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## GENERAL

Note: throughout this document binding Premier League Rules are shaded in light blue. 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 10.
  - 1.2. “**Academy Doctor**” means the Official referred to in Rule 92.
  - 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 49.
  - 1.5. “**Academy Manager**” means the person responsible for the strategic leadership and operation of a Club’s Academy, whose role and responsibilities are more particularly defined at Rules 51 to 57.
  - 1.6. “**Academy Performance Plan**” means a document which sets out:
    - (a) the goals, strategy and measurable short-term and long-term performance targets for all aspects of the work of the Club’s Academy, such strategy and performance targets to be consistent with the Club’s Football Philosophy; and
    - (b) without prejudice to the generality of paragraph a), how the Academy will deliver and integrate its Coaching, Education, Games and Sports Science and Medicine Programmes.
  - 1.7. “**Academy Player**” means a male player (other than an Amateur Player 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) in the reasonable opinion of the Club which holds his registration has developed technical, tactical, physical and psychological skills of such a level that he would not benefit from participating or continuing to participate in its Academy’s Coaching Programme and Games Programme; and

- (b) is registered as a Contract Player for that Club; and
- (c) is aged at least 18.

#### Guidance

It is emphasised that Academy Players aged 18 or older may no longer be treated as such only where this is reasonable, and in the light of all the circumstances relevant to the particular Academy Player.

Clubs' attention is drawn to Rule 69 which requires Clubs to develop and implement a procedure to enable the transition of Academy Players to the senior squad, and also to Rule 105.1 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 the light of his overall development and skill level may be treated as being a breach of this Rule.

1.8. “**Academy Secretary**” means the Official referred to in Rule 58.

1.9. “**Academy Staff**” 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.

1.10. “**Artificial Surface**” means a playing surface which in the reasonable opinion of the League meets the requirements of the FIFA Quality Concept for Football Turf or the International Artificial Turf Standard.

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

- (a) the extent to which a Club meets the minimum mandatory criteria for Academies set out in these Rules;
- (b) the extent to which it implements recommended best practice criteria which exceed the minimum mandatory criteria and which are set out in the Audit Tool; and
- (c) its Productivity Profile.

1.12. “**Authorised Games**” means:

- (a) international matches arranged by a national association including preparation and trials therefor; or
- (b) matches in which the Academy Player plays for the Club holding his registration:
  - (i) in its first teams; or
  - (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; or

- (c) friendly matches organised by the Club holding the Academy Player's registration and played at an Academy, participation in which is limited to Academy Players registered at an Academy or Trialists but excluding matches between two teams consisting of one Club's Academy Players; or
- (d) friendly matches against any opposition played outside the season dates set out in the Games Programme Schedule in which the Academy Player plays for the Club holding his registration; or
- (e) matches organised by the English Schools Football Association or Independent Schools Football Association or 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) and the Club holding his registration; or
- (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.

1.13. **“Category”** means one of the 4 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.

1.14. **“Chief Executive”** means the Official referred to in Rule B.16.1.

1.15. **“Club Board”** means those Directors of the Club whose particulars are registered under section 162 of the Act.

1.16. **“Coach Developer”** means the Official referred to in Rule 74.

1.17. **“Coaching Programme”** means a Club's coaching curriculum which must be set out in writing and include:

- (a) the technical, tactical, physical and psychological 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 of the Foundation Phase, Youth Development Phase and Professional Development Phase.

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

1.19. **“Core Coaching Time”** means between 9am and 5pm on Mondays to Fridays.

- 1.20. “**Development Centre**” means an establishment operated by a Club in England or Wales for the coaching of Children which is not an Academy and includes any such establishment by whatever name or title it is known.
- 1.21. “**Education Programme**” has the meaning set out in Rule 163.
- 1.22. “**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.
- 1.23. “**FA Advanced Youth Award**” means each of the age-specific qualifications for Academy coaches to be developed and awarded by the Football Association. There shall be three FA Advanced Youth Awards, each of which shall be specific to one of the three Development Phases.
- 1.24. “**FA Youth Award**” means the non-age specific qualification for Academy coaches awarded by the Football Association.
- 1.25. “**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.
- 1.26. “**Football Philosophy**” means the guiding principles, values, playing style and tactical approach of a Club’s teams, and in particular of its first team.
- 1.27. “**Foundation Phase**” means the Under 9 to Under 11 age groups inclusive.
- 1.28. “**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 123 to 127.
- 1.29. “**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 44 and the guidance thereunder.

- 1.30. “**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.
- 1.31. “**Full Time Training Model**” means 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.

- 1.32. “**Futsal**” means the variant of association football that is played in accordance with the Futsal Laws of the Game as published from time to time by FIFA (with any such variation thereto as the League may from time to time determine), the current such Laws being available at: [http://www.fifa.com/mm/document/affederation/generic/51/44/50/spielregelnfutsal\\_2010\\_11\\_e.pdf](http://www.fifa.com/mm/document/affederation/generic/51/44/50/spielregelnfutsal_2010_11_e.pdf)
- 1.33. “**Games Programme**” means the Foundation Phase Games Programme, the Youth Development Phase Games Programme, or the Professional Development Phase Games Programme.
- 1.34. “**Games Programme Schedule**” means the period during which matches in the Games Programmes shall take place. The League will by no later than 31 January in each year publish the Games Programme Schedule for the following Season.

#### Guidance

It is envisaged that the Games Programme Schedule will incorporate two periods of “downtime” for matches in the Foundation Phase and Youth Development Phase Games Programmes. The first such period will generally encompass the last two weeks of July and the first two weeks of August, and the second will encompass 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).

- 1.35. “**Head of Academy Coaching**” means the Official referred to in Rule 60.
- 1.36. “**Head of Education**” means the Official referred to in Rule 97.
- 1.37. “**Head of Recruitment**” means the Official referred to in Rule 98.
- 1.38. “**Hybrid Training Model**” means a programme of coaching and education whereby the Academy Player’s coaching shall primarily take place outside of the Core Coaching Time but with at least four (4) hours per week of the specified hours of coaching taking place within the Core Coaching Time.
- 1.39. “**ISO**” means the independent standards organisation to be appointed from time to time by the PGB for the purposes of undertaking the ISO Audits.
- 1.40. “**ISO Audit**” has the meaning set out in Rule 6.
- 1.41. “**Lifestyle Management Skills**” means the personal and social skills which it is considered desirable for Academy Players to develop.
- 1.42. “**Parent**” shall be interpreted to include, if appropriate, a guardian.
- 1.43. “**Parents’ Charter**” means the information to be provided by the League to the Parent of each Academy Player upon each occasion of his registration for a Club and which will

contain:

- (a) information about the consequences of the Academy Player becoming registered with a Club;
- (b) a summary of the Club's obligations to the Academy Player, and the Academy Player's obligations to the Club.

#### Guidance

The Parents' Charter will be drafted by the League and circulated to Clubs prior to the end of Season 2011/12.

- 1.44. **"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).

#### 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 44 and the Guidance thereunder.

- 1.45. **"Part Time Training Model"** means a coaching programme whereby the coaching of Academy Players takes place outside Core Coaching Time.

- 1.46. **"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.

- 1.47. **"Performance Analysts"** means the Officials referred to in Rules 93 and 94.

- 1.48. **"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.

- 1.49. **"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; and
- (c) such information as the League may from time to time require for the purposes of national or Category-wide benchmarking.

- 1.50. **"Performance Review"** means a review of all aspects of a 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 disciplines);

- (b) self-assessment by the Academy Player; and
- (c) short, medium and long-term performance and development targets for the Academy Player.

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

1.52. “**Productivity Methodology**” means the methodology developed by the League for analysing the registration and playing history of each Player and, as a consequence thereof, for producing each Club’s Productivity Profile.

1.53. “**Productivity Profile**” means an analysis, produced by the League using the Productivity Methodology, of each Club’s track record in developing Academy Players, that is to say:

- (a) the extent to which Academy Players 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.

1.54. “**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.

1.55. “**Professional Development Phase**” means the Under 17 to Under 21 age groups inclusive.

1.56. “**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 141 to **Error! Reference source not found.**

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

1.58. “**Scholarship Agreement**” means an agreement made between a Club and an Academy Player in Form 21.

1.59. “**Scout**” means any person employed or engaged by a Club (whether on a Full Time or Part Time basis and whether or not he is remunerated in any way for his services) whose duties include identifying to his Club players whose registration as Academy Players the Club may wish to secure.

1.60. “**Scout Identification Card**” means a formal means of identification to be issued by the League to each registered Scout which shall include:

- (a) the name of the Club which employs the Scout;
- (b) a photograph of the Scout; and

(c) the Scout's signature.

1.61. “**Senior Academy Physiotherapist**” means the Official referred to in Rule 89.

1.62. “**Senior Professional Development Coach**” means the Official referred to in Rule 68.

1.63. “**Sports Science and Medicine Programme**” means an integrated, interdisciplinary programme for the provision of sports science and medical, services and analysis as more particularly described in Rules 184 to 193.

1.64. “**Technical Board**” has the meaning set out in Rules 24 to 26.

1.65. “**Tournament**” means a grouping of competitive matches between three or more 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).

1.66. “**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.

1.67. “**Training Model**” means the Full Time Training Model, the Hybrid Training Model or the Part Time Training Model.

1.68. “**Trialist**” means a player playing in age groups Under 9 to Under 21 who is attending an Academy on trial under the provisions of Rule 213.

1.69. “**Youth Development Phase**” means the Under 12 to Under 16 age groups inclusive.

1.70. “**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 128 to 140.

2. For the purpose 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.

## GENERAL

### General

3. If a Club engages in the training and development of young players then it must:
  - 3.1. obtain a licence to operate an Academy; and
  - 3.2. operate its Academy in accordance with this section of the Rules.
4. The term of a licence to operate an Academy shall be three years, unless revoked earlier in accordance with these Rules.
5. There shall be four Categories of Academy.
6. In respect of each Club which applies for an Academy Licence, the ISO shall undertake an analysis (“the ISO Audit”) of the matters set out in Rule 1.11(a) to (c).
7. The ISO Audit shall utilise the Audit Tool by assessing and recording thereon a score in respect of the matters set out in Rule 1.11(a) to (c).
8. The Category of a Club’s Academy shall be determined by the percentage that the Club scores on the Audit Tool as determined by its ISO Audit as follows:
  - 8.1. for Category 1, the Club must achieve a score of at least 75% on the Audit Tool;
  - 8.2. for Category 2, the Club must achieve a score of between 65% and 74% on the Audit Tool;
  - 8.3. for Category 3, the Club must achieve a score of between 50% and 64% on the Audit Tool; and
  - 8.4. for Category 4, the Club must achieve a score of between 35% and 49% on the Audit Tool;

provided that in each case it also complies with the minimum mandatory criteria applicable to the relevant Category.
9. Prior to an ISO Audit being presented to the PGB, the ISO shall:
  - 9.1. give a copy of it to the Club;
  - 9.2. thereafter hold a meeting with Officials of the Club and representatives of the League to discuss it; and
  - 9.3. 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.

### Guidance

It is expected that the Club Officials who will attend the meeting with the ISO and the League referred to in Rule 9.3 will include the Academy Manager and the Chief Executive.

10. The PGB, having given due consideration to a Club's ISO Audit and to the advice of the League and the ISO, 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 by reference to the most recent ISO Audit of the Club. For the avoidance of doubt, a Club shall only have the right to make representations to the PGB in connection with its application for an Academy licence if it believes that the ISO Audit contains manifest error.

11. The PGB shall not grant a Club a licence to operate an Academy unless the Club achieves a score on its ISO Audit of at least 35%.

#### Guidance

Obtaining an Academy licence and the categorisation of the Academy depends on three elements:

- compliance with the relevant minimum mandatory;
- score against the detailed best practice set out in the Audit Tool; and
- once established, the Club's Productivity Profile.

In order to obtain an initial categorisation, an Academy will conduct a self-assessment, guided by the Premier League Youth Development Department, pursuant to Rule 27 (and utilising the Audit Tool) in order to determine which Category it considers the Academy falls into. This shall represent the Academy's initial categorisation. In conducting the first ISO Audit of an Academy, the ISO shall review the Academy's self-assessment and determine, again utilising the Audit Tool, whether the initial categorisation can be confirmed.

It shall be the results of the ISO Audit that the PGB will rely on to determine the Academy's official categorisation, not the self-assessment conducted by the Academy itself. The ISO Audit will contain the assessment of the Club's Productivity Profile.

12. Any appeal by a Club against:

12.1. the decision of the PGB not to issue to it a licence to operate an Academy; or

12.2. the PGB's determination of the Category of its Academy

shall be dealt with in accordance with Rule K (Arbitration) of the Rules of the Football Association.

13. A Club may not re-apply for a licence to operate an Academy within three years of the determination by the PGB of an application made by it unless:

13.1. its previous application was either declined by the PGB or was granted but for a lower Category of Academy than that for which the Club now wishes to apply; and

13.2. there has been a material change in any of the circumstances recorded on its last ISO Audit; and

13.3. 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.

14. Upon a Club making a further application pursuant to Rule 13, the ISO shall conduct a further ISO Audit of the Club.

15. Any Club or Official making a false statement (whether made verbally or in writing) or falsifying a document in connection with:
- 15.1. an application for an Academy licence;
  - 15.2. the League's annual evaluation undertaken pursuant to Rule 28;
  - 15.3. an ISO Audit; or
  - 15.4. 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 R of these Rules.

16. If, in breach of Rule 3.2, a Club fails to comply with any Rule in this section, then the PGB may:
- 16.1. revoke the Club's Academy licence; or
  - 16.2. suspend the Club's Academy licence 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
  - 16.3. determine that the Club's Academy shall have a lower Category than its current Category;
  - 16.4. withdraw or suspend the Club's entitlement to any central funding provided for the purposes of youth development; and
  - 16.5. in any of the above cases require the ISO to undertake an ISO Audit of the Club's Academy as soon as reasonably practicable.

17. Without prejudice to Rules 16, 205 and 206, any breach of Rules 3.2, 15, 23.2, 31, 35 to 42, 46, 47, 48.1, 104 to 107, 110.2, 114 to 116, 118, 119, 126, 127, 138, 139, 146 to 148, 155, 160, 161, 164 to 168, 182, 187, 188, 190, 192 to 195, 198, 199, 214, 216, 219 to 222, 227, 233, 236 to 238, 247, 249, 252, 254, 264, 265, 267, 268, 270 or 272 shall be liable to be dealt with under the provisions of Section R of these Rules.

#### Guidance

Failure to comply with any of the Rules in this section, other than those specified in Rule 17 above, will not lead to liability to disciplinary action under Section R. 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 16.

The League considers that the Rules specified in Rule 17 are of such a nature that breach should open the possibility of disciplinary action under Section R because they impact upon other people or entities, and in particular, Academy Players and/or other Clubs.

## STRATEGY, LEADERSHIP AND MANAGEMENT OF THE ACADEMY

### Football Philosophy

18. Each Club which operates an Academy shall document and make available to the League and to the ISO its Football Philosophy which shall be:
  - 18.1. drawn up under the guidance of the Academy Manager and with the involvement of (if the Club deems it appropriate) the Manager and any other relevant Officials (including, by way of example only, the Technical Director if the Club has appointed one or the Technical Board); and
  - 18.2. annually reviewed and approved by the Club Board.

## STRATEGY, LEADERSHIP AND MANAGEMENT OF THE ACADEMY

### Academy Performance Plan

19. Each Club which operates an Academy shall prepare and make available to the League and to the ISO its Academy Performance Plan.
20. 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 shall be reviewed annually by the Academy Manager.
21. The Club Board shall:
  - 21.1. annually review and approve the Academy Performance Plan;
  - 21.2. ensure that the Academy Performance Plan is communicated to all relevant Officials; and
  - 21.3. measure the performance of the Academy each year against the 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

22. Each Club which operates an Academy shall:
  - 22.1. use the Performance Management Application from the date of its implementation by the League;
  - 22.2. 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
  - 22.3. 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 .
  
23. Each Club which operates a Category 1 or Category 2 Academy shall ensure that the Performance Management Application is available for access by the following individuals:
  - 23.1. relevant Academy Staff; and
  - 23.2. 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).

#### Guidance

The Performance Management Application will be developed in consultation with Clubs. The consultation and development process will also consider in detail what information has to be provided to Academy Players and/or their Parents. The League will provide further information regarding the types of benchmarking to be undertaken, the rationale underlying the benchmarking exercise, and the procedures that the League will implement to ensure confidentiality.

The Audit Tool provides details of which members of Academy Staff should have access to the Performance Management Application, and this includes, amongst others, coaches, physiotherapists, the Academy Doctor and the Lead Sports Scientist.

## STRATEGY, LEADERSHIP AND MANAGEMENT OF THE ACADEMY

### Technical Board

24. Each Club which operates an Academy shall establish a Technical Board.
25. 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:
  - 25.1. the Chief Executive;
  - 25.2. the Manager;
  - 25.3. the Technical Director (if one has been appointed);
  - 25.4. the Academy Manager;
  - 25.5. such Officials as can give input from the following functional areas:
    - 25.5.1. recruitment;
    - 25.5.2. coaching; and
    - 25.5.3. Professional Development Phase coaching; and
  - 25.6. any other Official that the Club deems appropriate.
26. The Technical Board shall provide technical advice and support in the development of the Club's Football Philosophy and in the development, implementation and monitoring of the Academy Performance Plan.

### Guidance

The Club may wish to give consideration to tasking the Technical Board with involvement in the following functions, in addition to those listed in the above Rule:

- defining the profile/role of the Senior Professional Development Coach;
- management of the transition of players into the first team squad;
- defining the Club's recruitment strategy (e.g. home-grown players v external recruitment);
- playing opportunities for Academy Players at first team level; and
- any other functions which the Club deems appropriate.

Each Club may wish to give consideration to employing a Technical Director. The employment of a Technical Director is not mandatory.

## EFFECTIVE MEASUREMENT

### Academies: Evaluation and Audit

27. Each Club which operates an Academy shall conduct an annual self-assessment of its Academy which shall:
  - 27.1. be led by its Academy Manager;
  - 27.2. assess the extent to which the Club meets and/or exceeds the criteria pertaining to the relevant Category of Academy set out in this section of the Rules and in the Audit Tool;
  - 27.3. utilise the Audit Tool; and
  - 27.4. be made available to the League, the ISO and, if required, the PGB.
28. The League shall conduct:
  - 28.1. on-going monitoring of each Academy; and
  - 28.2. an annual evaluation of each Academy which shall:
    - 28.2.1. consider the Club's annual self-assessment referred to in Rule 27 and its most recent Academy Financial Information;
    - 28.2.2. assess the extent to which the Club meets and/or exceeds the criteria pertaining to the relevant Category of Academy set out in this section of the Rules and in the Audit Tool;
    - 28.2.3. utilise the Audit Tool; and
    - 28.2.4. be made available to the Club, the ISO and, if required, the PGB.
29. The ISO shall conduct an ISO Audit of each Academy at least once every three years (subject to any requirement of these Rules which provides for ISO Audits to be undertaken more frequently), the results of which shall be made available to the Club, the League and the PGB.
30. A Club shall be entitled to publish the results of its ISO Audit.
31. 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, respectively, the on-going monitoring and annual evaluation referred to in Rule 28 and the ISO Audit.
32. Each Club which wishes to operate an Academy must submit to the League an application to do so which shall be accompanied by a self-assessment described in Rule 27.

## Transitional arrangements

33. Each Club which makes an application to operate an Academy with effect from the start of Season 2012/13:
  - 33.1. must make its application by no later than 31 March 2012; and
  - 33.2. shall be the subject of an ISO Audit by no later than 31 May 2012.

## Guidance

1. With regard to Rule 33.2, it is recognised that if the ISO Audits commence in spring 2012, not all Clubs may yet have in place the staff posts required by these Rules. Any Club in this position will need to satisfy the ISO that the relevant staffing structure will be in place with effect from the start of Season 2012/13. It is similarly recognised that not all the facilities required pursuant to Rule 268 and 269 may be in place prior to 31 May 2012. In such a case, the Club will need to satisfy the ISO by production of appropriate evidence (e.g. planning consent, proof of funds, ITTs and/or building contracts) that the facilities will be in place with effect from the start of Season 2012/13.

In either case, the League reserves the right to assess, following the start of Season 2012/13, whether the correct staffing structure and facilities are in place, and to require a further ISO Audit to be undertaken. Thereafter, if appropriate the Club may be referred to the PGB with a recommendation that its Academy Licence is withdrawn or that its Academy is given a lower Category. Clubs' attention is drawn to Rules 243 to 244 and the powers of the Board concerning Academy Players' registrations where this occurs.

2. The League envisages that the following timetable will apply for Football League clubs:
  - 2.1. Each Football League club which makes an application to operate a Category 1 Academy with effect from the start of Season 2012/13 must comply with the timetable set out in Rule 33.
  - 2.2. Each Football League club which makes an application to operate a Category 2, 3 or 4 Academy with effect from the start of Season 2012/13 must make its application by no later than 31 May 2012. The applications will be assessed by the Premier League (applications to operate Category 2 Academies) or the Football League (applications to operate Category 3 or 4 Academies). In undertaking the assessments, the League or Football League as appropriate will determine whether the club meets the relevant criteria under these Rules and, only if the club does so, grant it a provisional licence to operate an Academy. The club will then be the subject of an ISO Audit by no later than 31 May 2014, the results of which will be referred to the PGB. The equivalent Football League regulation to Rule 10 shall then apply.

## EFFECTIVE MEASUREMENT

### Productivity Profile

34. 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).

## PERFORMANCE MANAGEMENT, PLAYER DEVELOPMENT AND PROGRESSION

### Performance Clock

35. 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:
  - 35.1. the Academy Player;
  - 35.2. 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);
  - 35.3. the League; and
  - 35.4. the ISO.

#### Guidance

1. The Performance Clock will record the player's progress throughout his development. It is envisaged that the Performance Clock will be an embedded application in the Performance Management Application. Information will be carried forward year on year (and from club to club) to build into a comprehensive record of the 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 will log qualitative information and evidence documented by both coach and player relating to a player's successful progression in the above areas. The Performance Clock will also evidence the Academy Player's Performance Reviews. The composition of the Performance Clock will be determined in consultation with Clubs.
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 35, may jeopardise its categorisation.
3. Discussions have commenced with the Football Association to develop a protocol for the sharing of information about an Academy Player who plays for an England representative side between the national coaching set-up and his Club. If this progresses, further consultation with Clubs shall take place.

## PERFORMANCE MANAGEMENT, PLAYER DEVELOPMENT AND PROGRESSION

### Performance Reviews

36. Each Club which operates an Academy shall ensure that each of its Academy Players receives a Performance Review:
  - 36.1. every 12 weeks (if he is in one of the Under 9 to Under 12 age groups);
  - 36.2. every 6 weeks (if he is in one of the Under 12 to Under 18 age groups); and
  - 36.3. with such frequency as the Club deems appropriate (if he is one of the Under 19 to Under 21 age groups).
37. Each Performance Review shall assess the performance and development of the Academy Player against his performance targets set at previous Performance Reviews.
38. Each Club which operates an Academy shall ensure that:
  - 38.1. it discusses each Academy Player's Performance Review with him;
  - 38.2. it takes appropriate action (for example by way of setting mutually agreed performance targets and/or such individual coaching, athletic development or educational support as may be necessary) as a result of each Performance Review.
39. Each Performance 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 Performance 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.

### 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 Performance Review will have input from each discipline within the Academy (coaching, education and welfare, and sports science and medicine). The Performance Review must also allow input from the Academy Player.

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

1. Performance 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 Performance 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.

## STAFF

### General

43. Each Club which operates an Academy shall establish a staffing structure for its Academy which shall:
- 43.1. subject to Rule 44 include the mandatory posts required by this section of the Rules for the Category applicable to its Academy; and
  - 43.2. have regard to the guidelines and best practice set out in the Elite Player Performance Plan.
44. Save for the Academy Manager and the coaches described in Rules 63 and 64, 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. By way of example only, instead of appointing a specific Coach Developer, a Club may instead decide to appoint extra coaches above the mandatory minimum, and task more than one coach so appointed to spend a certain proportion of their time carrying out the functions of the Coach Developer.

The exceptions to this are the post of Academy Manager and the coaches set out in Rules 63 and 64: a Club must employ a Full Time Academy Manager in accordance with Rules 51 to 57 and coaches in accordance with Rules 63 and 64.

45. The Club shall document its staffing structure in an organisational chart which shall:
- 45.1. show the reporting lines of each member of Academy Staff; and
  - 45.2. be made available to Academy Staff, the League and the ISO.
46. The relationship between a Club and each member of its Academy Staff shall be appropriately documented by way of:
- 46.1. an employment contract; or
  - 46.2. a statement of terms of employment pursuant to Section 1 of the Employment Rights Act 1996; or
  - 46.3. in the case of a non-employee, a contract for services.

47. Each member of Academy Staff shall be given:
  - 47.1. a written job description (which may be contained in the document referred to in Rule 46); and
  - 47.2. an annual performance appraisal.
48. Each Club which operates an Academy shall:
  - 48.1. provide Continued Professional Development to members of Academy Staff where required to do so pursuant to these Rules; and
  - 48.2. 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).

## STAFF

### Academy Management Team

49. Each Club which operates an Academy shall establish an Academy Management Team which shall:
  - 49.1. be led by the Academy Manager;
  - 49.2. 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 Academy Secretary and, in the case of a Category 1 Academy, the Coach Developer.
50. 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 44. If a Club does not employ one of the Officials described in Rule 49.2, Clubs should consider including representation from the relevant functional area on the Academy Management Team.

## STAFF

### Academy Manager

51. Each Club which operates an Academy shall employ a Full Time Academy Manager.
52. The Academy Manager's appointment shall be approved by the Club Board.
53. 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.
54. The responsibilities of the Academy Manager shall include (unless otherwise approved by the Board):
  - 54.1. guiding the development of the Club's Football Philosophy as set out in Rule 18;
  - 54.2. drawing up the Academy Performance Plan as set out in, and subject to the provisions of, Rule 20;
  - 54.3. implementing the Academy Performance Plan;
  - 54.4. advising the Club Board on:
    - 54.4.1. whether the Academy has met the performance targets set out in the Academy Performance Plan; and
    - 54.4.2. the action to be taken by the Club if the Academy has not met those performance targets,
  - 54.5. ensuring the effective use by all appropriate Academy Staff of the Performance Management Application, Performance Clocks, and the Audit Tool, including ensuring that all relevant data is recorded thereon;
  - 54.6. the design, implementation and management of the Academy's Coaching Programme;
  - 54.7. conducting an annual self-assessment of the Academy in accordance with the provisions of Rule 27;
  - 54.8. providing all necessary assistance to the League in connection with its on-going monitoring and annual evaluations of the Academy and to the ISO in connection with the ISO Audits;
  - 54.9. ensuring that all Academy Staff undertake the Continued Professional Development required of them by this section of the Rules;
  - 54.10. being the line manager of the Head of Education, Head of Coaching, and Head of Recruitment; and
  - 54.11. 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. In particular, if the Academy Manager also has

coaching responsibilities, Clubs may wish to give consideration to appointing an Operations Manager, being a senior administrator who will have day-to-day responsibility for many of the executive and operational issues of the Academy. However, it should be borne in mind that the Academy Manager will remain ultimately responsible for all of the above matters regardless of any delegation.

55. Subject to Rule 56, each Academy Manager must hold:

- 55.1. an up to date UEFA A Licence; and
- 55.2. an Academy Manager's Licence; and
- 55.3. an FA Youth Award; and
- 55.4. an FA Advanced Youth Award.

#### Guidance

A new Academy Manager's Licence will be developed by the FA, working with the League. This is unlikely to be in place for the commencement of Season 2012/13, and further advice will be given to Clubs in due course.

Rule 55.4 will be complied with regardless of which of the age-specific FA Advanced Youth Awards the Academy Manager holds, so long as he holds one.

56. A Club may appoint as Academy Manager a person who does not hold the qualifications set out in Rule 55 provided that the Head of Academy Coaching:

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

#### Guidance

Consideration is being given to a specific course/qualification for Academy Managers who do not hold the required coaching qualifications. This may become mandatory for such Academy Managers. Any such qualification will not be developed prior to the commencement of Season 2012/13, and further guidance will be given to Clubs in due course.

57. The Academy Manager must undertake Continued Professional Development organised by the Club. In addition, where the Academy Manager holds the qualifications set out in Rule 55.3 and 55.4, he must attend at least 5 hours of in-service training to be provided by the Football Association every year and the first aid training for Academy coaches provided by the Football Association at least once every three years.

## STAFF

### Academy Secretary

58. Each Club which operates an Academy shall appoint an Academy Secretary who shall be employed Full Time (in the case of a Club which operates a Category 1 or Category 2 Academy), and at least Part Time (in the case of a Club which operates a Category 3 or Category 4 Academy).
59. The Academy Secretary shall:
  - 59.1. provide administrative support to the Academy Manager and the Academy Management Team;
  - 59.2. act as the point of contact between the Academy and the League for all administrative matters, including the submission of required information; and
  - 59.3. 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 Rule44.

## STAFF

### Head of Academy Coaching

60. Each Club which operates an Academy shall employ a Head of Academy Coaching who shall:
  - 60.1. report to the Academy Manager;
  - 60.2. subject to Rule 54.6, have responsibility for delivery of the Academy's Coaching Programme;
  - 60.3. hold at least an up to date UEFA A Licence, an FA Youth Award, and an FA Advanced Youth Award and, in the circumstances set out in Rule 56, an Academy Manager's Licence;
  - 60.4. have recent and relevant experience of coaching Academy Players in an Academy (or of a comparable environment);
  - 60.5. be employed Full Time (in the case of a Head of Academy Coaching employed in a Category 1 or Category 2 Academy) or at least Part Time (in the case of a Category 3 or Category 4 Academy).
61. The Head of Academy Coaching must attend:
  - 61.1. at least five hours of in-service training to be provided by the Football Association each year; and
  - 61.2. at least once every three years the first aid training for Academy coaches provided by the Football Association.
62. In addition to the in-service training referred to in Rule 61, the Head of Academy Coaching must undertake Continued Professional Development organised by the Club.

#### Guidance

It is envisaged that the Head of Academy Coaching will replace the current role of Assistant Academy Manager, which was formerly a requirement for Academies.

It is recommended (and mandatory in the circumstances set out in Rule 56) 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 44.

## STAFF

### Coaches

63. 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:

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

64. In addition to the coaches set out in Rule 63 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 Rule106are maintained.

## STAFF

### Goalkeeping Coaches

65. 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 104.
66. Each goalkeeping coach must:
  - 66.1. attend at least five hours of in-service training to be provided by the Football Association each year;
  - 66.2. attend the first aid training for Academy coaches provided by the Football Association at least once every three years; and
  - 66.3. undertake Continued Professional Development organised by the Club.
67. Each goalkeeping coach must hold an up to date UEFA B Licence and an FA Youth Award.

#### Guidance

This section of the Rules should be read subject to Rule 44.

Consideration is being given to the development of a bespoke FA goalkeeping (youth) qualification.

## STAFF

### Senior Professional Development Coach

68. Each Club shall appoint a Senior Professional Development Coach who shall:
- 68.1. report to the Academy Manager;
  - 68.2. liaise with the Manager;
  - 68.3. by no later than the start of Season 2013/14 hold a UEFA A Licence and the FA Advanced Youth Award specific to the Professional Development Phase;
  - 68.4. oversee on a day-to-day basis the Coaching Programme for the Under 19 to Under 21 age groups;
  - 68.5. 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 69;
  - 68.6. contribute to the Performance Reviews of all Academy Players in the Professional Development Phase; and
  - 68.7. manage the Club's team which competes in the Professional Development League.
69. Each Club 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 Rule44.

## STAFF

### Coaches: Qualifications and Professional Development

70. Each coach (excluding goalkeeping coaches to whom Rule 66 applies) must hold:
- 70.1. an up to date UEFA B Licence (save where these Rules require a coach to hold an up to date UEFA A Licence); and
  - 70.2. an FA Youth Award; and
  - 70.3. an up to date FA Advanced Youth Award applicable to the Development Phase which he coaches.
71. The FA Youth Award and FA Advanced Youth Award shall be acquired at the latest within 18 months of the start of the coach's employment.

#### Guidance

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

- Head of Academy Coaching (Rule 60.3);
- Coach Developer (Rule 75.3);
- Senior Professional Development Coach (Rule 68.3).

The FA Youth Award (see Rule 1.24) has been introduced during Season 2011/12 and accordingly coaches can now enrol on the course to obtain this Award. It is recognised that a considerable number of coaches will need to progress through the FA course, and the FA's current view is that it will take at least until the end of Season 2013/14 for all coaches to obtain it. A timetable for full implementation will be drawn up in consultation with the FA and Clubs and further advice given in due course. Accordingly Clubs shall not be penalised if coaches have not obtained this Award pending such further advice.

Similar points apply to the FA Advanced Youth Award which will be introduced in due course, and no Club will be penalised if its coaches do not hold it pending finalisation of the timetable for its introduction.

72. Each coach (including goalkeeping coaches) must attend at least five hours of in-service training to be provided by the Football Association each year and the first aid training for Academy coaches provided by the Football Association at least once every three years.
73. In addition to the in-service training referred to in Rule 72, each coach must undertake Continued Professional Development organised by the Club.

#### Guidance

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

## STAFF

### Coach Developer

74. Each Club which operates a Category 1 Academy shall either:
- 74.1. employ a Full Time Coach Developer; or
  - 74.2. demonstrate to the reasonable satisfaction of the League, ISO or PGB (whichever body is appropriate) that it has a dedicated resource which is available at all times to the Academy coaching staff and which resource undertakes the same functions as the functions of the Coach Developer set out in Rule 75.
75. The Coach Developer shall:
- 75.1. be responsible for designing and delivering the Club's Continued Professional Development, which shall reflect the Club's Football Philosophy, for all Full Time and Part Time coaches;
  - 75.2. report to the Academy Manager; and
  - 75.3. hold at least an up to date UEFA A Licence, an FA Youth Award and an FA Advanced Youth Award.
76. Each Club which operates a Category 2 Academy shall either:
- 76.1. employ a Coach Developer on at least a Part Time basis; or
  - 76.2. demonstrate to the reasonable opinion of the League or ISO or the PGB (whichever body is appropriate) that it has a dedicated resource which is available to the Academy coaching staff and which resource undertakes the same functions as those of the Coach Developer.
77. Coach Developers must attend at least five hours of in-service training to be provided by the Football Association each year and the first aid training for coaches provided by the Football Association at least once every three years.
78. In addition to the in-service training referred to in Rule 77, the Coach Developer must undertake Continued Professional Development organised by the Club.

#### Guidance

This section of the Rules should be read subject to Rule 44. In particular, it is recognised that Clubs may wish to appoint one Official to undertake the functions of both the Head of Academy Coaching and that of the Coach Developer. This may be acceptable provided that the required functions of those roles are delivered. It is envisaged that, in such a case, the Official would not undertake coaching as the duties of those two roles would occupy the overwhelming majority of his time.

Although the post of Coach Developer for Category 2 Academies is stated in the Rules to be Part Time, it is recommended that Category 2 Academies appoint the role on a FullTime basis.

Clubs operating Category 3 and 4 Academies shall be entitled to appoint Coach Developers if they so wish. If Coach Developers are not appointed, the Club must ensure that it is able to obtain, through the use of external resources, sufficient resource to provide a suitable Continued Professional Development programme for all of its coaches. One example of such a resource is the Football Association's coach developers. Proper use of the Football Association's coach developers would also discharge the obligation under Rule 76.2 for a Club operating a Category 2 Academy to ensure it has a dedicated coach developer resource.

## STAFF

### Head of Academy Sports Science and Medicine

79. Each Club which operates a Category 1 and Category 2 Academy shall appoint a Full Time Head of Academy Sports Science and Medicine who shall report to either the Academy Manager or the Official who is responsible for Sports Science and Medicine for the entire Club (and whichever he reports to, he shall liaise closely with the other).
80. 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 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.

81. The Head of Academy Sports Science and Medicine shall be responsible for managing and delivering the Sports Science and Medicine Programme for all Academy Players registered with the Club.
82. The Head of Academy Sports Science and Medicine:
- 82.1. shall be either:
    - 82.1.1. a chartered physiotherapist and a member of the Health Professions Council; or
    - 82.1.2. a registered medical practitioner licensed to practise by the General Medical Council; or
    - 82.1.3. the holder of at least a master's degree in sports science (or other relevant discipline) from a recognised university; and
  - 82.2. shall have recent and relevant professional experience in a sports performance environment.
83. The Head of Academy Sports Science and Medicine must undertake Continued Professional Development organised by the Club.

#### 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 44.

## STAFF

### Lead Sports Scientist

84. Each Club which operates a Category 1 or Category 2 Academy shall appoint a Full Time Lead Sports Scientist who shall:
- 84.1. hold at least a bachelor's degree in sports science (or another relevant discipline) from a recognised university;
  - 84.2. have recent and relevant professional experience in a sports performance environment; and
  - 84.3. co-ordinate and lead the sports science services for the Academy.
85. 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.
86. The Lead Sports Scientist must undertake Continued Professional Development organised by the Club.

#### Guidance

For Clubs' obligations generally regarding the provision of sports science and medicine, see Rules 184 to 193.

It is envisaged that the person appointed to this role will have recent, relevant experience (which will be assessed by 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 44.

## STAFF

### Lead Strength and Conditioning Coach

87. Each Club which operates a Category 1 or 2 Academy shall employ a Lead Strength and Conditioning Coach who shall:
  - 87.1. 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;
  - 87.2. be responsible for providing to the Club's Academy Players appropriate strength and conditioning training and monitoring as part of the Sports Science and Medicine Programme;
  - 87.3. hold at least a bachelor's degree in sports science (or another relevant discipline) from a recognised university;
  - 87.4. have attended the following workshops run by the UK Strength and Conditioning Association (or equivalent workshops run by any equivalent body):
    - 87.4.1. Foundation Workshop and Certification (Level 1);
    - 87.4.2. Weightlifting Workshop;
    - 87.4.3. Plyometric, Agility and Speed Workshop; and
    - 87.4.4. Planning Effective Programmes Workshop.
    - 87.4.5. report to the Lead Sports Scientist.
88. 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 Rule44.

## STAFF

### Senior Academy Physiotherapist

89. Each Club which operates an Academy shall appoint a Senior Academy Physiotherapist who shall:
- 89.1. be Full Time in the case of a Category 1, Category 2 or Category 3 Academy and at least Part Time in the case of a Category 4 Academy;
  - 89.2. be a chartered physiotherapist and a member of the Health Professions Council (save that a Club which operates a Category 3 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);
  - 89.3. have recent and relevant professional experience in a sports performance environment;
  - 89.4. co-ordinate and lead the physiotherapy service within the Academy;
  - 89.5. ensure that Rules 192.1 and 193 are complied with; and
  - 89.6. undertake Continued Professional Development organised by the Club.

#### Guidance

This section of the Rules should be read subject to Rule44.

## STAFF

### Physiotherapists

90. In addition to the Senior Academy Physiotherapist referred to at Rule 89, each Club which operates a Category 1 or Category 2 Academy shall employ at least one Full Time physiotherapist who shall be a chartered physiotherapist and a registered member of the Health Professions Council.
91. Each physiotherapist employed pursuant to Rule 90 must undertake Continued Professional Development organised by the Club.

#### Guidance

This section of the Rules should be read subject to Rule 44.

## STAFF

### Academy Doctor

92. Each Club which operates an Academy shall appoint an Academy Doctor who shall:
  - 92.1. be a registered medical practitioner licensed to practise by the General Medical Council;
  - 92.2. be available to assess and, if appropriate, undertake the treatment of any playing injuries suffered by an Academy Player;
  - 92.3. undertake Continued Professional Development;
  - 92.4. be on call during all Academy coaching and matches; and
  - 92.5. be available for consultation at the Academy on at least one occasion per week (in addition to any attendance at matches).

#### 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. While the provisions of Rule 92.4 above (Academy Doctor to be on call) should be noted, see also Rule 192 and 193 concerning the medical cover at coaching and matches.
3. This section of the Rules should be read subject to Rule 44.

## STAFF

### Performance Analysts

93. Each Club which operates a Category 1 Academy shall employ a minimum of two Full Time Performance Analysts.
94. 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.

#### Guidance

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

95. The Performance Analysts shall undertake Performance Analysis of Academy Players registered with the Club.
96. The Performance Analysts must undertake Continued Professional Development organised by the Club.

#### Guidance

This section of the Rules should be read subject to Rule44.

## STAFF

### Head of Education

97. Each Club which operates an Academy shall appoint a Head of Education who shall:
- 97.1. report to the Academy Manager;
  - 97.2. have primary responsibility for:
    - 97.2.1. the organisation, management and delivery of the Club's Education Programme; and
    - 97.2.2. 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);
  - 97.3. ensure that the Academy's educational provision reflects the strategy and performance targets set out in the Club's Academy Performance Plan;
  - 97.4. 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);
  - 97.5. be Full Time (in the case of Category 1 and Category 2 Academies); and
  - 97.6. undertake Continued Professional Development organised by the Club.

#### Guidance

See also:

1. Rule 181 which requires each Club to nominate a member of Academy Staff to be responsible for the management and delivery of the Club's programme to educate Academy Players in Lifestyle Management Skills. It is recommended (although not mandatory) that the Head of Education and Welfare is tasked with this.
2. Rule 182 pursuant to which the Head of Education and Welfare or other appropriate Official must manage the Club's exit/release strategy.

This section of the Rules should be read subject to Rule44.

## STAFF

### Head of Recruitment

98. Each Club which operates an Academy shall employ a Head of Recruitment who shall:
- 98.1. report to the Academy Manager;
  - 98.2. have responsibility for the organisation, management and delivery of the Club's policies and procedures for the recruitment of Academy Players;
  - 98.3. have responsibility for the recruitment and training of the Club's Scouts (including taking all reasonable steps to ensure that they comply with the requirements regarding qualifications, registration and Continued Professional Development set out at Rules 194 to 201);
  - 98.4. be in possession of such qualification as the League may require from time to time;
  - 98.5. undertake at least 5 hours of in-service training each year;
  - 98.6. undertake Continued Professional Development organised by the Club; and
  - 98.7. 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 Football 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 98.4 above, it is envisaged that a new qualification for scouts will be developed in due course. For the moment, the qualification required is the Football Association's Scouting Talent Identification Course (i.e. the qualification for Scouts currently required by Premier League Rules).
3. This section of the Rules should be read subject to Rule 44.

## COACHING

### Coaching Programme

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

99.1. the Club's Football Philosophy;

99.2. the Club's Academy Performance Plan;

99.3. 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 104); and

99.4. these Rules.

100. The Club's Coaching Programme shall be drawn up by the Academy Manager (or, in the circumstances set out in Rule 56, 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).

101. The Club's Technical Board shall approve the Club's Coaching Programme.

#### 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 Programme in the Foundation Phase, Youth Development Phase, and Professional Development Phase.

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

See also Rule 54.6 (role of Academy Manager in the Coaching Programme) and Rule 60.2 (role of the Head of Academy Coaching).

## COACHING

### Coaching Hours

102. 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).

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

104. The minimum hours of coaching to be delivered by Academies each week to each Academy Player (subject to his fitness) and the permitted Training Model per Category and per Development Phase are as follows:

		<b>Foundation Phase (Under 9 to Under 11)</b>	<b>Youth Development Phase</b>	<b>Professional Development Phase</b>
<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
<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

#### 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 Performance 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 exclude time in matches). It is expected that Clubs will need to spend additional time in other environments offthepitch in order to work with Academy Players to assist them in developing the key technical, tactical, physical and psychological 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 programme. 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

105. Each Club shall ensure that:

105.1. each Academy Player has access to individual coaching tailored to his specific needs; and

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

106. Each Club shall ensure that a coach to Academy Players 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).

107. 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.

108. 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

109. 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.
110. A Child being coached at a Club's Development Centre:
- 110.1. may not be registered for that Club;
  - 110.2. may not play in matches for that Club unless registered as a Trialist; and
  - 110.3. will be free to play for other teams.
111. Clubs which operate Development Centres shall keep an attendance record of all the Children who participate in coaching sessions thereat.
112. Each Development Centre operated by a Club may be inspected from time to time by the League and by the ISO.
113. Without prejudice to the generality of Rule 112, the inspection referred to in that Rule may include:
- 113.1. inspection of the facilities provided; and
  - 113.2. assessment of whether the coaching provided at the Development Centre is in accordance with the Club's coaching syllabus.
114. 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.
115. 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 Note

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. It is anticipated that this consultation will take place during season 2012/13.

## GAMES PROGRAMME

### General

116. 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.
117. 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.
118. 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 117.
119. Each Club which operates an Academy shall record in each Academy Player's Performance Clock:
- 119.1. each match in which he has played; and
  - 119.2. his playing time in each match.

### Guidance

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 which, as set out in the guidance note under Rule 23, will be developed in consultation with Clubs. Until such time as the Performance Management Application is finalised (likely to be July 2013), Clubs will be asked to use existing methods of information capture.

## GAMES PROGRAMME

### Performance Analysis

120. Each Club operating a Category 1 or Category 2 Academy shall:
- 120.1. have such technical facilities as are necessary to undertake the Performance Analysis required of it by Rule 120.2;
  - 120.2. 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;
  - 120.3. 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
  - 120.4. make available to the League such Performance Analysis data as it reasonably shall require to undertake the benchmarking of data for that Academy against national trends.
121. Each Club operating a Category 3 or Category 4 Academy shall comply with Rule 120 but only in respect of players in the Under 17 to Under 18 age groups.
122. Subject to a Club complying with Rule 120 or 121 (as appropriate depending on the Category of its Academy), and to a sufficient number of Clubs (and Football League Clubs) likewise complying, the League will make available to it benchmarked data derived from comparing the Performance Analysis data it has submitted to the League with that submitted by other Clubs (on an anonymised basis).

#### 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.

## GAMES PROGRAMME

### Foundation Phase Games Programme

123. 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).

124. 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.

125. The games programmes referred to in Rules 123 and 124 shall consist of matches which:

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

125.2. subject to Rule 125.3 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);

125.3. shall include one or more Festivals for each Club organised on a local, regional or national basis;

125.4. shall take place during the Games Programme Schedule;

125.5. may include matches against representative county schoolboy sides (being sides selected by the English Schools' Football Association);

125.6. shall be played outdoors, except during the second half of December and the whole of both January and February, when they shall be played indoors;

125.7. may be played in Festivals; and

125.8. 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 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	30x20 to	12x6 (4v4 and	4

	and 7v7	40x30 (4v4 and 5v5) 50x30 to 60x40 (7v7)	5v5 12x6 to 16x7 (7v7)	
<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 126.2.

In order to deliver the Foundation Phase Games Programme to all Clubs it is likely that 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.

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.

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

126.1. must participate fully in the Foundation Phase Games Programme; and

126.2. may organise and participate in additional Authorised Games of the types listed in paragraphs c), d), f), g) and h) of that definition only (which shall be notified to the League (if the Club operates a Category 1 or Category 2 Academy) or the Football League (if it operates a Category 3 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 162) during which no fixtures will be arranged by the Leagues. This will allow Clubs to organise additional fixtures pursuant to Rule 126.2. 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.

127. 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 126.2 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 127 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 127 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

### Youth Development Phase Games Programme

128. 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).
129. 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.
130. The games programmes referred to in Rules 128 and 129 shall consist of matches which shall:
- 130.1. 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);
  - 130.2. (in the case of the games programme referred to in Rule 128) be organised on a regional basis so that as far as reasonably possible no team has to travel more than two hours to an away match (save that longer travel times may be necessary in order that each Club can participate meaningfully in the games programme);
  - 130.3. (in the case of the games programme referred to in Rule 129) 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);
  - 130.4. 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 135), with the number of such Festivals and Tournaments increasing for the older age groups in the Youth Development Phase;
  - 130.5. take place during the Games Programme Schedule;
  - 130.6. be played outdoors, except for matches for age groups Under 12 to Under 14 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
  - 130.7. 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 12</b>	11v11  (or 9v9 if both Clubs so agree)	90x60 (11v11)  70x40 to 80x50 (9v9)	21x7 (11v11)  16x7 (9v9)	4
<b>Under 13</b>	11v11	90x60	21x7	4
<b>Under 14</b>	11v11	90x60 to 100x60	21x7 to 24x8	5

### Guidance

It is envisaged that in order to deliver the Youth Development Phase Games Programme to all Clubs it is likely that the target travel time of 2 hours may be exceeded from time to time, particularly in order to accommodate those Clubs whose home geographical "region" is small.

The League will organise a regional indoor programme for teams in the Under 12 to Under 14 age groups during the second half of December and the whole of both January and February. In particular, a programme of Futsal will be delivered for Category 1 and Category 2 Academies for these age groups. Clubs will be free to apply to organise Authorised Games outside pursuant to Rule 138.2. For the avoidance of doubt Under 15/16 matches (see Rule 131) shall be scheduled to be played outside throughout the season.

A pilot project will take place during Season 2012/13 to provide playing opportunities for players of similar biological age. Participation in this pilot project will be voluntary. It is accepted that participation in the pilot project may mean that a Club cannot comply in full with Rule 138.1 and accordingly participating Clubs will not be sanctioned for breach of that Rule on the grounds of their participation in the pilot project. The League will endeavour to arrange fixtures in the pilot project so that they have as little impact as possible on fixtures in the Youth Development Games Programme.

131. The League shall organise a games programme for teams consisting of Academy Players in the Under 15 and Under 16 age groups (both age groups playing together) of Clubs operating Category 1 Academies, and another for teams of Academy Players in these age groups of Clubs operating Category 2 Academies.

132. Save for any matches played abroad pursuant to Rule 135, the games programme for Category 1 Clubs referred to in Rule 131 shall:

132.1. for Season 2012/13, be constituted on a national basis (and the League shall have the power to determine that a match between two teams who are geographically distant from each other may be played at a neutral venue located at a reasonably equal distance from both) unless a majority of those Clubs (and Football League clubs) who have by 31 March 2012 applied for licences to operate Category 1 Academies determine by no later than 31 May 2012 that it shall be constituted on a regional basis (as

that term is defined in Rule 133); and

132.2. for subsequent Seasons, 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 Rule133; and

132.3. 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).

133. The games programme for Category 2 Clubs referred to in Rule 131 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).

134. Matches in the games programmes for Category 1 and Category 2 Clubs referred to in Rule 131 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.

135. 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.

136. 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).

137. Matches played pursuant to Rules 131to 136shall, when played outdoors, be played in accordance with the following format:

<b>Age group</b>	<b>Team size</b>	<b>Pitch size (yards)</b>	<b>Goal size (feet)</b>	<b>Ball size</b>
<b>Under 15 &amp; Under 16</b>	11v11	110x70	24x8	5

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

138.1. must participate fully in the Youth Development Phase Games Programme; and

138.2. may organise and participate in additional Authorised Games of the types listed in paragraphs c), d), f), g) and h) 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) or the Football League (in the case of a Club operating a Category 3 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 162) during which no matches will be arranged by the Leagues. This will allow Clubs to organise additional matches pursuant to Rule 138.2.

139. 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 138.2, the Academy Player's playing time to be reasonably spread over the Season.

140. 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 138.2). Participation in a match shall for the purposes of this Rule mean playing at least 50% of the game time.

#### Guidance

When assessing whether Rule 139 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 139 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

141. 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.

142. The Football League will organise a games programme for teams of Clubs operating Category 3 and Category 4 Academies.

143. The games programmes organised by the League and the Football League pursuant to Rules 141 and 142 will be constituted on the following geographical bases:

143.1. Category 1: a national league, with 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);

143.2. Category 2:

143.2.1. 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;

143.2.2. 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);

143.3. Categories 3 and 4:

143.3.1. 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.

144. Matches in the Professional Development Phase Games Programme:

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

144.2. 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;

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

144.4. shall consist of competitive leagues and Tournaments; and

144.5. 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.

145. Further provisions binding on Clubs competing in the Leagues referred to in Rule 144.4 shall be set out in the rules of those Leagues.

146. Each Club which operates an Academy:

146.1. must participate fully in the Professional Development Phase Games Programme;

146.2. 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).

## GAMES PROGRAMME

### Professional Development League

147. Each Club which operates a Category 1 Academy shall compete in Professional Development League 1.
148. Each Club which operates a Category 2 Academy shall compete in Professional Development League 2 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 E.10.1 to Rule E.10.5 included on average at least five Players in the Under 21 age group or younger.
149. Each Club which operates a Category 3 or Category 4 Academy may compete in the development league to be organised by the Football League.
150. The League will organise Professional Development League 1, which shall consist of a national league competition played on a competitive basis with a minimum of 24 matches per Club.
151. The League will organise Professional Development League 2, which shall consist of a league or leagues played on a competitive basis with a minimum of 24 matches per Club 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 can participate meaningfully in Professional Development League 2).
152. The Football League will organise 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 has to travel no more than three hours to each match (save that longer travel times may be necessary in order that each Club can participate meaningfully in Professional Development League 3). For the avoidance of doubt teams of Clubs operating Category 3 and Category 4 Academies shall compete together in Professional Development League 3.
153. Eligibility in each of the Professional Development Leagues shall be limited to players in age group Under 21 or younger, save that each Club may nominate on its team sheet for any match in a Professional Development League no more than:
- 153.1. one older goalkeeper; and
  - 153.2. the number of older outfield players determined pursuant to Rule 155.
154. The number of older outfield players referred to in Rule 153 shall be determined as follows (and in any case shall be no fewer than three and no greater than five);

154.1. in respect of Professional Development League 1 for Season 2012/13, such number as a majority of those Clubs (and Football League clubs) who have by 31 March 2012 applied for licences to operate Category 1 Academies determine by no later than 31 May 2012; and

154.2. in respect of Professional Development Leagues 2 and 3 for Season 2012/13 such number as a majority of those Clubs (and Football League clubs) who have by 31 May 2012 applied for licences to operate Category 2 and Category 3 Academies respectively determine by no later than 30 June 2012; and

154.3. in respect of Professional Development Leagues 1, 2 and 3 for subsequent Seasons, such number as a majority of those Clubs (and Football League clubs) who compete in each Professional Development League so determine by no later than 31 March in the preceding Season.

For the avoidance of doubt, any reference in this Rule 154 to a determination to be made in respect of one of the Professional Development Leagues shall only be made by the Clubs (and the Football League clubs) who compete in that Professional Development League.

#### Guidance

The number of over-age outfield players to be permitted in the Professional Development Leagues has been discussed extensively with Clubs. There was a consensus that over-age players should be permitted, but lack of agreement as to how many. There is a marginally greater support for Clubs being able to include 3 such players on the team sheet (rather than the alternative proposal of 5). It is accordingly proposed that the Clubs (and Football League clubs) competing in each of the Professional Development Leagues shall decide by a majority how many (up to a maximum of 5) shall be permitted in each League. (This may of course result in there being a different number in each of the Professional Development Leagues, depending on the votes of the clubs in membership of each). Interim provisions to determine the numbers for Season 2012/13 have been included in the Rule.

Rules concerning the number of permitted substitutes will be developed in consultation with Clubs participating in each Professional Development League.

155. At least two matches in the Professional Development League shall be played at the Club's ground registered pursuant to Rule 1.5, and other matches may be played at an alternative ground subject to the approval of the Board or the Football League (as appropriate). Such alternative grounds may include a pitch at the Club's Academy provided that it is floodlit, has a fenced off pitch and provides a spectator area.

#### Guidance

The Board will need to be satisfied, prior to approving any alternative ground (including one at an Academy) that it provides satisfactory facilities for the playing of matches in the Professional Development League. Such facilities include the pitch, floodlight levels, changing rooms for the teams and Match Officials, and spectator areas. Further consultation on these issues will be undertaken in due course.

156. Unless otherwise authorised by the Board, and subject to any transitional arrangements authorised by the Board in respect of Season 2012/13 pursuant to which some midweek matches may be scheduled, matches in the Professional

Development Leagues shall be played on Saturdays, save that the home Club shall, subject to the rules of the Professional Development Leagues, have discretion to change the date and kick-off time of a match to Friday evening, or any time on Sunday or Monday.

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

158. The League will in addition organise international matches (which may take place by way of Tournaments) for teams competing in Professional Development Leagues 1 and 2.

### Guidance

Clubs will be free to move the days of their matches from Saturday to Friday evening, Sunday (any time) or Monday (any time). Competition rules will specify that the away club will have the ability to either object to the moving of the match or request that it is moved, in either case in defined circumstances (e.g. to prevent fixture congestion for the away club).

With regard to Rules 151 and 152, it is likely that the target travel time of 3 hours may be exceeded from time to time, particularly in order to accommodate those Clubs whose home geographical "region" is small.

With regard to Rule 158, the Premier League intends to organise a competitive European fixture programme involving leading clubs in other European countries. The Premier League will be taking these issues forward in consultation with Clubs. It is intended that, in due course, such matches will become an established part of the Professional Development League. If so, this will necessitate appropriate amendments to these rules in due course

## GAMES PROGRAMME

### Games Programme: Postponement etc. of Matches

159. 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 Secretary notice in writing to that effect.
160. 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 159, any Club which causes the cancellation, postponement or abandonment of such a match will be in breach of these Rules.
161. The Board shall have power to specify the equipment and facilities to be provided by Clubs for the playing of matches between Academies.
162. 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.

## EDUCATION AND WELFARE

### General

163. 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 is supported effectively and which:
- 163.1. is appropriate to the Category of its Academy;
  - 163.2. complies with all applicable requirements set out in this section of the Rules;
  - 163.3. is approved by the League; and
  - 163.4. is evaluated by the Club within each Development Phase to ensure it is meeting its objectives as set out therein.
164. Each Club which operates an Academy shall ensure that each of its Academy Players receives a formal education programme which:
- 164.1. is appropriate to his age;
  - 164.2. meets his specific academic needs;
  - 164.3. complies with all legal requirements;
  - 164.4. is structured to ensure that his academic development is not compromised as a result of his being coached by the Club's Academy;
  - 164.5. in the case of an Academy Player who is entered into a Scholarship Agreement with the Club, consists of either the advanced apprenticeship framework for sporting excellence (AASE) or any other programme of education approved in writing by the League in conjunction with the PFA;
  - 164.6. shall continue notwithstanding that the Academy Player signs a professional contract.
165. Each Academy Player's educational progression under his Education programme shall be recorded on his Performance Clock.
166. Each Club shall take all reasonable steps to ensure that it protects the welfare of each of its Academy Players by offering support for his wellbeing and pastoral care generally.
167. The provisions of Section O of these Rules (concerning the Safeguarding of Children) and Section U (Criminal Records Bureau) apply to Academies and Development Centres.

168. Without prejudice to the generality of Rule 167 each Club shall appoint an Academy Safeguarding Officer who shall:
- 168.1. undertake the functions set out in Rule O.13 specifically with regard to the Academy; and
- 168.2. liaise with the Club's Children's Services' Officer.
169. Clubs and Academy Staff shall observe and comply with the requirements of the Code of Practice entitled "The Health and Safety of Academy Players on Residential Tours, Festivals, Tournaments and Visits" set out in Appendix 3 and any breach thereof shall be treated as a breach of these Rules.
170. Clubs shall ensure that their Academy Players are insured in accordance with advice circulated by the League from time to time.
171. 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.
172. The Code of Conduct set out in Appendix 4 shall be binding on Academy Players of compulsory school age attending Academies and their Parents and on Clubs and Officials and any breach thereof by such Academy Players or by Clubs or Officials shall be treated as a breach of these Rules.

## EDUCATION AND WELFARE

### Reports on Educational Progression

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

174. The progress reports shall:

174.1. detail the educational progression of the Academy Player; and

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

#### Guidance

With regard to Rule 174.2, Rule 36.2 states that Academy Players in the Under 12 to Under 18 age groups shall receive a Performance Review every six weeks. The educational progress report need only be undertaken once every 12 weeks (i.e. not for each Performance Review) but must be undertaken as part of a Performance Review.

## EDUCATION AND WELFARE

### Delivery of the Education Programme

#### Part Time Training Model

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

175.1. inform the Academy Player's school that he is being so trained; and

175.2. liaise with the school at such intervals as may be necessary in order to discuss and address any issues concerning the Academy Player's education which arise as a consequence.

#### Guidance

The Part Time Training Model may be used by Category 1, 2 and 3 Academies in the Foundation Phase (Under 9 to Under 11), and by Category 2 and 3 Academies in the Youth Development Phase: see further Rule 104.

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 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 academic education).

#### Hybrid Training Model

176. Each Club which operates an Academy shall, in respect of each of its Academy Players being trained under the Hybrid Training Model, undertake all necessary liaison and co-operation with the Academy Player's school to ensure that:

176.1. the required element of coaching can take place within the Core Coaching Time; and

176.2. such coaching does not interfere with the Academy Player's education.

#### 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 104.

Clubs' attention is drawn to the following comments in section 7.3.1 of the EPPP. Although these comments refer to the Foundation Phase, they are relevant to the Hybrid Training Model generally.

*"It is assumed that the majority of the coaching will be delivered after school and at weekends. Flexing the season will also enable Academies to gain greater access to players. It is recommended that wherever possible and particularly in the case of Category 1 Academies where the contact time is highest, the after school sessions are established inside the Core Coaching Time and this may require some negotiation with schools and parents to establish the programme effectively. Close liaison with schools to ensure that players are managing the joint workloads is appropriate but no other specific education interventions are being proposed in this phase."*

## Full Time Training Model

177. 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 education in accordance with one of the four options set out below or in accordance with such other proposals as the League may approve.

### 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 104.

The four options referred to in Rule 177 are as follows. 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. Any such model must be approved by the League.

#### **Option 1**

Entering into contractual relationships with an identified school or schools in which the players are based for their education will be a familiar solution. This approach will extend the types of relationships that already exist with schools.

The relationship will need to be flexed in terms of the amount of time that Academies would require players to be available for daily coaching. Where Academies implement the Hybrid or Full Time Training Models the school day will need to be flexed to accommodate the Coaching Programme whilst ensuring that boy's educational development does not suffer.

Specific tutor support for the Education Programme will be required for all players engaged in the Hybrid and Full Time Training Model over and above the normal curriculum. Additional tutor support will need to be individually tailored to the players' needs.

Academies will need to decide how and where 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 players can move easily between the school and the club. If an Academy plans to deliver a Full Time Training Model then 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 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 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 the Category 1 Academy, accommodation would still be required on or near the training ground to house the 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.

### **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 send their players. This school would then become the hub for the Academies. The Coaching Programme may be split between the training ground and the school premises subject to the sighting 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 Academies in the Professional Development Phase will be required to deliver the Full Time Training Model. 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.

Category 1 and 2 Academies will have the necessary infrastructure at their training grounds to enable them to provide Formal Education provision for players U17 and U18 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 Programme. 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 Programme to suit the particular needs of each 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 Programme 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.

## EDUCATION AND WELFARE

### Welfare, Social Development and Lifestyle Management

178. Each Club which operates an Academy shall establish a programme to educate each of its Academy Players in Lifestyle Management Skills.
179. The programme referred to in Rule 178 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.
180. Each Academy Player shall engage in the activities referred to in Rule 179 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.
181. Each Club which operates an Academy shall nominate a member of Academy Staff to manage and deliver the said programme.

## EDUCATION AND WELFARE

### Player Exit/Release Strategy

182. Each Club which operates an Academy shall devise and implement a programme, to be managed by its Head of Education and Welfare or other appropriate Official to assist its Academy Players released from the Academy at completion of their Under 16, Under 17 or Under 18 year in circumstances where it appears they will not be joining another Club (or club).
183. Any such programme in respect of Academy Players being released at the completion of their Under 18 year shall be designed so that it dovetails with the support programme for such released Academy Players to be operated by the League.

## SPORTS SCIENCE AND MEDICINE

### Sports Science and Medicine Programme

184. Each Club which operates an Academy shall establish a Sports Science and Medicine 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.
185. Each Club's Sport Science and Medicine Programme shall be managed by its Head of Academy Sports Science and Medicine (in the case of a 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).
186. The Sports Science and Medicine Programme of each Club should detail the planned provision to each of its Academy Players of at least the following areas:
- 186.1. sports science (including physiology, biomechanics, physical testing and measurement);
  - 186.2. physiotherapy (including hydrotherapy and sports massage);
  - 186.3. medical services (including the prevention and treatment of injury and diet and nutrition);
  - 186.4. Performance Analysis; and
  - 186.5. psychology.
187. The progress and development of each Academy Player under the Sports Science and Medicine Programme (including without limitation the results of the tests set out in Rule 188, and full details of any injuries, the treatment thereof, and the length of any period of rehabilitation) shall be noted in his Performance Review and recorded in his Performance Clock.
188. Each Club which operates an Academy shall ensure that each of its Academy Players undergoes the following tests to measure physical and physiological fitness (as such tests are defined in the Audit Tool):
- 188.1. age-appropriate medical and physical screening;
  - 188.2. anthropometric assessments;
  - 188.3. physiological/fitness testing;
  - 188.4. movement and posture/functional screening;
  - 188.5. 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);
  - 188.6. psychological profiling (Category 1 Academies only); and

188.7. monitoring of physical exertion (Category 1 Academies only);

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

189. Subject to a Club complying with Rule 188, the League will make available to it (on an anonymised basis) benchmarked data derived from the information provided to it by all Clubs.

190. 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 League and the FA in order that a national audit of injury and rehabilitation may be maintained.

191. Subject to a Club complying with Rule 190, the League will make available to it benchmarked data derived from the national audit of injury and rehabilitation.

192. 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, that:

192.1. a doctor or paramedic (in the case of a Club which operates a Category 1 or Category 2 Academy) or a physiotherapist who holds the Intermediate First Aid for Sport qualification (in the case of a Club which operates a Category 3 or Category 4 Academy) is present at each game in the Professional Development Phase Games Programme; and

192.2. a defibrillator is maintained at each venue at which matches are played and at which coaching takes place and that at all times a member of staff qualified in its use is present during matches and coaching.

193. A physiotherapist qualified as set out in Rule 89.2 or Rule 90 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 FA, 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 and matches taking place in Academies (without prejudice to the requirements of Rule 192).

### Guidance

#### Rule 193

If there is more than one Academy match taking place at an Academy on a given day, Rule 192 will be complied with provided that each Club has at least one physiotherapist present at the match venue, and another member of Academy Staff holding an appropriate first aid qualification on the touchline of each game.

## TALENT IDENTIFICATION AND RECRUITMENT

### Scouts: Qualifications

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

#### Guidance

It is envisaged that a new qualification for scouts will be developed in due course. For the moment, the qualification required by Rule 194.1 above is the Football Association's Scouting Talent Identification Course (i.e. the qualification for Scouts currently required by Premier League Rules).

195. Each Club which operates an Academy upon employing or engaging a Scout shall within five days thereof apply to register him with the League in the manner prescribed by the Board and providing to the League evidence that the Scout holds the qualification required by Rule 194.1.

#### Guidance

It is envisaged that Clubs will be able to enter Scouts' details via the Extranet rather than by submitting a form. An Extranet application is being developed for this purpose.

196. The League shall register a Scout and shall notify the applicant Club to that effect upon being satisfied that:
- 196.1. the Scout holds the qualification required by Rule 194.1;
  - 196.2. the Scout is not currently registered as the Scout of another Club.

197. At the start of each season the League shall issue a Scout Identification Card to each registered Scout.

198. Except during the period of five days referred to in Rule 195, no Club shall employ a Scout who is not registered with the League pursuant to Rule 196 unless it has made an application to register him which has yet to be determined.

199. Upon a Club which operates an Academy ceasing to employ or engage a registered Scout, it shall within five days thereof:
- 199.1. give notice to that effect to the League who shall thereupon remove his name from the register; and
  - 199.2. return his Scout Identification Card to the League.

200. Scouts shall conduct themselves in accordance with the Code of Conduct for Scouts set out in Appendix 5.

201. Each Club which operates an Academy shall take all reasonable endeavours to ensure that its Scouts comply in all respects with Rule 200 and the Code of Conduct for Scouts.

## TALENT IDENTIFICATION AND RECRUITMENT

### Scouts: Attendance at Matches

202. Each Club which operates an Academy shall permit the Scouts of other Clubs to attend at matches played in the Games Programmes provided that:
- 202.1. 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 5:00pm on the day before the published date of the match; and
  - 202.2. the Scout is able to produce on demand to the home Club his Scout Identification Card.
203. Each Scout shall inform the home Club of his arrival at a match.
204. 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 players and the process thereafter. Such process should comply in full with the 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 194.1.

## TALENT IDENTIFICATION AND RECRUITMENT

### Scouts: Disciplinary Action

205. Any breach by a Scout of Rule 200 shall amount to a breach of these Rules and the League shall be entitled to take disciplinary action against the Scout and/or his Club for such breach in accordance with Section R of these Rules. In addition to the sanctions available under Section R, an additional sanction of the removal of a Scout's registration shall also be available at the conclusion of the disciplinary proceedings, should a breach be held to exist.
206. Any breach by a Club of Rule 198 or Rule 201 shall amount to a breach of these Rules and the League shall be entitled to take disciplinary action against the Club for such breach in accordance with Section R of the League's Rules. In addition to the sanctions available under Section R, an additional sanction of the removal of a Scout's registration shall also be available at the conclusion of the disciplinary proceedings, should a breach be held to exist.

## TALENT IDENTIFICATION AND RECRUITMENT

### Registrations and Provision of Information by the League

207. 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.
208. The League will undertake the registration (which shall be backdated to the date of application) of the Academy Player if:
- 208.1. 7 days have elapsed from the date the League sent the Parent the documents referred to above; and
- 208.2. 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.
209. The Academy Player may be coached by and play for the Club during the period of 7 days referred to in Rule 208.1.
210. The provisions of Rules 264 to 267 shall apply during the period referred to in Rule 208.1.
211. If, contrary to Rule 210, 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 207, the other Club shall be presumed to have breached Rule 264.

#### Guidance

##### Rule 207

It is envisaged that an amendment will be made to Form 27 to include a statement that where the child is to be registered as an Academy Player, the Parent will receive from the League a copy of these Rules and the Parent's Charter. In signing the Consent Form, the Parent agrees to acknowledge receipt forthwith of the Charter and to read the Charter.

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. Form 27 will be amended to include space for the provision of the Parent's email address.

##### Rule 211

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 264.

## TALENT IDENTIFICATION AND RECRUITMENT

### Time/Distance Rules

212. Subject to Rule 234, 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.

	Permitted Recruitment time/distance		
	Foundation Phase	Youth Development Phase	Professional Development Phase
<b>Category 1</b>	1 hour	Seasons 2012/13 and 2013/2014: <ul style="list-style-type: none"> <li>• Under 15-Under 16: no limit for Academy Players engaged in the Full Time Training Model;</li> <li>• 1 ½ hours for all other Academy Players in the Youth Development Phase.</li> </ul> Season 2014/15 onwards: <ul style="list-style-type: none"> <li>• No limit for Academy Players engaged in the Full Time Training Model;</li> <li>• 1 ½ hours for all other Academy Players in the Youth Development Phase.</li> </ul>	no limit
<b>Category 2</b>	1 hour	1 ½	no limit
<b>Category 3</b>	1 hour	1 ½	no limit
<b>Category 4</b>	N/A	N/A	no limit

## TALENT IDENTIFICATION AND RECRUITMENT

### Trials

213. Subject to the conditions set out in Rule 214, a Trialist may attend an Academy for up to six consecutive weeks in any one Season without being registered provided that:
- 213.1. 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
  - 213.2. before the trial commences his particulars shall be notified forthwith to the League by sending to the Secretary Form 24 duly completed.

#### Guidance

It is considered that the requirement that a trial be six consecutive weeks may no longer be appropriate in the case of a Club which recruits nationally, even when read together with Rule 215. Consultation will be undertaken with Clubs to develop an appropriate amendment to this Rule.

214. The conditions referred to in Rule 213 are as follows:
- 214.1. 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;
  - 214.2. a trial may be offered or given by a Club which is permitted to recruit nationally (because it operates a Category 1 Academy and is permitted to recruit nationally pursuant to Rule 212) to anyone in age groups Under 12 and Under 13;
  - 214.3. a trial may be offered or given by any Club to which Rule 214.2 does not apply 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;
  - 214.4. a trial may be offered or given by a Club to anyone in age groups Under 14 to Under 16 inclusive;
  - 214.5. subject to Rule 214.6.2 a trial may be offered or given by one or more Clubs to an Academy Player in age group Under 16 who has been informed by the Club holding his registration that it will not offer to enter into a Scholarship Agreement with him; any such trial or series of trials may not in the aggregate exceed six weeks;
  - 214.6. a trial may not be offered or given to anyone:
    - 214.6.1. who is on trial at another Academy; or
    - 214.6.2. whose registration is held by another Club (or club) except with the written consent of such Club (or club) or in the case of an Academy Player who is exercising his entitlement under either Rule 239, Rule 240 or Rule 241 to seek registration as an Academy Player at the Academy of another Club (or club).

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

215. 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.
216. 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 Secretary Form 25 duly completed.
217. Upon a Trialist commencing a trial, the League shall provide to him and his Parent a copy of these Rules and of the Parents' Charter.

## TALENT IDENTIFICATION AND RECRUITMENT

### Pre-Registration Agreements

218. Subject to the provisions of Art. 19 of the FIFA Regulations for the Status and Transfer of Players, on or after 1st January in any Season a Club may enter into a pre-registration agreement with a player who does not reside within one and a half hours' travelling time of its Academy provided that such a player is then:
- 218.1. in his Under 16, Under 17 or Under 18 year; and
  - 218.2. in Full Time Education; and
  - 218.3. not registered with another Club or Football League club.
219. A pre-registration agreement shall be in Form 26 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
- 219.1. in the case of a player in his Under 16 year, upon his having reached the statutory school leaving age applicable in England; or
  - 219.2. 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.
220. Clubs shall submit to the Secretary copies of all pre-registration agreements within five days of their being entered into.
221. A written coaching programme 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.

## TALENT IDENTIFICATION AND RECRUITMENT

### Registrations

222. Except for Trialists attending trials in accordance with Rule 213, and players attending Development Centres and players with whom a Club has entered into a pre-registration agreement in accordance with Rule 218, no player shall be coached by or at an Academy or participate in matches, tours, Festivals, Training Camps or Tournaments in which the Club operating that Academy is involved unless that Club holds his registration.
223. Subject to Rule 224, 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.
224. The registration of an Academy Player engaged in the Full Time Training Model shall endure until he reaches the statutory school leaving age.
225. The registration of Academy Players will be undertaken by the League.
226. 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.
227. An application for the registration of an Academy Player at an Academy shall be made by completing and submitting to the Secretary Form 27 signed on behalf of the Club by an Authorised Signatory together with a copy of the Code of Conduct referred to in Rule 237.
228. A Club shall request each Academy Player (or if he is a minor his Parent) to complete Form 28A at the same time that he completes Form 27. If he does so the Club shall submit the completed Form 28A to the Secretary at the same time that it submits Form 27.
229. An application in Form 27 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.
230. Except in the case of a Scholar, a player shall not be registered as an Academy Player unless he is in Full Time Education.
231. 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.
232. The maximum numbers of Academy Players registrable by a Club at any one time are as follows:
- |   |                      |
|---|----------------------|
| Age groups Under 9 to Under 14 inclusive: | 30 in each age group |
|---|----------------------|

Age groups Under 15 and Under 16 inclusive: 20 in each age group

Age groups Under 17 to Under 21 inclusive: 15 in each age group

233. No Club shall be permitted to register any Academy Player in the Under 9 age group before the third Saturday in April immediately preceding his Under 9 year.

234. 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:

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

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

234.3. 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 programme 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;

234.4. 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.

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

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

235.2. 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; and

235.3. the former Club had given notice to that Academy Player under the provisions of Rules 238.1 or 238.2 that it intended to retain his registration; and

235.4. 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.

236. On or before the third Saturday in May in every year each Club shall send to the Secretary a list in Form 29 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 L.30), indicating which it retains, which it intends to retain and which it intends to terminate with effect from the date of the last match in the Games Programme of the age group of that Academy Player.
237. The Code of Conduct set out in Appendix 4 shall be binding on Academy Players of compulsory school age attending Academies and their Parents and on Clubs and Officials and any breach thereof by such students or by Clubs or Officials shall be treated as a breach of these Rules.

## TALENT IDENTIFICATION AND RECRUITMENT

### End of Season Procedure

238. Except in the case of an Academy Player who has been offered and has accepted a Scholarship Agreement in accordance with Rule 246:

238.1. on or before the third Saturday in May in every year in which his registration is held, each Club shall give or send to each of its Academy Players in age groups Under 9 to Under 11 Form 30 notifying him whether it intends to retain or to terminate his registration with effect from the date set out in Rule 236;

238.2. on or before the third Saturday in May, each Club shall give or send to each of its Academy Players in age groups Under 12 and Under 14 Form 30A notifying him whether it intends to retain his registration for the next two seasons or to terminate it with effect from the date set out in Rule 236.

239. An Academy Player who receives notification under Rule 238.1 or Rule 238.2 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).

240. An Academy Player who receives notification under Rule 238.1 or Rule 238.2 of his Club's intention to retain his registration shall likewise be at liberty after the date of the last match of the Games Programme in which he participates to seek registration as a student at the Academy of any other Club (or club) provided that:

240.1. by the date of the last match of the Games Programme in which he participates he has given written notice to his Club and the Secretary terminating his registration; and

240.2. he has received the Secretary's written acknowledgement of the same.

241. An Academy Player in age group Under 16 who has not received an offer to enter into a Scholarship Agreement by 1 March shall thereafter be at liberty to seek registration as an Academy Player at the Academy of any other Club (or club).

## TALENT IDENTIFICATION AND RECRUITMENT

### Termination of Registration

242. Subject to Rule 243, 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:
- 242.1. the Academy Player completing his Full Time Education; or
  - 242.2. the receipt by the Secretary at any time of a mutual cancellation notification in Form 32 duly completed and signed by the Academy Player and his Parent and on behalf of the Club holding his registration; or
  - 242.3. the receipt by the Secretary of the Academy Player's notice duly given in accordance with the provisions of Rule 240.1; or
  - 242.4. the date set out in Rule 236 following the receipt by the Secretary of Form 29 upon which his Club has indicated its intention to terminate the Academy Player's registration; or
  - 242.5. the expiry, surrender, suspension or revocation of the Academy licence of the Club holding the registration.
243. The Board shall have power at any time to cancel the registration of an Academy Player upon the written application of either:
- 243.1. 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 16.3); or
  - 243.2. the Club holding his registration.
244. 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.
245. Upon an Academy Player's registration terminating by virtue of the provisions of Rule 242.2, the Secretary shall provide him with a copy of Form 32 as evidence thereof.

## TALENT IDENTIFICATION AND RECRUITMENT

### Scholarships

246. On or after 1 January in the year in which he attains the age of 14 years and in any event on or before 1 March in his Under 16 year, a Club may offer to enter into a Scholarship Agreement with an Academy Player whose registration it holds.
247. Failure by a Club to honour any offer of a scholarship made pursuant to Rule 246 shall render that Club liable to disciplinary action pursuant to Section R of these Rules.
248. 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 241.
249. Any offer made under the provisions of Rules 246 or 248 shall be in Form 33, a copy of which shall be sent to the Secretary by the Club making the offer within five days of it being made.
250. An Academy Player receiving an offer in Form 33 shall respond thereto within 28 days by completing and submitting to the Club making the offer Form 34, a copy of which shall be sent to the Secretary by the Club within five days of receipt. An Academy Player who does not accept the offer shall be at liberty after the second Saturday in May to seek registration at any other Club (or club).
251. An Academy Player who fails to respond as required by Rule 250 shall be deemed to have not accepted the offer.
252. A Club may enter into a Scholarship Agreement with an Academy Player if:
- 252.1. it holds his registration; or
  - 252.2. his registration is not held by another Club (or club); and
  - 252.3. (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
  - 252.4. 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.
253. An Academy Player who enters into a Scholarship Agreement with a Club shall be:
- 253.1. entitled to receive such remuneration as shall be determined by the Board from time to time; and
  - 253.2. required to complete his Education Programme (as defined in Form 21).
254. 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 Secretary 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 and birth certificate.

255. If the parties to a Scholarship Agreement have agreed in writing that they will enter into a contract of employment in Form 13A 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.

#### **Appeal against Termination**

256. 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 Form 21 shall be commenced by notice in writing addressed to the other party to the agreement and to the Secretary.

#### **Appeal against Disciplinary Decision**

257. An appeal by an Academy Player under the provisions of paragraph 3.3.2 of the Schedule to Form 21 shall be commenced by notice in writing addressed to the Club and to the Secretary.

258. Appeals pursuant to Rule 256 or Rule 257 shall be conducted in such manner as the Board may determine.

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

#### **Order for Costs**

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

260.1. in determining appeals under Rule 256 or Rule 257; and

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

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

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

262.1. in the case of a Club, under the provisions of Rule C.51; or

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

#### **Further Appeal**

263. Within 14 days of a decision of the Board given under the provisions of Rule 259 either party may by notice in writing appeal against such decision to the Premier League Appeals Committee whose decision shall be final.

## TALENT IDENTIFICATION AND RECRUITMENT

### Approaches by and to Clubs and Inducements

264. A Club shall not, either directly or indirectly, make any approach to or communicate with:
- 264.1. an Academy Player registered with another Club (or club); or
  - 264.2. a player with whom another Club (or club) has entered into a pre-registration agreement which remains current.
265. A public statement made by an Official of or Agent for a Club expressing interest in an Academy Player whose registration is held by another Club (or club) or a player with whom another Club (or club) has entered into a pre-registration agreement which remains current shall be deemed for the purpose of Rule 264 to be an indirect approach in breach of that Rule.
266. Except as permitted by Rules 239 and 240, an Academy Player whose registration is held by a Club shall not, either directly or indirectly, make any approach to another Club (or club).
267. Except that a Club may, not earlier than 1 January next following the commencement of his Under 16 year, offer an Academy Player a contract as a Contract Player upon his attaining the age of 17 years and subject to Rules 218 and 246:
- 267.1. 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;
  - 267.2. 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 253.1;
  - 267.3. no Academy Player shall, either directly or indirectly, accept any such inducement.

## FACILITIES

### Facilities

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

268.1. it provides as a minimum the facilities and accommodation set out in this section of the Rules; and

268.2. in respect of Category 1 Academies, 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.

269. The facilities and accommodation to be provided by each Academy (as referred to in Rule 268.1) are set out in the following tables. Save where otherwise indicated, or with the permission of the Board, all such facilities and accommodation shall be provided at the Club's principal venue for the coaching and education of Academy Players.

269.1. Grass pitches

<b>Category 1</b>	<p>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. Rule I.26 shall apply to Academy pitches. Without prejudice to the generality of the Rule, each Club shall ensure that the quality of its pitches used for matches in the Games Programmes is not adversely affected by coaching taking place on them. Clubs may accordingly need to have a greater number of pitches than the bare minimum necessary to fulfil matches in the Games Programme.</p> <p>Rule I.26 shall apply to Academy pitches.</p> <p>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);</p> <p>c) A designated area (on grass) for the coaching of goalkeepers.</p>
<b>Category 2 and 3</b>	<p>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. Rule I.26 shall apply to Academy pitches. Without prejudice to the generality of the Rule, each Club shall ensure that the quality of its pitches used for matches in the Games Programmes is not adversely affected by coaching taking place on them. Clubs may accordingly need to have a greater number of pitches than the bare minimum necessary to fulfil matches in the Games Programme.</p> <p>b) A designated area for the coaching of goalkeepers.</p>
<b>Category 4</b>	<p>a) A sufficient number of grass pitches of the appropriate sizes (as</p>

	<p>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. Rule I.26 shall apply to Academy pitches. Without prejudice to the generality of the Rule, each Club shall ensure that the quality of its pitches used for matches in the Games Programmes is not adversely affected by coaching taking place on them. Clubs may accordingly need to have a greater number of pitches than the bare minimum necessary to fulfil matches in the Games Programme.</p> <p>b) A designated area (on grass) for the coaching of goalkeepers.</p>
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### 269.2. 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 (but not mandatory) that this pitch complies with Rule I.21.
<b>Categories 3 and 4</b>	Access to one floodlight outdoor Artificial Surface pitch (which need not be at the principal venue).

### 269.3. 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 but it is accepted that a number of Clubs have existing indoor facilities which are located elsewhere. Provided that the Rules relating to the maximum travel time from an Academy Player's residence to the coaching venue are complied with, this is acceptable. However, it is recommended that any new facility is located at the principal venue.*

<b>Categories 1 and 2</b>	One indoor 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 I.21 is recommended).</i>
<b>Categories 3 and 4</b>	<p>Access to one indoor 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  Age groups Under 15 and Under 16 inclusive: 15 in each age group  Age groups Under 17 to Under 21 inclusive: 12 in each age group</p>

### 269.4. Changing rooms and washing facilities

<b>Categories 1 to 4</b>	<p>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;</p> <p>b) a sufficient number of washing and toilet facilities, of a suitable quality, for the exclusive use of all registered Academy Players;</p>
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	<p>c) a sufficient number of separate washing and toilet facilities, of a suitable quality, for the use of visiting teams;</p> <p>d) a sufficient number of separate changing rooms and washing and toilet facilities, of a suitable quality, for the exclusive use of Match Officials;</p> <p>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;</p> <p><i>Note: 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 269.4 with regard to changing room and washing facilities.</i></p> <p><i>A changing room may not be used as any of the other rooms (e.g. team meeting room) required by these Rules.</i></p>
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#### 269.5. Team meeting room

<b>Categories 1 to 4</b>	<p>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.</p> <p><i>Note: in Category 3 and 4 Academies, this room:</i></p> <p>a) <i>need not be located at the principal venue; but</i></p> <p>b) <i>if it is so located (but not otherwise), may also be used as the guest lounge described in Rule 269.6.</i></p>
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#### 269.6. Guestlounge

<b>Categories 1 to 4</b>	<p>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.</p> <p><i>Note: in Category 3 and 4 Academies, this room may also be used as the team meeting room described in Rule 269.5 provided that it is large enough.</i></p>
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#### 269.7. Matchanalysis suite

<b>Categories 1 and 2</b>	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.
<b>Category 3</b>	A match analysis suite is recommended but not mandatory.

#### 269.8. Medical facilities

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

### 269.9. Administration office space

<b>Categories 1 to 4</b>	<p>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;</p> <p>b) A private meeting room.</p> <p><i>Note: 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).</i></p>
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### 269.10. Academy Player accommodation

<b>Categories 1 to 4</b>	<p>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.</p> <p>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).</p> <p><i>Note: Clubs may provide such accommodation by lodging students with private households (subject to compliance with all applicable legal requirements including as to CRB checks) or by operating their own dedicated facilities (such as hostels).</i></p>
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### 269.11. Classrooms

<b>Category 1</b>	<p>A minimum of three classrooms which shall each:</p> <ul style="list-style-type: none"> <li>• contain sufficient desks for 20 students;</li> <li>• contain 20 computers with access to the internet;</li> <li>• conform in all respects with any requirements for classrooms issued by the Department for Education and Skills.</li> </ul>
<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;</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 and Skills.</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> <p><i>Note: in Category 3 and 4 Academies, this may also be used as the team meeting room provided that the timetabling of lessons in the</i></p>

*classrooms allows.*

#### Guidance

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 surface which does not meet the requirements of such a pitch as defined in Rule 1.10 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.

## FINANCE

### Finance

270. Each Club which operates an Academy shall by 31 March in each Season submit to the League its Academy Financial Information for its Academy for the following Season.
271. The Academy Financial Information required by Rule 270 shall be submitted in the format required by the League.
272. 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 270 and 272.
273. The League shall have the power to obtain an independent audit of a Club's Academy Financial Information submitted pursuant to these Rules.
274. 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 financial template to be used for the submission of Academy Financial Information is being developed by the League and will be provided to Clubs as soon as possible.

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

By Rule C.86, Clubs must submit "Future Financial Information" (broadly, budgetary information in respect of the whole Club) to the Premier League by 31 March in each year. It is anticipated that preparation of the Academy budgets will be intrinsically linked to preparation of Future Financial Information on a practical level, and hence the same submission date is suggested.

The League will keep the Academy Financial Information provided to it pursuant to Rules 270 and 271 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 PGB keeps the Information confidential);
4. 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 273 (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
3. the League may use the Information to develop and publish benchmarked information on an anonymised basis.

## COMPENSATION

### Compensation

275. 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:
- 275.1. the Training Club had indicated in Form 29 (or, in the case of a Football League club, the equivalent Football League form) its intention to retain the Academy Player’s registration; or
  - 275.2. the Training Club had offered to enter into a Scholarship Agreement pursuant to Rule 246 with the Academy Player which the Academy Player had not accepted; or
  - 275.3. 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
  - 275.4. the Training Club and Academy Player mutually agreed to terminate the Academy Player’s registration pursuant to Rule 242.2 and agreed that the Training Club should retain the right to receive compensation should the Academy Player sign for another Club (or club); or
  - 275.5. the Board has made a determination to that effect pursuant to Rule 244; and
  - 275.6. 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).

#### Guidance

Consideration is being given to the deemed categorisation of Academies/Centres of Excellence up until the end of Season 2011/12 for the purposes of the new compensation Rules. A proposal will be presented to the Legal Advisory Group on 1 February 2012 and to the Shareholders’ Meeting on 2 February 2012.

276. The amount of compensation referred to in Rule 275 shall be:
- 276.1. such sum as shall be due pursuant to this section of the Rules; or
  - 276.2. as regards the compensation payable by the Applicant Club to the most recent Training Club, such sum as shall have been agreed between them.
277. Rules 279 to 289 govern the compensation due in respect of an Academy Player who is in 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 with whom the

Training Club has agreed, pursuant to Rule 246, to enter into a Scholarship Agreement.

278. In default of agreement between the Applicant Club and the Academy Player's most recent Training Club, the Professional Football Compensation Committee shall determine the compensation payable to the latter in respect of an Academy Player:

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

278.2. with whom the training Club has agreed, pursuant to Rule 246, to enter into a Scholarship Agreement.

279. The compensation due to in respect of an Academy Player to whom Rule 277 applies shall consist of an initial fee payable to the most recent Training Club and, if the Academy Player is in age group Under 12 or older, contingent compensation payable to all qualifying Training Clubs in accordance with these Rules.

280. The initial fee referred to in Rule 279 shall be calculated by:

280.1. multiplying the applicable annual fixed fee (or fees) calculated in accordance with Rule 281 by the applicable number of years; and

280.2. 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.

281. In Rule 280:

281.1. the "applicable annual fixed fee" means the fee set out in the table in Rule 282 referable to:

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

281.1.2. the Category of the Training Club's Academy during that year; and

281.2. the "applicable number of years" means the number of years for which the Academy Player was registered for the Training Club (subject to Rule 288).

#### 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.

282. 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

283. The contingent compensation referred to in Rule 279 shall consist of:

283.1. 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 284;

283.2. 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 Premier Division of the Football Conference), 20% of any Compensation Fee, Loan Fee and Contingent Sum that the Applicant Club receives which is in excess of:

283.2.1. 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

283.2.2. the actual sum (if any) paid by the Applicant Club to the Training Club to acquire the Academy Player's registration.

283.3. 5% of all Compensation Fees, Loan Fees and Contingent Sums paid in respect of:

283.3.1. all future transfers of the Academy Player's registration to Clubs (or clubs) in membership of the League, the Football League or the Premier Division of the Football Conference; and

283.3.2. 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 Premier Division of the Football Conference).

#### Guidance

Clubs will be obliged to pay contingent compensation as it falls due in accordance with Rule M.36 (payment within seven days of the triggering event). Any amendments to the drafting of Rule M.36 (or to defined terms used within it) which are necessary to give effect to this will be presented to Clubs in due course.

284. The appearance fees referred to in Rule 283.1 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

285. In Rule 283:

285.1. "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;

285.2. 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 284, 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

285.3. "Compensation Fee", "Loan Fee" and "Contingent Sum" shall be interpreted to exclude compensation payable pursuant to Rule 275.

286. Reference in Rules 283 and 285 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 283.1 and 283.3 and for the avoidance of doubt the original Applicant Club shall not be liable to the Training Club in respect of:

286.1. any appearance fees payable pursuant to Rule 283.1 and due in respect of appearances made by the Academy Player after he has ceased to be

permanently registered for the Applicant Club;  
286.2. sums payable pursuant to Rule 283.2 and 283.3 arising from transfers in respect of which the Applicant Club was not the Transferor Club.

287. 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 276.2 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).

288. 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).

289. 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 289 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.

290. The compensation set by the Professional Football Compensation Committee in respect of an Academy Player to whom Rule 278 applies shall be determined in accordance with the Committee's Regulations.

291. The new registration of a Contract Player under Rule L.15 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):

291.1. had held that Player's registration as an Academy Player;

291.2. had offered to enter into a Scholarship Agreement with him which offer he had not accepted; or

291.3. had entered into a Scholarship Agreement with him; and either

291.4. the Scholarship Agreement had been terminated at the Player's request; or

291.5. 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.

292. The amount of compensation payable pursuant to Rule 291 shall be:

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

292.2. such sum as the Professional Football Compensation Committee on the application of either Club (or club) shall determine pursuant to Rule 290.

#### Guidance

The fixed fees set out in Rules 282 and 284 are to be revised annually by the PGB.

The Regulations of the Professional Football Compensation Committee referred to in Rule 290 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.