged under 10 years, this Form must be accompanied by written confirmation from the Football Association that an international registration transfer certificate has been issued in respect of the Academy Player.

\* to be completed if the Academy Player is a minor. In such case, a declaration in this form must be signed by every Parent (as defined in the Premier League Rules) of the Academy Player

+ Complete PLYD Form 5A if the Academy Player is to be registered on the Full Time Training Model or PLYD Form 5B if the Academy Player is to be registered on the Hybrid Training Model.

Full Time Training Model (Youth Development Rule 187)

**Academy Player’s Particulars**

Surname ..... Other name(s) .....  
Address .....  
..... Post Code .....  
Date of birth ..... Place of birth .....

**Application to Register the Academy Player on the Full Time Training Model**

1. We, ..... Football Club, apply to register the above-named Academy Player on the Full Time Training Model until ..... 20....., being the last Friday in June in the academic year in which he reaches the age of 16.

2. The residence arrangements for the Academy Player will be as follows (please provide details of his proposed home address and confirm whether this is his home address or whether it is proposed that he resides with a host family, at onsite Club accommodation or at a boarding school):  
.....  
.....  
.....

3. We undertake to:
- 3.1 ensure the Academy Player’s coaching and education are scheduled in accordance with the requirements of the Full Time Training Model as set out in the Youth Development Rules;
  - 3.2 provide the Academy Player with education until the date set out in paragraph 1 (even if the Academy Player’s registration is terminated by us or his training is switched to a different Training Model) as follows (being either one of the four options set out in the guidance to Youth Development Rule 188 or another model which has been approved by the League):  
.....  
.....
  - 3.3 ensure that the Academy Player has the opportunity to engage in community and citizenship activities as set out in Youth Development Rule 191; and
  - 3.4 advise the Academy Player’s Parent(s), school and the League immediately if the Club changes or proposes to change any of the above arrangements.

Signed ..... Date .....  
Authorised Signatory



**Consent by Academy Player**

I acknowledge further to the Data Protection Act 2018 and the General Data Protection Regulation (“GDPR”) that the Football Association Premier League Limited shall be collecting, sharing and otherwise processing Personal Data which may include Special Categories of Personal Data (both as defined in the GDPR) about me including such data in this Registration Form for the purpose of discharging its functions as a regulatory and governing body of football and otherwise in accordance with the Premier League Player Privacy Notice available at [www.premierleague.com/player-privacy-policy](http://www.premierleague.com/player-privacy-policy).

*Signed* .....

*Date* .....

**Consent by Parent to be completed if the Academy Player is a minor**

I, (full name) ..... of (address) .....  
..... Post Code .....  
and email address .....being the person having parental responsibility for the above-named Academy Player, hereby certify that the above particulars are correct and consent to this application, to the access of Key Stage 2 and Key Stage 4 outcomes obtained from the Department for Education, to the conduct of drug testing on him in accordance with the Football Association’s Anti-Doping Regulations and to his receiving medication as instructed and any emergency dental, medical or surgical treatment, including anaesthetic or blood transfusion, as considered necessary by the medical authorities present.

*Signed* .....

*Date* .....

Hybrid Training Model (Youth Development Rule 187)

**Academy Player’s Particulars**

Surname ..... Other name(s) .....  
Address. ....  
..... Post Code .....  
Date of birth ..... Place of birth .....

**Application to Register the Academy Player on the Hybrid Training Model**

- 1. We, ..... Football Club, apply to register the above-named Academy Player on the Hybrid Training Model until ..... 20 .....
- 2. We undertake to:
  - 2.1 ensure the Academy Player’s coaching and education are scheduled in accordance with the requirements of the Hybrid Training Model as set out in the Youth Development Rules and in accordance with the written agreement with his school and Parent entered into pursuant to Rule 181.5, a copy of which is annexed hereto;
  - 2.2 ensure that the Academy Player has the opportunity to engage in community and citizenship activities as set out in Youth Development Rule 191; and
  - 2.3 advise the Academy Player’s Parent(s), school and the League immediately if the Club changes or proposes to change any of the above arrangements.

*Signed* .....  
*Authorised Signatory*

*Date* .....



**Consent by Academy Player**

I acknowledge further to the Data Protection Act 2018 and the General Data Protection Regulation (“GDPR”) that the Football Association Premier League Limited shall be collecting, sharing and otherwise processing Personal Data which may include Special Categories of Personal Data (both as defined in the GDPR) about me including such data in this Registration Form for the purpose of discharging its functions as a regulatory and governing body of football and otherwise in accordance with the Premier League Player Privacy Notice available at [www.premierleague.com/player-privacy-policy](http://www.premierleague.com/player-privacy-policy).

*Signed* .....

*Date* .....

**Consent by Parent to be completed if the Academy Player is a minor**

I, (full name) ..... of (address) .....  
..... Post Code .....  
and email address ..... (and of the above email address) being  
the person having parental responsibility for the above-named Academy Player,  
hereby certify that the above particulars are correct and consent to this application,  
to the access of Key Stage 2 and Key Stage 4 outcomes obtained from the Department  
for Education, to the conduct of drug testing on him in accordance with the Football  
Association’s Anti-Doping Regulations and to his receiving medication as instructed and  
any emergency dental, medical or surgical treatment, including anaesthetic or blood  
transfusion, as considered necessary by the medical authorities present.

*Signed* .....

*Date* .....

## Academy Ethnicity Monitoring Questionnaire

(Youth Development Rule 258)

### USE OF INFORMATION

Completion of this questionnaire is voluntary. If you provide the information it will be used as set out below and will not be used for selection or any other purposes.

The information provided on this ethnicity questionnaire will be recorded on a computer system shared by the Football Association Premier League Limited ("**Premier League**") (and The Football League Limited should the Player ever compete in the Football League) against the Academy Player's record and will be used:

- to help the Premier League gain insight as to who is playing the game at this level
- to help ensure compliance with the Premier League's Inclusion and Anti-Discrimination Policy (a copy of which is in Appendix 2 of the Premier League's Rules)
- to compile aggregate statistics and reports
  - on a club by club basis which we may wish to share with the relevant club only and The Football Association Limited
  - on a league basis which we may wish to publish for public interest and to share with other bodies that have a legitimate interest in equal opportunities such as the Professional Footballers Association and the Equality and Human Rights Commission

### What is your ethnic group?

(Choose ONE section from A to E, then tick the appropriate box to indicate your cultural background)

#### A White

- British
- English
- Scottish
- Welsh
- Irish
- Gypsy or Irish Traveller
- Any other White Background, please write in .....

#### B Mixed

- White and Black Caribbean
- White and Black African
- White and Asian
- Any other Mixed Background, please write in .....

#### C Asian or Asian British

- Indian
- British-Indian
- Pakistani
- British-Pakistani
- Bangladeshi
- British-Bangladeshi
- Chinese
- British-Chinese
- Any other Asian background, please write in .....

#### D Black or Black British

- Caribbean
- British-Caribbean
- African
- British-African
- Any other Black background, please write in .....

#### E Other Background

- Arab
- Other
- Prefer not to say .....

#### F Undeclared

- Prefer not to disclose my ethnic origin .....

#### Name of Academy Player

.....

#### Signed

.....

#### Date

.....

(Parent / Guardian to sign if Academy Player is a minor)



Retention/Termination Notification (Youth Development Rules 267.1)

**For Academy Players entering into age groups under 10, under 11 and under 12**

**To:** [name and address of Academy Player] .....

We, ..... Football Club, hereby give you notice that it is our intention to retain/terminate\* your registration with effect from the first Saturday in June.

*Signed* .....

*Position* .....

*Date* .....

\* delete as appropriate. If the registration is retained, it is for a period of 1 year pursuant to Rule 253 (subject to Rule 254).



Retention/Termination Notification (Youth Development Rule 267.2)

For Academy Players entering into age groups under 13 and under 15

To: [name and address of Academy Player] .....

We, ..... Football Club, hereby give you notice that it is our intention to retain/terminate\* your registration with effect from the first Saturday in June. [Your registration will be retained on the Full Time Training Model+.]

Signed .....

Position .....

Date .....

\* delete as appropriate. If the registration is retained, it is for a period of two years pursuant to Youth Development Rule 253 (subject to Rule 254).
+ delete if inapplicable

Academy Player’s Registration: Mutual Cancellation Notification  
(Youth Development Rule 271.2)

**To: The Board  
The Premier League**

The registration of [name of Academy Player] .....  
held by .....  
Football Club has today been cancelled by mutual agreement. Unless otherwise  
set out below the Club will retain rights to compensation in respect of the  
Academy Player pursuant to the Premier League Youth Development Rules and  
the FIFA Regulations for the Status and Transfer of Player, which (under the Youth  
Development Rules) includes a right to receive an initial fee of £.....,  
together with additional contingent fees as set out in Youth Development Rule 333,  
in the event that the Academy Player subsequently registers with another Premier  
League or Football League club.

*Signed by the Academy Player* .....

*Date* .....

*Signed by the Parent\** .....

*Date* .....

*Signed on behalf of the Club* .....

*Position* .....

*Date* .....

*\* if the Academy Player is aged under 18 years*



Scholarship Offer (Youth Development Rule 281)

To: [name and address of Academy Player]

.....  
.....  
.....

Date of birth .....

Other clubs (if any) at which the Academy Player has been registered:

Club ..... From ..... To .....

Club ..... From ..... To .....

We, ..... Football Club,  
hereby offer to enter into a Scholarship Agreement with you upon your reaching the  
statutory school leaving age applicable in England.

The Scholarship Agreement will be in PLYD Form 1.

Signed .....

Position .....

Date .....

Response to Scholarship Offer (Youth Development Rule 282)

**To:** ..... Football Club (“the Club”).  
I, [name of Academy Player] .....  
hereby accept/refuse\* your offer in PLYD Form 11 dated .....

**Signed by the Academy Player** .....

**Signed by his Parent** .....

*\* delete as appropriate*

Where the offer in PLYD Form 11 has been accepted by the Academy Player, the following declarations must also be signed:

**Endorsement by Academy Player**

I certify that the Club has not made an approach to me or engaged in any communication with me or any person connected with me, save as permitted by League Rules, nor have I approached or engaged in any communication with the Club, either directly or indirectly, whilst registered with another club in membership of the Premier League or EFL (a “League Club”), nor has the Club induced or attempted to induce me to accept its offer in PLYD Form 11 by offering me or any person connected with me, either directly or indirectly, a benefit or payment of any description whether in cash or in kind, nor have I accepted any such inducement from anybody in connection with my acceptance of the offer. I agree to be bound by the Rules of the Premier League.

*Signed* ..... *Date* .....

**To be signed by the Parents\*:**

I, (full name) ..... of (address) .....  
..... Post Code ..... and  
(email address)....., and

I, (full name) ..... of (address) .....  
..... Post Code ..... and  
(email address).....

being a person having parental responsibility for the above-named Scholar, certify that:



- (a) the Club has not made any approach to or engaged in any communication with me, my son or any person connected with me or my son, either directly or indirectly, whilst my son was registered with another League Club, save as permitted by the League Rules;
- (b) I have not approached or engaged in communication with the Club, either directly or indirectly, whilst my son was registered with another League Club, save as permitted by the League Rules;
- (c) the Club has not induced or attempted to induce me or anyone connected with me, either directly or indirectly, through any benefit or payment of any description whether in cash or in kind, to persuade or encourage my son to facilitate the acceptance of this PLYD Form 12; or
- (d) so far as I am aware, the Club has not induced or attempted to induce my son or anyone connected with him, either directly or indirectly, through any benefit or payment of any description whether in cash or in kind, to accept that offer.

I acknowledge that the acceptance of any inducement referred to at points (c) and (d), above, and/or engaging in any approach or communication referred to at points (a) and (b), above, constitutes a breach of the League Rules by my son. I further acknowledge and agree that

- (e) the League may request that I attend a meeting in person to answer questions relating to the Scholarship Agreement and the payment of any such inducement and/or the engagement in any such approach/communication and/or to produce relevant documents (including, for example, financial records and/or telecommunications records) within a reasonable deadline; and
- (f) should I refuse or fail to comply with any request by the League in accordance with point (e), above, the League may refuse to register my son as a Scholar with the Club (or suspend or cancel any such registration already in place) and any tribunal appointed to consider an alleged breach of League Rules by my son will be entitled to draw an adverse inference against him in those proceedings.

Signed (1) ..... Date .....

Signed (2) ..... Date .....

\* A declaration in this form must be signed by every Parent (as defined) of the Academy Player





# Appendix 12

## Appendix 12

### Code of Conduct for Academy Players of Compulsory School Age

(Youth Development Rule 197)

Prior to signing this Code of Conduct and registering the Academy Player at its Academy, full discussion has taken place and agreement has been reached between the Academy, the Academy Player and the parents as to the educational, technical and match programme to be provided by the Academy to the Academy Player.

("the Academy Player") has the potential to become a footballer at the highest level and will be registered as an Academy Player at the .....FC ("the Club").

Both the Academy Player and the Academy Player's parents understand that the Club is committed to the Academy Player's well being, future development and realisation of potential, but that the level of achievement ultimately reached cannot be guaranteed.

In registering the Academy Player at its Football Academy, the Club, the parents and the Academy Player agree to the following Code of Conduct.

#### **The Club agrees to provide**

- a safe environment in which the Academy Player can learn and develop without fear of abuse
- medical screening, monitoring and support for the Academy Player
- a structured football learning programme, appropriate to the age, ability and growth of the Academy Player
- participation in football matches arranged or approved by the Premier League
- trained, screened and qualified coaching and other staff and facilities as determined by the Rules governing Academies
- guidelines to the Academy Player and parents on the best ways for them to contribute to the Academy Player's football and personal development
- educational support (in consultation with the Academy Player's school) for the continued academic and personal development of the Academy Player
- regular communication and reports to the Academy Player and parents on the Student's progress
- a Code of Conduct and Rules for its Academy



## Appendix 12

### **The Academy Player agrees to**

- attend the Academy regularly and punctually, behave with self-discipline and give notice of and reasons for any absence
- practise the techniques and skills taught by the Academy and attempt to apply them in matches
- participate in football matches outside normal school hours only as specified by the Academy
- attend school regularly and punctually, complete school assignments and behave at school as at the Academy
- follow a lifestyle appropriate to development – spending leisure time positively; eating, drinking, relaxing and sleeping sensibly
- adhere to the Club's Code of Conduct and Rules for its Academy

### **The Parents agree to**

- encourage and help the Academy Player meet targets, including this Code of Conduct and the Club's Code of Conduct and Rules for its Academy
- support the Academy Player without pressure, praise good work and refrain from criticising lapses
- set a good example to the Academy Player
- respect the opportunity given to the Academy Player and not approach or permit any other person to approach any other club during the currency of this registration except as allowed under the Rules governing Academies
- communicate with the Academy staff, keeping them informed about matters affecting the Academy Player
- permit the Academy Player to play only football matches outside normal school hours as specified by the Academy
- adhere to the Club's Code of Conduct and Rules for its Academy

## Appendix 12

We, the undersigned, agree to the Academy Code of Conduct

Name .....  
Football Club

Signature.....

Name .....  
Academy Player

Signature.....

Name .....  
Parents

Signature.....

**Note:** *This Code of Conduct should be signed in quadruplicate, one copy being provided to the Academy Player, one to his parents, one being submitted to the League in accordance with Youth Development Rule 257 and the fourth being retained by the Club.*



## Appendix 12



PRIDE OF LONDON



# Premier League Rules Section 5

# Clubs: Operations

## Section S: Safeguarding and Mental Health

### Clubs' Policies and Procedures

- S.1. Each Club shall prepare, implement, review regularly and have reviewed by its local authority (where the local authority is prepared to do so) written policies and procedures for the safeguarding of Children and Adults at Risk.
- S.2. Each Club's policies and procedures for the safeguarding of Children and Adults at Risk shall:
- S.2.1. be in accordance with this Section of these Rules and shall have regard to any guidance issued by the League in respect of safe event management;
  - S.2.2. meet the Premier League Safeguarding Standards; and
  - S.2.3. comply with any other policy or guidance published by the League from time to time.

### Roles and Responsibilities

- S.3. Each Club shall designate a Senior Safeguarding Lead, who shall take leadership responsibility for the Club's safeguarding provision (in consultation with the Club's Head of Safeguarding) and actively champion safeguarding at board level. The name of the Club's Senior Safeguarding Lead shall be notified by the Club to the League in Form 14.
- S.4. Each Club shall designate at least one full-time member of Staff with the necessary skills and expertise as its Head of Safeguarding. The name of the Club's Head of Safeguarding shall be notified by the Club to the League in Form 14.
- S.5. The Head of Safeguarding shall:
- S.5.1. be dedicated full-time to that role as their sole responsibility;
  - S.5.2. where possible, report directly to (and be managed by) the Senior Safeguarding Lead;
  - S.5.3. provide strategic leadership on safeguarding provision and issues within the Club;
  - S.5.4. review and approve the safeguarding provision for all Activities;
  - S.5.5. act as the first point of contact for any report or suspicion of abuse or concern relating to the welfare of a Child or Adult at Risk engaged in an Activity;
  - S.5.6. liaise regularly with and be guided by the advice of the relevant local and statutory authorities and the League with regard to issues concerning the safeguarding of Children and Adults at Risk;
  - S.5.7. ensure strict compliance with the Club's policies and procedures for the safeguarding of Children and Adults at Risk;
  - S.5.8. promote awareness within the Club of safeguarding of Children and Adults at Risk and encourage and monitor the adoption of best practice procedures in that regard;



## Section 5: Safeguarding And Mental Health

- S.5.9. report on a regular basis on the effectiveness of, and the Club's compliance with, its policies and procedures for the safeguarding of Children and Adults at Risk to the Senior Safeguarding Lead;
- S.5.10. act as the lead Club Official in any investigation of an allegation of abuse of a Child or Adult at Risk;
- S.5.11. maintain the safeguarding of Children and Adults at Risk Staff register for each Activity in such format as approved by the League;
- S.5.12. be made known to all Staff, and (in any handbook or the like which the Club produces to accompany any Activity) to Children and Adults at Risk (and their Parents or carers) engaged in each Activity and be available in person or by telephone to Staff and to such Children and Adults at Risk, their Parents and carers at all reasonable times;
- S.5.13. provide written instructions to Staff engaged in each Activity in respect of good practice and what they are required to do if they detect any sign of abuse of Children and Adults at Risk, if they suspect such abuse is taking place or if they otherwise have concerns as to the welfare of a Child or Adult at Risk;
- S.5.14. provide guidance to and support for any member of Staff engaged in each Activity who reports suspected abuse of a Child or Adult at Risk or concerns as to their welfare; and
- S.5.15. be responsible for maintaining clear, comprehensive and up-to-date records of all allegations of abuse or poor practice (including, but not limited to, those subject to referral under S.13 and S.14), details of how such allegations are resolved and any decisions reached.

S.6. The Head of Safeguarding may, in relation to a specific Activity, if appropriate, delegate any of the responsibilities listed in S.5.11 to S.5.14 to one or more other members of Staff ("**Safeguarding Officer(s)**"). In such circumstances, the Head of Safeguarding must supervise the work of Safeguarding Officer(s) and ensure that he/they are properly trained, and supported including, without limitation, by way of regular, minuted meetings with each Safeguarding Officer.

S.7. Each Head of Safeguarding and Safeguarding Officer shall:

- S.7.1. be trained in all issues affecting the safeguarding of Children and Adults at Risk;
- S.7.2. be given a job description that properly records their responsibilities; and
- S.7.3. undertake in each calendar year continuing professional development training in the safeguarding of Children and Adults at Risk, approved by the League, and maintain a record thereof.

### Guidance

Clubs' attention is drawn to Youth Development Rule 204 which requires that an Academy Safeguarding Officer must be appointed to undertake the functions set out in Rule S.5.8 with regard to the Academy.

## Section S: Safeguarding And Mental Health

Staff	
S.8.	Staff shall in all dealings with and on behalf of Children and Adults at Risk do what is reasonable in the circumstances of the case for the purpose of safeguarding or promoting the safety and welfare of the relevant individual(s).
S.9.	Each member of Staff shall be given regular training (in a form approved by the Head of Safeguarding) in the Club's policies and procedures for the safeguarding of Children and Adults at Risk.
S.10.	Each member of Staff shall be given in writing: <ul style="list-style-type: none"><li>S.10.1. the name of the Club's Head of Safeguarding;</li><li>S.10.2. descriptions of what constitutes poor safeguarding practice, abuse or unsuitable behaviour towards a Child or Adult at Risk;</li><li>S.10.3. details of what he is required to do if there is any sign of poor safeguarding practice, abuse or unsuitable behaviour towards a Child or Adult at Risk or if there is a suspicion that such conduct is taking place ; and</li><li>S.10.4. the League's 'Guidance for Safer Working Practice'.</li></ul>
S.11.	No Person shall be appointed as a member of Staff unless: <ul style="list-style-type: none"><li>S.11.1. he has completed and submitted to the Club a written application;</li><li>S.11.2. a written reference has been obtained by the Club from at least two referees named in the application;</li><li>S.11.3. he has applied to the DBS for Disclosure;</li><li>S.11.4. his Disclosure information has been received and the Club is satisfied that he is not unsuitable to work with Children and Adults at Risk; and</li><li>S.11.5. his particulars have been entered in the Staff register referred to at Rule S.5.11.</li></ul>
Parental Consent	
S.12.	The written consent of a Child's Parent shall be obtained: <ul style="list-style-type: none"><li>S.12.1. before the Child participates in an Activity (by the Parent completing and returning to the Head of Safeguarding a written parental consent form); and</li><li>S.12.2. if the Child is under the age of 16, before any images or footage of him are taken or used for any purpose whatsoever.</li></ul>

### Guidance

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



## Section 5: Safeguarding And Mental Health

### Notification of Referrals to External Agencies and Football Authorities

- S.13. On making any referral of an allegation or incident of suspected abuse of or unsuitable behaviour towards a Child or Adult at Risk to any external agency (including, without limitation, the police, the local authority, the Charity Commission, the Care Quality Commission, Ofsted or the DBS), the Head of Safeguarding or other Official making the referral shall notify the Senior Safeguarding Lead in writing and ensure that the Senior Safeguarding Lead is kept fully appraised of the progress of the referral and any subsequent investigation or action.
- S.14. The Club shall notify the League and The Football Association (through the submission of the Affiliated Football Safeguarding Referral Form) of, and give the League and The Football Association such further information as they may require in respect of:
- S.14.1. any allegation received by the Club regarding the abuse of, or unsuitable behaviour towards, a Child or Adult at Risk by any current, prospective or former employee, volunteer or consultant of the Club or any affiliated community organisation or foundation (an **"Associated Person"**), whether or not the evidence relates to: (a) conduct by a member of Staff in the performance of his duties as a member of Staff; or (b) a non-recent or recent allegation;
  - S.14.2. a third (or subsequent) incident or allegation of 'poor practice' (as defined in Affiliated Football's Safeguarding Procedures), whether similar in nature or otherwise, in relation to a Child or Adult at Risk involving the same Associated Person;
  - S.14.3. any referral it has made to any external agency (as described in Rule S.13); and
  - S.14.4. any allegation of abuse of a Child or Adult at Risk committed by an Academy Player (as defined in the Youth Development Rules) or a participant in any activity organised by a Club's affiliated community organisation or foundation; and
  - S.14.5. any investigation by such an external agency into suspected abuse of or 'unsuitable behaviour' towards a Child or Adult at Risk involved in an Activity of which the Club becomes aware, whether such investigation results from a referral made pursuant to Rule S.14.1 or otherwise,
- in each case, as soon as reasonably practicable, and in any event within 24 hours of the relevant evidence, incident or investigation being referred to the external agency (where such a referral is made).

### Monitoring

- S.15. Each Club will permit the League to conduct at least three monitoring visits each Season to ensure compliance with this Section of these Rules, which will be attended by a Person appointed for this purpose by the League. Each Club shall ensure that each such Person is given access to all records kept in accordance with the requirements of this Section of these Rules and is able to meet Staff, Parents, Children, Academy Players, Adults at Risk and their carers.

## Section S: Safeguarding And Mental Health

- S.16. Such Person shall:
- S.16.1. give written feedback to the Club concerned on each monitoring visit made and, if appropriate, agree with the Club an action plan setting out actions to be taken by the Club to ensure compliance with this Section of these Rules;
  - S.16.2. report on each visit in writing to the League; and
  - S.16.3. at the end of each Season or as soon as practicable thereafter, present to the League and the Club a written annual report on the Club's compliance with this Section of these Rules.

- S.17. Where, as a result of its monitoring of Clubs in accordance with Rule S.15, receipt of a referral or notification in accordance with Rules S.13 and S.14, or otherwise, the League becomes aware of abuse of or unsuitable behaviour towards a Child or Adult at Risk by a member of Staff or otherwise holds concerns regarding a Club's handling of a matter relating to safeguarding, it may (in its absolute discretion) conduct a case review, either on its own or in conjunction with The Football Association. Where such a case review is undertaken, the League shall be entitled to have access to all records kept in accordance with the requirements of this Section of these Rules and shall be entitled to meet Staff, Parents, Children, Adults at Risk and their carers. Following such a case review, the League may make such directions to the Club concerned and/or propose such measures be put in place by the Club as it considers necessary, which must be adopted by the Club concerned in full.

### Safer Recruitment

- S.18. The League will undertake all matters connected with the use of the Disclosure service for those Clubs not registered with the DBS.
- S.19. Clubs not registered with the DBS agree to be bound by any guidance or policy on the issue of safer recruitment published by the League from time to time.
- S.20. Each Club shall prepare, implement and review regularly a safer recruitment policy, which shall:
- S.20.1. be in accordance with this Section of these Rules; and
  - S.20.2. comply in full with any guidance or policy published by the League from time to time.
- S.21. Each Club shall designate a member of Staff as its Lead Disclosure Officer whose name shall be notified to the League in Form 14. The Lead Disclosure Officer shall:
- S.21.1. act as the Club's principal point of contact with the League on all matters connected with safer recruitment and the use of the Disclosure service;
  - S.21.2. liaise regularly with and be guided by the advice of the League on all matters concerning safer recruitment procedures and the use of the Disclosure service; and
  - S.21.3. ensure strict compliance by the Club with its safer recruitment policies.



## Section S: Safeguarding And Mental Health

### Publicity

- S.22. Each Club shall publish in an easily accessible section of its website:
- S.22.1. a clear statement of the Club's commitment to safeguarding;
  - S.22.2. the name and contact details of the Club's Head of Safeguarding; and
  - S.22.3. a copy of the Club's policies and procedures referred to at Rule S.1.

### Mental and Emotional Wellbeing

- S.23. Each Club shall ensure that:
- S.23.1. each Season, it makes each of its Contract Players available for a session of between 45 and 90 minutes in duration, to receive information regarding the support and resources available to promote mental and emotional wellbeing;
  - S.23.2. it devises, implements and makes available to the League on request, a Mental and Emotional Wellbeing Action Plan; and
  - S.23.3. designates an individual as its Mental and Emotional Wellbeing Lead, with responsibility for the Club's mental emotional wellbeing provision and who actively champions mental and emotional wellbeing initiatives at board level.



**Premier League**

30 Gloucester Place  
London W1U 8PL  
[premierleague.com](http://premierleague.com)

**T** +44 (0) 20 7864 9000  
**E** [info@premierleague.com](mailto:info@premierleague.com)

The Football Association Premier League Limited  
Registered Office: 30 Gloucester Place, London, W1U 8PL. No. 2719699 England