YOUTH DEVELOPMENT RULES OF THE EFL
SEASON 2025/26

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GENERAL

Note: throughout this document binding 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 Regulation 1 of the League Regulations.

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

1.1. **"Academy"** means an establishment for the coaching and education of Academy Players operated by a Club in accordance with the requirements of this Section of the Rules and licensed by the Professional game Board of the Football Association ("**PGB**") pursuant to Rule 15;

1.2. **"Academy Doctor"** means the Official referred to in Rule 110;

1.3. **"Academy Expenses Information"** means the following information, in the format to be prescribed by the League, and signed by a Club's finance director:

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

(b) confirmation that all expenses paid in the preceding year have been paid in accordance with the Club's Academy expenses policy required by Rule 350.

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

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

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

(c) be submitted to the League.

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

1.6. **"Academy Licence"** means a licence issued by the PGB to a Club to operate an Academy;

1.7. **"Academy Licensing Criteria"** has the meaning set out in Rule 7;

1.8. **"Academy Management Team"** has the meaning set out in Rule 61;

1.9. **"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 63 to 69;

1.10. **"Academy Nutritionist"** means the Official referred to in Rule 99;

1.11. **'Academy Operations Manager'** means the Official referred to in Rule 71;

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

1.13. **"Academy Player"** means a male player (other than an Amateur Player, Non-Contract Player (in the League) or a Trialist) who is in an age group between Under 9 to Under 21 and who is registered for and who is coached by, or plays football for or at a Club which operates an Academy pursuant to these Rules, save for any player who:

(a) the Board is satisfied has developed technical, tactical, physical, psychological and social skills of such a level that he would not benefit from continued coaching in the Academy or participating or continuing to participate in its Games Programme (which includes, for the purpose of this definition, the league competition referred to in Rules 184 to 191; and

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

Guidance

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

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

Clubs' attention is drawn to Rule 84 which requires Clubs to develop and implement a procedure to enable the transition of Academy Players to the senior squad, and also to Rule 131.1 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 at being a breach of this Rule.

1.14. **"Academy Psychologist"** means the Official referred to in Rule 122;

1.15. **"Academy Secretary"** means the Official referred to in Rule 72;

1.16. "**Academy Self-Assessment Report**" has the meaning set out in Rule 8.2;

1.17. **"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.

1.18. **“Annual ISO Audit”** means the process set out in Rule 17;

1.19. **“Applicant Club”** has the meaning set out in Rule 351.

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

Guidance

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

Existing Artificial Surface pitches have an average natural life span of 10 to 12 years, depending on the number of hours of use. Accordingly, as they reach the end of their natural life span, they should be replaced with pitches that achieve the necessary rating under the FIFA Quality Programme for Football Turf. When determining whether an Artificial Surface has reached the end of its life span, the following factors are relevant: (a) whether the seams of the Artificial Surface are pulling apart; (b) any matting of the Artificial Surface; (c) poor drainage; (d) abnormal hardness of the Artificial Surface; and € whether the infill depth has fallen below 20mm. The presence of one or more of these factors indicates that the Artificial Surface should be replaced, regardless of the age of the surface.

1.21. **“Audit Action Plan”** has the meaning set out in Rule 17.6;

1.22. **“Authorised Games”** means:

(a) international matches arranged by a national association including preparation and trials therefor;

(b) matches in which the Academy Player plays for the Club holding his registration:

(i) in its first teams;

(ii) which are comprised in a Games Programme; or

(iii) which are comprised in Festivals or Tournaments, participation in which is limited to Academy teams or which are sanctioned by The Football Association or by a foreign national association;

(c) friendly matches organised by the Club holding the Academy Player’s registration and played at an Academy, participation in which is limited to Academy Players registered at an Academy or Trialists but excluding matches between two teams consisting of one Club’s Academy Players;

(d) friendly matches against any opposition played outside the season dates set out in the Games Programme Schedule in which the Academy Player plays for the Club holding his registration;

(e) matches organised by the English Schools Football Association or Independent Schools Football Association or an association affiliated to either of such Associations in which the Academy Player

plays with the prior agreement of his Parent(s) (in the case of an Academy Player under the age of 18 years), all participation in such matches to be notified by the Academy Player to the Club holding his registration;

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

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

(h) any other match authorised by the Board;

Guidance

Approval for matches falling within subsection (g), above, would be given by each Club on an annual basis, having considered player-by-player circumstances, development plans, club philosophy and any conditions implemented by the Football Association. From the Youth Development Phase, registered Academy Players shall not be permitted to play grassroots football. For the avoidance of doubt, participation in grassroots matches will not count towards game time requirements set out in the YDRs.

1.23. **"Basic First Aid for Sport Qualification"** means the qualification of that name issued by or on behalf of The Football Association;

Guidance

BFAS has now been replaced by the Emergency First Aid in Football Qualification. References to BFAS will be retained until such time as any existing BFAS qualifications have expired.

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

1.25. **"Chief Executive"** means the Official referred to in Regulation 16.15.1(c) (in the case of Championship Clubs) and the equivalent Official (for League One and Two Clubs);

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

1.27. **"Coach Expertise Framework"** means a document which sets out the key competencies and behaviours which the Club expects its Academy coaches to possess and demonstrate;

1.28. **"Coaching Curriculum"** means a Club's coaching curriculum which must be set out in writing and include:

(a) the technical, tactical, physical, psychological and social skills that the Club wishes its Academy Players to develop;

(b) the appropriate means of coaching Academy Players in order that they develop those skills (having due regard to their age); and

(c) specific coaching curricula for each Development Phase;

1.29. **"Coaching Philosophy"** means a written statement which sets out in detail (including by describing the content of individual coaching sessions for each Academy Player) the means by which the Club will coach its Academy Players in each age group so that they have the best opportunity to develop the technical, tactical, physical, psychological and social skills that the Club wishes players in each position on the pitch to acquire, as set out in the Club's Playing Philosophy;

1.30. **"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 their role;

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

1.32. **"Development Action Plan"** means an individualised plan, developed and implemented in accordance with these Rules, for the professional development of an Academy coach;

Guidance

See further Rules 88 to 91.

1.33. **"Development Centre"** means an establishment operated by a Club in England or Wales for the coaching of Children which is not an Academy but provides development opportunities for talented young players who have the potential to become Academy Players and includes Pre-Academy Training Centres, Junior Training Centres and Senior Training Centres. This includes any such establishment by whatever name or title it is known;

1.34. **"Development Journey"** means the application utilised for recording, measuring, monitoring and evidencing all aspects of an Academy Player's progression and development in accordance with the format and procedures to be set by the League;

1.35. **"Development Phase"** means the Foundation Phase, the Youth Development Phase or the Professional Development Phase as the context requires, and "Development Phases" means all of the former;

1.36. **"Duty of Care"** means the responsibility of each Club to promote, protect and support the individual wellbeing of each Academy Player and member of Academy Staff, within the Academy, in accordance with the following pillars:

(a) Education (see Rules 196 to 212);

(b) Personal development and life skills (see Rules 213 to 216);

(c) Inductions and transitions (see Rules 217 to 221);

(d) Academy Player and Parent(s) voice (see Rules 222 to 223);

(e) Safeguarding and mental health and wellbeing (see Rules 224 to 228);

(f) Health and safety (see Rules 229 and 230);

(g) Inclusion, diversity and equality (see Rules 231 and 232); and

(h) Injury and medical (see Rules 233 to 240);

1.37. **"Educational Advisor"** means, in respect of any Club in membership of the Premier League, experts appointed by the Premier League to support the delivery of education to Academy Players, and, in respect of any Club in membership of the League, means League Football Education;

1.38. **"Education Programme"** has the meaning set out in Rule 196;

1.39. **"EHOC"** means the 'Elite Heads of Coaching' programme provided by the Premier League for Heads of Coaching at Category 1, Category 2 and Category 3 Academies and in respect of which additional funding is available from the League in the event of Club participation;

1.40. **"Elite Academy Managers Development Programme"** or **"EAM"** means the development programme provided by the League for Academy Managers;

1.41. **"Elite Player Performance Plan"** means the document of that name dated May 2011;

1.42. **"Emergency Action Plan"** means a plan detailing the medical facilities and personnel who shall be available at each Club's home matches in the Games Programmes and training venues, and the contingency plan for how any medical emergencies at such matches and training shall be dealt with;

1.43. **"Emergency First Aid in Football"** or **"EFAiF"** means the qualification of that name issued by or on behalf of the Football Association;

1.44. **"FA Advanced Youth Award"** means the advanced qualification for Academy coaches which is awarded by The Football Association;

Guidance

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

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

1.46. **"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;

1.47. **"Football Intelligence Platform"** 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 Development Journey;

(b) such information as the League may from time to time require for the purposes of national or Category-wide benchmarking; and

data received from The Football Association in respect of an Academy Player who plays for, or who is coached by The Football Association with a view to playing for, an England representative side;

1.48. **"Foundation Phase"** means the Under 9 to Under 11 age groups inclusive;

1.49. **"Foundation Phase Games Programme"** means the games programmes organised by the Premier League and the League for teams in each of the Under 9 to Under 11 age groups as set out in Rules 156 to 161;

1.50. **"Full ISO Audit"** means the process set out in Rule 18;

1.51. **"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 55 and the guidance thereunder.

1.52. **"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;

1.53. **"Full Time Training Model"** means:

(a) in the Professional Development Phase a programme of coaching and education whereby the Academy Player's academic education shall be scheduled to enable four hours of coaching per day (which may be split into two sessions of two hours each) to take place within the Core Coaching Time; and

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

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

(ii) the Academy Player shall receive a significant amount of coaching within the Core Coaching Time. The exact amount of such coaching to take place within the Core Coaching Time is to be determined by the Club for each individual Academy Player. The Club shall demonstrate the amount of coaching is significantly more than the amount of coaching in the Core Coaching Time which the Club gives to its Academy Players engaged on the Hybrid Training Model. Full details must be set out in the Academy Player's individual coaching plan referred to in Rule 131;

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

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

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

1.55. **"Games Programme"** means the Foundation Phase Games Programme, the Youth Development Phase Games Programme, or the Professional Development Phase Games Programme;

1.56. **"Games Programme Schedule"** means the period during which matches in the Games Programmes shall take place;

Guidance

For Category 1 & 2 Clubs, the Games Programme Schedule incorporates two periods of "downtime" for matches in the Foundation Phase and Youth Development Phase Games Programmes. The first such period generally encompasses the last two weeks of July and the first two weeks of August, and the second encompasses two weeks over Christmas. The exact dates for each Season's period of downtime will be set out in the Games Programme Schedule when it is published by the League in the preceding Season. A provisional date of 31 January in each Season has been set for the publication of the Games Programme Schedule (although it may be subject to amendment thereafter but before the start of the following Season to accommodate, for example, newly-classified or re-classified Academies).

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

1.57. **"Head of Coach Development"** means the Official referred to in Rule 74;

1.58. **"Head of Education"** means the Official referred to in Rule 116;

1.59. **"Head of Recruitment"** means the Official referred to in Rule 118;

1.60. **"Hybrid Training Model"** means a programme of coaching and education whereby the coaching of an Academy Player primarily takes place outside the Core Coaching Time save that, subject to the provisions of these Rules, Academy Players in the Youth Development Phase may be released from attendance at school during the School Day for the maximum equivalent duration of two days a week which, for the avoidance of doubt, may occur over more than two days in a week (for example, one full day and two half days);

Guidance

Clubs' attention is drawn to Rule 204.2, pursuant to which they must provide all necessary additional educational support so that the Academy Player's education is not prejudiced as a result of being released from school to undertake coaching during the Core Coaching Time.

1.61. **"Individual Learning Plan"** means an individual plan for each Academy Player setting out measurable objectives for the development that he needs to undertake and the means by which he will obtain those objectives;

1.62. **"Induction and Transition Strategy"** means the documented plan in place at each Club, agreed by the Technical Board, designed and implemented to support Academy Players in their arrival to and departure from the Club, for whatever reason and whatever age group;

1.63. **"Intermediate Trauma Medical Management in Football"** or **"ITMMiF"** means the qualification of that name issued by or on behalf of The Football Association;

1.64. **"ISO"** means Professional Game Academy Audit Company or such other independent standards organisation appointed from time to time by the PGB for the purposes of undertaking the ISO Audits;

1.65. **"ISO Audit"** means an Annual ISO Audit, a Full ISO Audit or a Re-Audit;

1.66. **"Junior Training Centre"** means a Development Centre operated by a Club in accordance with Rules 135 to 147 to provide opportunities for young players in between their Under 9 Year and their Under 16 year (inclusive), who are not registered Academy Players but who have the potential to become registered Academy Players;

1.67. **"Learning Management System"** or **"LMS"** means the online system provided by the League for the upload and storage of educational data and information regarding Academy Players (currently known as the 'Education Management System');

1.68. **"Multi-disciplinary Review"** means a review of all aspects of an Academy Player's football, athletic and educational performance and development and which shall include:

(a) reports from all relevant Academy Staff (including from the coaching, education and sports science and medicine/performance support disciplines);

(b) for Academy Players on the Full Time Training Model or the Hybrid Training Model, reports and educational data from the Academy Player's school (and where the League requests, all Academy Players on the Part Time Training Model);

(c) self-assessment by the Academy Player; and

(d) short, medium and long-term targets for the Academy Player's football, athletic and personal development ;

1.69. **"Parent Handbook"** means the information to be provided by the League to the Parent(s) of each Academy Player upon each occasion of his registration for a Club and which will contain:

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

(b) a summary of the Club's obligations to the Academy Player, and the Academy Player's obligations to the Club;

1.70. **"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 55 and the Guidance thereunder.

1.71. **"Part Time Training Model"** means a Coaching Curriculum whereby the coaching of an Academy Player does not require him to miss any part of the School Day;

1.72. **"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;

1.73. **"Performance Analysts"** means the Officials referred to in Rules 111 and 112;

1.74. **"Personal Development and Life Skills Curriculum"** means the individual development programme for each Academy Player delivered by his Club on an ongoing basis throughout the period of his registration and which will also include (without limitation) the areas set out in Rule 213.

Guidance

In addition to the above, Rule 232 requires all Clubs to deliver training to Academy Players and Academy Staff on equality, diversity and inclusion.

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

1.76. **"Playing Philosophy"** means a written statement which sets out:

(a) the principles, values, playing style and tactical approach of all of the Club's teams (including its first team); and

(b) profiles detailing, for each age group and the first team, the Club's desired technical, tactical, physical, psychological and social skills of players in each position on the pitch;

1.77. **"Pre-Academy Training Centre"** means a Development Centre operated by a Club in accordance with Rules 135 to 147 to identify young players who have the potential to become registered Academy Players upon the commencement of their Under 9 year;

1.78. **"Premier League 2"** means the League of that name managed, organised and controlled by The Premier League;

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

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

1.81. **"Productivity Profile"** means an analysis, provided by the League using the Productivity Methodology, of each Club's track record in developing Academy Players, that is to say:

(a) the extent to which Academy Players coached by or at its Academy have progressed to become established professional Players; and accordingly; and

(b) the extent to which the Club is successful in contributing to the development of established professional Players;

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

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

1.84. **"Professional Development Phase Games Programme"** means the games programmes organised by the Premier League and League for teams in the Professional Development Phase as set out in Rules 177 to 183;

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

1.86. **"Re-Audit"** has the meaning set out in Rule 18.8;

1.87. **"Scholarship Agreement"** means an agreement made between a Club and an Academy Player in YD11;

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

1.88A **"Scout"** means any person employed or engaged by a Club (whether on a Full Time or Part Time basis and whether or not they are remunerated in any way for their services) whose duties include identifying to their Club players whose registration as Academy Players the Club may wish to secure;

1.88B **"Scout Identification Card"** means a formal means of identification to be issued by each Club to each of its registered Scouts which shall include:

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

(b) a photograph of the Scout.

1.89. **"Senior Academy Physiotherapist"** means the Official referred to in Rule 106;

1.90. **"Senior Professional Development Coach"** means the Official referred to in Rule 82;

1.91. **"Senior Training Centre"** means a Development Centre operated by a Club in accordance with Rules 135 to 150 to provide opportunities for young players in between their Under 17 year and Under 23 year (inclusive), who are not registered Academy Players but who have the potential to become registered Academy Players or Contract Players;

1.92. **"Sports Science and Medicine/Performance Support Programme"** means an integrated, interdisciplinary programme for the provision of sports science, medical services, performance support and analysis as more particularly described in Rules 241 to 246;

1.93. **"Sports Therapist"** means a Person who holds at least an undergraduate degree in sports therapy;

1.94. **"Staff Registration System"** means the online platform maintained by the leagues and updated by the Clubs to ensure an up to date record of those Academy Staff who are engaged in specific recognised disciplines (as communicated by the League from time to time) exists for the purpose of the Academy audit and league analysis;

1.95. **"Standards"** has the meaning set out in Rule 7.2;

1.96. **"Technical Board"** has the meaning set out in Rules 37 to 39;

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

1.98. **"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;

1.99. **"Training Club**" has the meaning set out in Rule 351;

1.100. **"Training Model"** means the Full Time Training Model, the Hybrid Training Model or the Part Time Training Model;

1.101. **"Trialist"** means a player playing in age groups Under 9 to Under 21 (inclusive) who is attending an Academy on trial under the provisions of Rules 262 or 263;

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

1.103. **"Youth Development Phase"** means the Under 12 to Under 16 age groups inclusive; and

1.104. **"Youth Development Phase Games Programme"** means the games programmes organised by the Premier League and League for teams in each of the Under 12 to Under 16 age groups, full details of which are set out in Rules 162 to 176.

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

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

2.2 the age group into which each Academy Player shall be placed shall be determined by his age on 31 August in the year in question, save in the case of players in the Under 21 age group, who must be under the age of 21 as at 1 January in the year in which the Season concerned commences (i.e. for Season 2025/26 born on or after 1 January 2004).

GENERAL

General

3. A Club that engages in the training and development of young players must:
   - 3.1 have a valid Academy Licence; and
   - 3.2 operate its Academy in accordance with the Academy Licensing Criteria.

4. There shall be four Categories of Academy.

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

6. Each Club shall:
   - 6.1 give the League and the ISO access to such facilities, personnel, documents and records as they reasonably require; and
   - 6.2 co-operate with the League and the ISO, in order for the League and the ISO to undertake their responsibilities under these Rules.

Academy Licensing Criteria

7. The Academy Licensing Criteria are as follows (together, the "**Academy Licensing Criteria**"):
   - 7.1 A Club must adhere to the Rules including, but not limited to, the Rules that are designated by the ISO from time to time as:
     - 7.1.1 "**Safe To Operate**" Rules; and
     - 7.1.2 "**Compliance**" Rules.
   - 7.2 A Club must perform its Academy operations in accordance with the standards for Academies implemented by the ISO in respect of the following (the "**Standards**"):
     - 7.2.1 leadership and management;
     - 7.2.2 coaching;
     - 7.2.3 medicine/performance support;
     - 7.2.4 education and Player Care;
     - 7.2.5 pathway and productivity; and
     - 7.2.6 safeguarding.

Applying for an Academy Licence

8. To apply for an Academy Licence, a Club must submit to the ISO the following documents (in the format required by the ISO):
   - 8.1 a written application to operate a specific Category of Academy, signed on behalf of the Club by an Authorised Signatory;

8.2 a self-assessment report in respect of the Club's ability to adhere to the Safe To Operate Rules and Compliance Rules for the relevant Category of Academy (an "**Academy Self-Assessment Report**"); and

8.3 any other documents or information requested by the ISO and/or which the Club wishes the ISO to take into account.

Guidance

For the purposes of Rule 8.2, the current process for submitting a self-assessment report is to complete the ISO's online self-assessment tool (known as the ASA).

9. The ISO shall review the information received from the Club under Rule 8, and carry out an on-site review of the proposed Academy, and conclude whether in the ISO's reasonable opinion the Club is prima facie capable of adhering to the Safe To Operate Rules and Compliance Rules for the relevant Category of Academy for which it has applied. The ISO shall send to the Club a written report setting out the basis for its findings.

10. If the ISO concludes that the Club which has applied for an Academy Licence:

10.1 is prima facie capable of adhering to the Safe To Operate Rules and Compliance Rules for the relevant Category of Academy for which it has applied, the ISO shall inform the PGB of that conclusion; or

10.2 is prima-facie not capable of adhering to the Safe To Operate Rules and Compliance Rules for the relevant Category of Academy for which it has applied, the Club shall be entitled to:

10.2.1 request a meeting with the ISO and the League to discuss the ISO's report; and,

10.2.2 respond in writing to the ISO's written report.

Guidance

It is expected that the Club Officials who will attend the meeting with the ISO and the League referred to in Rules 10.2.117.4.1 and 18.6.1 will include the Academy Manager and the Chief Executive.

11. Having regard to any steps pursuant to Rule 10.2, the ISO shall:

11.1 finalise its written report and send a further copy to the Club. The Club shall not be entitled to request a further meeting with the ISO; and

11.2 inform the PGB of its recommendations as to whether the Club is prima facie capable of adhering to the Safe To Operate Rules and Compliance Rules for the relevant Category of Academy for which it has applied.

12. The ISO and/or the PGB may, at its discretion, request written representations from the League in respect of a Club's application for an Academy Licence.

13. Following receipt of the ISO's recommendation, the PGB shall decide whether to grant to the Club an Academy Licence for a fixed time period. If the PGB:

13.1 does grant to the Club such an Academy Licence, the Club shall be subject to a Full ISO Audit during the term of the Academy Licence and the results of that Full ISO Audit shall be

used by the PGB as a basis to determine whether to grant the Club a further Academy Licence; or

13.2 does not grant to the Club such an Academy Licence, the Club shall not be eligible to re-apply for an Academy Licence until the following Season unless otherwise authorised by the PGB. The PGB may set such conditions for the re-application as it considers appropriate (including that the Club covers the cost of any re-application).

14. 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's written report(s) contain any manifest error.

Grant of Academy Licence

15. An Academy Licence shall be granted on such terms as determined by the PGB and shall, subject to the PGB determining otherwise (including that an Academy Licence shall only be granted for a fixed period of time), be valid from the date it is granted until such time as it is varied or revoked by the PGB or resigned by the Club.

Assessment of Academies

16. Each Club that holds an Academy Licence shall be subject to assessment by the ISO in respect of the Club's adherence to the Academy Licensing Criteria. Such assessment shall include:

16.1 an audit of the Club's adherence to the Safe To Operate Rules (and, at the ISO's discretion, to the Compliance Rules) to occur at least once per Season (an "**Annual ISO Audit**");

16.2 an audit of the Club's adherence to all of the Academy Licensing Criteria for the relevant Category of Academy (a "**Full ISO Audit**") to occur as often as the ISO considers necessary; and,

16.3 such other assessment (including the undertaking of an ISO Audit) as the ISO considers necessary.

Annual ISO Audit

17. The process for an Annual ISO Audit shall be as follows:

17.1 The ISO shall write to the Club to inform it of the start date of the Club's Annual ISO Audit.

17.2 By no later than ten days after receiving a notice pursuant to Rule 17.1, a Club must submit to the ISO an up-to-date Academy Self-Assessment Report in respect of the Safe To Operate Rules (and Compliance Rules, if so directed by the ISO) together with any other documents or information requested by the ISO and/or which the Club wishes the ISO to take into account.

17.3 The ISO shall review the information received from the Club during the Annual ISO Audit and conclude whether in the ISO's reasonable opinion the Club is adhering to the Safe To Operate Rules (and, if applicable, the Compliance Rules). The ISO shall send to the Club a provisional written report setting out its findings.

17.4 Upon receipt of the ISO's provisional report, the Club shall be entitled to:

17.4.1 request and attend a meeting with the ISO to discuss the provisional report; and

17.4.2 respond in writing to the ISO's draft report.

17.5 Having regard to any steps taken pursuant to Rule 17.4, the ISO shall finalise its written report and send a copy to the Club. The Club shall not be entitled to request a further meeting with the ISO or to respond in writing to the final report.

17.6 If, in its final report, the ISO concludes that the Club is not adhering to the Safe To Operate Rules (and, if applicable, the Compliance Rules), the ISO shall issue to the Club an action plan setting out what remedial steps the Club must take and the deadline(s) for the Club to do so (an "**Audit Action Plan**").

17.7 By no later than the date(s) specified in the Audit Action Plan, a Club must submit to the ISO a written update as regards the remedial steps it has taken in response to the Audit Action Plan.

17.8 The ISO shall review information received from the Club in response to the Audit Action Plan and conclude whether in the ISO's reasonable opinion the Club has taken satisfactory remedial steps or is on course to do so. If the ISO concludes that a Club has not taken satisfactory remedial steps or is not on course to do so, the ISO shall inform the PGB of that conclusion and may also:

17.8.1 refer the Club to the League or the Premier League (where applicable) to take action, as a breach of these Rules; and/or

17.8.2 refer the Club to the PGB to make such decision in respect of the Academy as the PGB sees fit (which may include, but is not limited to, taking one or more of the actions set out in Rule 27).

17.9 The ISO may for as long as it considers necessary continue to monitor the remedial steps that a Club has taken in response to an Audit Action Plan. Such monitoring may include (but is not limited to) amending an Audit Action Plan and/or repeating the steps in Rules 17.7 to 17.8.

Full ISO Audit

18. The process for a Full ISO Audit shall be as follows:

18.1 The ISO shall write to the Club to inform it of the start date of the Club's Full ISO Audit. The ISO shall give such notice to the Club no less than ten days before the proposed start date. The ISO may, at its discretion, agree to move the start date if reasonably requested to do so by the Club.

18.2 By no later than three days before the start date of a Full ISO Audit, a Club must submit to the ISO:

18.2.1 a completed and up-to-date Academy Self-Assessment Report in respect of all the Academy Licensing Criteria for the relevant Category of Academy; and,

18.2.2 any other documents or information requested by the ISO and/or which the Club wishes the ISO to take into account.

18.3 On the start date of the Full ISO Audit, the ISO shall attend the Club to carry out an on-site assessment of the Academy's performance as against the Standards. The ISO may attend the Club on such further days as it considers necessary in order to complete the on-site review.

18.4 After completing its on-site review, the ISO (and Club) shall:

18.4.1 follow the processes set out in Rules 17.3 to 17.8 as regards the Club's adherence to the Safe To Operate Rules and Compliance Rules; and,

18.4.2 follow the processes set out in Rules 18.5 to 18.9as regards the Club's performance in relation to the Standards.

18.5 Further to Rule 18.4.2, the ISO shall conclude how in the ISO's reasonable opinion the Club is performing against the Standards. The ISO shall within 28 days of the on-site review (or longer if the ISO deems it necessary) send to the Club a provisional written report setting out its findings.

18.6 Upon receipt of the ISO's provisional report, the Club shall be entitled to:

18.6.1 request and attend a meeting with the ISO to discuss the provisional report; and,

18.6.2 respond in writing to the ISO's provisional report.

18.7 Having regard to any steps taken pursuant to Rule 18.6, the ISO shall:

18.7.1 finalise its written report and send a copy to the Club. The Club shall not be entitled to request a further meeting with the ISO or to respond in writing to the final report; and,

18.7.2 update the PGB, which shall then make such decision in respect of the Academy as the PGB sees fit (which may include, but is not limited to, taking one or more of the actions set out in Rule 27).

18.8 If the Club's performance against the Standards is assessed to be either "inadequate" or "immediate review", the Club shall be subject to a further Full ISO Audit (which may be streamlined to assess specific Standards only) (a "Re-Audit") unless otherwise directed by the PGB.

18.9 The process for a Re-Audit shall be the same as the processes for a Full ISO Audit set out in Rules 18.1 to 18.5 (as adjusted for the elements of the Full ISO Audit which are the subject of the Re-Audit). Following a Re-Audit, if the ISO's conclusion remains that the Club's level of performance is "inadequate" (or worse) in respect of the same Standards that were identified as such in the most recent Full ISO Audit, the ISO may:

18.9.1 carry out a further Re-Audit of the Club and the Club shall bear all costs of the ISO which are reasonably incurred in connection with the further Re-Audit;

18.9.2 refer the Club to the League or the Premier League (where applicable) to take action, as a breach of these Rules; or

18.9.3 refer the Club to the PGB to make such decision in respect of the Academy as the PGB sees fit (which may include, but is not limited to, taking one or more of the actions set out in Rule 27).

ISO's general power to refer a breach of the Rules

19. Notwithstanding Rules 16, 17 and 18, the ISO may at any time:

19.1 refer a Club to the League or the Premier League (where applicable) to take action, as a breach of these Rules; and/or

19.2 refer the Club to the PGB to make such decision in respect of the Academy as the PGB sees fit (which may include, but is not limited to, taking one or more of the actions set out in Rule 27).

Guidance

Rule 19 may be used in situations where the ISO considers that time is of the essence and a referral to the League, Premier League and/or PGB should not be delayed pending the completion of an ISO Audit.

Changes to Academy Category

20. A Club may apply to upgrade the Category of its Academy for the next Season. The process for such applications shall be as follows:

    20.1 A Club that seeks to upgrade the Category of its Academy for the next Season must submit a written application to that effect to each of the PGB (via the ISO) and the League or Premier League. A Club's application must be received by no later than the deadline for applications, which shall be specified each Season by the League or Premier League.

    20.2 A Club that submits an application in time shall, as soon as practicable, be subject to a Full ISO Audit in respect of its current Category of Academy. At the conclusion of this Full ISO Audit, the PGB shall make such decision in respect of the application as it sees fit.

    20.3 A Club may, at the discretion of the PGB, have the Category of its Academy upgraded on a provisional basis for the next Season. In such circumstances, the Club shall at the end of that next Season be subject to a further Full ISO Audit in respect of the upgraded Category of Academy at which it had been operating on a provisional basis. At the conclusion of this Full ISO Audit, the PGB shall make such decision in respect of the application as it sees fit.

21. For the purposes of Rule 20, a Full ISO Audit means the process set out in Rules 18.1 to 18.7only. A Club shall not be entitled to a Re-Audit pursuant to Rules 18.8 to 18.9 following a Full ISO Audit undertaken in connection with an application to upgrade the Category of its Academy.

22. A Club that has its Academy status downgraded by the PGB may not re-apply for the same or higher Category status from which it was downgraded within one year of the PGB's determination unless:

    22.1 the PGB is satisfied that there are exceptional circumstances which justify an application; and

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

23. [NOT USED]

Guidance

Clubs should be aware that the Premier League requires its clubs to operate a Category 3 Academy or higher.

24. A Club (or club) will ensure that the Category status of its Academy is not lowered, or it does not cease to operate an Academy, in any Season during which it is a member of the League or is in receipt of the sums set out in Premier League Rule D.25.

Guidance

A Club (or club) will be in breach of Rule 24 in circumstances where the Category status of its Academy is lowered by its own volition or when a decision in respect of the Category status is taken under these Rules.

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

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

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

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

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

Appeals against Decisions of the PGB

26. Any appeal by a Club pursuant to Rule 25 shall be dealt with in accordance with Rule K (Arbitration) of the Rules of The Football Association.

Consequences for Breaches of Rules 3 to 26

27. If a Club fails to comply with any Rule in this section, or if a Club or Official makes a false statement or falsifies a document as set out in Rule 29, then the PGB may take one or more of the following actions:

27.1 vary or revoke the Club's Academy Licence;

27.2 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;

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

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

27.5 require the ISO to undertake an ISO Audit of the Club's Academy as soon as reasonably practicable.

28. A Club that has its Academy Licence removed may not re-apply for an Academy Licence within three years of the PGB's determination unless:

28.1 the PGB is satisfied that there are exceptional circumstances which justify a further application; and

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

Guidance

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

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

29.1 an application for an Academy Licence;

29.2 the League's annual evaluation undertaken pursuant to Rule 36.2;

29.3 an ISO Audit; or

29.4 any other provision of these Rules,

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

30. Without prejudice to Rule 27, any breach of Rules 3.2, 6, 29, 35.2, 45 to 53, 56, 58 to 60, 120, 121, 129 to 133, 135 to 138, 141 to 154, 159, 160, 174 to 176, 183 to 185, 193, 194, 196 to 212, 217, 220, 239 to 252, 269, 271, 272, 275 to 278, 284, 290, 293, 294, 306, 309, 312 to 314, 319 to 323, 341, 344, or 350 shall be liable to be dealt with under the provisions of Section 8 of the League's Regulations.

Guidance

Failure to comply with any of the Rules in this section, other than those specified in Rule 30, above, will not ordinarily lead to liability to disciplinary action under Section 8. 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 27.

The League considers that the Rules specified in Rule 24 are of such a nature that breach should open the possibility of disciplinary action under Section 8 because they impact upon other people or entities, and in particular, Academy Players and/or other Clubs.

STRATEGY, LEADERSHIP AND MANAGEMENT OF THE ACADEMY

Strategic Documents

31. Each Club which operates an Academy shall document and make available to the League and the ISO its Vision Statement, Playing Philosophy and Coaching Philosophy each of which shall be:

    31.1 drawn up by the Technical Board; and

    31.2 annually reviewed and approved by the Club Board.

Academy Performance Plan

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

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

34. The Club Board shall:

    34.1 annually review and approve the Academy Performance Plan;

    34.2 ensure that the Academy Performance Plan is communicated to all relevant Officials; and

    34.3 measure the performance of the Academy each year against the objectives, strategy and specific performance targets set out in the Academy Performance Plan and ensure that appropriate action is taken if the performance targets have not been met.

Football Intelligence Platform

35. Each Club which operates an Academy shall:

    35.1 utilise the Football Intelligence Platform from the date of its implementation by the League and record on it the data listed in Rule 1.47;

    35.2 ensure that the data held on the Football Intelligence Platform 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

    35.3 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.

36. Each Club which operates an Academy shall ensure that the Football Intelligence Platform is available for access by the following individuals:

    36.1 relevant Academy Staff; and

    36.2 Parent(s) of its Academy Players aged 17 and younger, and the Academy Players themselves, in relation to information contained on the Football Intelligence Platform which

relates to that Academy Player (but excluding information which in the Club's reasonable opinion ought not to be so disclosed).

Technical Board

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

38. 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:

38.1 the Chief Executive;

38.2 the Manager;

38.3 the Academy Manager;

38.4 any technical, football or sporting director employed by the Club;

38.5 such Officials as can give input from the following functional areas:

38.5.1 recruitment;

38.5.2 coaching; and

38.5.3 Professional Development Phase coaching; and

38.6 any other Official that the Club deems appropriate.

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

EFFECTIVE MEASUREMENT

Monitoring

40. The League shall conduct:

    40.1 on-going monitoring of each Academy; and

    40.2 an annual evaluation of each Academy which shall be made available to the Club, the ISO and, if required, the PGB.

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

Productivity Profile

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

43. The League may publish Productivity Data.

Guidance

The time periods applied for Productivity Data and how it will be presented will be reviewed alongside other measures of Academy performance.

PERFORMANCE MANAGEMENT, PLAYER DEVELOPMENT AND PROGRESSION

Development Journey

44. Each Club which operates an Academy:

44.1 shall maintain a Development Journey for each of its Academy Players (updated within seven days of each performance that falls to be recorded) and ensure that it is made available to:

44.1.1 the Academy Player;

44.1.2 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 Development Journey if he ceases to be registered with the Club);

44.1.3 the League; and

44.1.4 the ISO and

44.2 shall nominate a member of staff who shall be responsible for:

44.2.1 being the point of contact for the League for the Football Intelligence Platform;

44.2.2 supporting and coordinating the training of Club users in using the Football Intelligence Platform; and

44.2.3 supporting an annual review of data quality.

Guidance

1. The Development Journey records the Academy Player's progress throughout his development. The Development Journey is an embedded application in the Football Intelligence Platform. Information is carried forward year on year (and from club to club) to build into a comprehensive record of the Academy Player's development. The Development Journey 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 Development Journey logs qualitative information and evidence documented by both coach and Academy Player relating to an Academy Player's successful progression in the above areas. The Development Journey also evidences the Academy Player's Multi-disciplinary Reviews.

2. It should be noted that while there is scope within the Development Journey for the Academy Player to give feedback and comments, the primary responsibility to maintain Development Journeys lies with the Club. Any Club which fails to maintain its Academy Players' Development Journeys, and make them available in accordance with Rule 44, may jeopardise its categorisation.

Individual Learning Plans and Multi-disciplinary Reviews

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

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

45.2 every six weeks (if he is in one of the Under 12 to Under 18 age groups); and

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

Guidance

Neither the Academy Player nor his parent need be present at the Multi-disciplinary Review. See however the Club's obligations under Rules 47, 48 and 50 to 52.

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

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

47.1 no fewer than four times per Season (if he is in one of the Under 9 to Under 18 age groups); and

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

48. At the meetings referred to in Rule 47, the Club shall:

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

48.2 take all appropriate action (for example by way of amending his Individual Learning Plan to set mutually agreed performance targets and/or such individual coaching, athletic development or educational support as may be necessary).

49. Each Multi-disciplinary Review shall be recorded on the Academy Player's Development Journey.

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

51. A written record of the discussion referred to in Rule 50 shall be given to the Parent(s) and noted on the Academy Player's Development Journey.

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

53. Each Club shall permit a representative of the League to attend and access, via the PMA, Multi-Disciplinary Reviews if so requested by the League.

Guidance

It is recommended that one of the meetings referred to in Rule 50 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 52 should form the basis of the end of season meeting.

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

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

1. Multi-disciplinary Reviews should not only measure the Academy Player's progression against his own performance targets, but also benchmark his development against that of his peers.

2. The procedure for undertaking Multi-disciplinary Reviews with Academy Players should follow a standard protocol. The meeting should involve the head coach for the Academy Player's Development Phase and the Head of Education (particularly if the Club is providing education to the Academy Player), plus any other relevant Academy Staff (e.g. sports scientists) as required.

3. Similar protocols may be adopted for the meetings with Parent(s). 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

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

54.1 subject to Rule 55 include the mandatory posts required by this section of the Rules for the Category applicable to its Academy; and

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

55. Save for the Academy Manager, Senior Academy Physiotherapist, the physiotherapists described in Rule 107, Academy Doctor, Head of Safeguarding and the coaches described in Rules 76 and 77, 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.

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

Guidance

Clubs should submit information for all Academy Staff that work in the following areas on a full-time, part-time, contractual or other basis: Academy Management, Operations, Coaching, Performance Support/Analysis, Sports-Science and Medicine, Recruitment, Education and Player Care and Safeguarding.

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

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

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

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

58.1 an employment contract;

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

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

59. Each member of Academy Staff shall be given:

59.1 a written job description (which may be contained in the document referred to in Rule 58); and

59.2 an annual performance appraisal.

60. Each Club which operates an Academy shall:

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

60.2 take all reasonable steps to ensure that each member of Academy Staff who is required by these Rules to undertake Continued Professional Development does so.

Guidance

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

Academy Management Team

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

61.1 be led by the Academy Manager; and

61.2 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 Coach Development, the individual referred to at Rule 120, the Academy's Designated Safeguarding Officer, the Academy Operations Manager and the Academy Secretary.

62. 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 55. If a Club does not employ one of the Officials described in Rule 61.2, Clubs should consider including representation from the relevant functional area on the Academy Management Team.

Academy Manager

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

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

65. 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.

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

66.1 guiding the development of the Club's Playing Philosophy, Coaching Philosophy and Coaching Curriculum;

66.2 drawing up the Academy Performance Plan as set out in, and subject to the provisions of, Rule 33;

66.3 implementing the Academy Performance Plan;

66.4 advising the Club Board on:

66.4.1 whether the Academy has met the performance targets set out in the Academy Performance Plan; and

66.4.2 the action to be taken by the Club if the Academy has not met those performance targets;

66.5 ensuring the effective use by all appropriate Academy Staff of the Football Intelligence Platform and Development Journeys, including ensuring that all relevant data is recorded thereon;

66.6 the design, implementation and management of the Academy's Coaching Curriculum;

66.7 ensuring that all Academy Staff undertake the Continued Professional Development required of them by this section of the Rules;

66.8 being the line manager of the Head of Education, Head of Coaching and Head of Recruitment; and

66.9 liaising with the Club's Manager as appropriate.

Guidance

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

67. Subject to Rule 68 each Academy Manager must hold:

67.1 an up to date UEFA A Licence;

67.2 an FA Youth Award; and

67.3 an FA Advanced Youth Award.

68. A Club may appoint as Academy Manager a person who does not hold the qualifications set out in Rule 67 provided that the Head of Coach Development:

68.1 holds these qualifications;

68.2 is tasked with overseeing the Coaching Curriculum; and

68.3 is a member of the Academy Management Team and sits on the Technical Board.

69. The Academy Manager must undertake Continued Professional Development organised by the Club. In addition, where the Academy Manager holds a qualification set out in Rule 67, they must attend such training provided by The Football Association as is necessary to maintain the validity of that qualification and at least five hours of in-service training to be provided by the League every year

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

Guidance

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

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

Guidance

Where the Club appoints more than one individual to share the role of Academy Manager, the lead decision maker is expected to enrol in the Elite Academy Managers Development Programme.

Academy Operations Manager

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

Academy Secretary

72. Each Club which operates an Academy shall appoint an Academy Secretary who shall be employed Full Time in the case of a Club which operates a Category 1 or Category 2 Academy or at least Part Time (in the case of a Club which operates a Category 3 or Category 4 Academy.

73. The Academy Secretary shall:

73.1 provide administrative support to the Academy Manager and the Academy Management Team;

73.2 act as the point of contact between the Academy and the League for all administrative matters, including the submission of required information; and

73.3 be familiar with all relevant provisions of these Youth Development Rules, as amended from time to time.

Guidance

This section of the Rules should be read subject to Rule 55.

Head of Coach Development

74. Each Club which operates an Academy shall employ a Head of Coach Development who shall:

74.1 report to the Academy Manager;

74.2 subject to Rule 66.6, have responsibility for delivery of the Academy's Coaching Curriculum;

74.3 be responsible for designing and delivering the Club's Continued Professional Development programme, which shall reflect the Club's Playing Philosophy and Coaching Philosophy and each coach's Coach Expertise Framework for all the Club's Academy coaches;

74.4 discharge the responsibilities with regard to Development Action Plans set out at Rules 89 to 91;

74.5 hold at least an up to date UEFA A Licence, an FA Youth Award, and an FA Advanced Youth Award;

74.6 hold a current Basic First Aid for Sport Qualification, current EFAiF or an equivalent or higher qualification approved by the Board;

74.7 have recent and relevant experience of coaching Academy Players and developing Academy Coaches in an Academy (or of a comparable environment);

74.8 be employed Full Time in the case of a Head of Coach Development employed in a Category 1, Category 2 or Category 3 Academy and at least Part Time in the case of a Category 4 Academy;

74.9 attend at least five hours of in-service training to be provided by the League each year;

74.10 attend such training to be provided by The Football Association as is necessary to maintain the validity of the qualifications set out in Rule 74.5; and

74.11 in conjunction with each of the Club's coaches, plan, deliver and monitor the delivery of individual development plans for each such coach.

Guidance

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

75. In addition to the in-service training referred to in Rule 74.9, the Head of Coach Development must:

75.1 undertake Continued Professional Development organised by the Club;

75.2 enrol and participate in the Elite Heads of Coaching Scheme operated by the Premier League; and

75.3 complete the European Mentoring and Coaching Council Foundation Award within two years of the commencement of their employment.

Guidance

It is recommended (and mandatory in the circumstances set out in Rule 68) that the Head of Coach Development 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 55.

When appointing a Head of Coach Development, Clubs should have regard to any applicable best practice guidance published by the League and Premier League from time to time. Support in this recruitment process may also be obtained from the League.

Coaches

76. 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
Category 1	2	3	3
Category 2	1	2	2
Category 3	1	1	2
Category 4	N/A	N/A	2

Guidance

For those Clubs which operate a Category 3 Academy, the Academy Manager may count towards the minimum numbers required under Rule 76.

For those Clubs which operate a Category 4 Academy, the Academy Manager and Head of Coach Development may count towards the minimum numbers required under Rule 76.

77. In addition to the coaches set out in Rule 76 each Club shall employ sufficient additional coaching staff (Full Time or Part Time) to ensure that the coach to Academy Players ratios set out in Rule 132 are maintained.

78. Each Club shall appoint one Full Time coach in each Development Phase who shall be the lead coach for that phase and be responsible for managing the delivery of coaching within it, and who shall:

78.1 in respect of the Youth Development and Professional Development Phase, hold at least an up-to-date UEFA A Licence; and

78.2 in respect of the Foundation Phase, hold at least an up-to-date UEFA B Licence and the relevant age specific FA Advanced Youth Award.

Goalkeeping Coaches

79. 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 129, subject to the following minimum requirements:

79.1 a Club operating a Category 1 Academy shall employ at least two Full Time goalkeeping coaches; and

79.2 a Club operating a Category 2 Academy shall employ at least one Full Time goalkeeping coach.

80. Each goalkeeping coach must:

80.1 attend at least five hours of in-service training to be provided by The Football Association each year;

80.2 hold a current EFAiF or an equivalent or higher qualification approved by the Board; and

80.3 undertake Continued Professional Development organised by the Club.

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

Guidance

This section of the Rules should be read subject to Rule 55.

Senior Professional Development Coach

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

82.1 for Category 1 and Category 2 Academies only, be full time;

82.2 report to the Academy Manager;

82.3 liaise with the Manager;

82.4 hold a UEFA A Licence and the FA Advanced Youth Award with the age specific specialist element relevant to the Professional Development Phase;

82.5 oversee on a day-to-day basis the Coaching Curriculum for the Under 19 to Under 21 age groups;

82.6 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 84;

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

82.8 manage the Club's team which competes in the Professional Development League.

83. Each Club which operates a Category 3 or Category 4 Academy that does not appoint a Senior Professional Development Coach in accordance with Rule 82 shall assign a member of the coaching staff responsible for the coaching of the Club's professional players to act as a liaison coach who shall:

83.1 liaise with the Academy Manager;

83.2 liaise with the Manager; and

83.3 manage the transition of Academy Players to the Club's senior squad in accordance with the Club's procedure for the same described in Rule 84.

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

Guidance

This section of the Rules should be read subject to Rule 55.

Coaches: Qualifications and Professional Development

85. Each coach (excluding goalkeeping coaches to whom Rule 80 applies) must from the commencement of and throughout their employment hold:

85.1 an up to date UEFA B Licence (save where these Rules require a coach to hold an up to date UEFA A Licence);

85.2 an FA Youth Award; and

85.3 an up to date FA Advanced Youth Award with the age-specific specialist element relevant to the Development Phase which they coach.

Guidance

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

- Head of Coach Development (Rule 74.5); and
- Senior Professional Development Coach (Rule 82.4).

Clubs that can demonstrate that a coach has taken steps to register for the FA Advanced Youth Award will not be deemed to be in breach of Rule 85.3.

Where a coach does not meet the requirements set out in Rule 85.1 at the time of appointment, they must demonstrate that they are currently enrolled on a UEFA B Licence course that will be completed within 12 months of appointment. Clubs are not expected to utilise this exemption for more than 3 coaches at any one time.

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

87. In addition to the in-service training referred to in Rule 86, each coach must undertake Continued Professional Development organised by the Club.

Guidance

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

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

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

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

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

Head of Academy Sports Science and Medicine

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

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

Guidance

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

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

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

95. The Head of Academy Sports Science and Medicine:

95.1 shall be either:

95.1.1 a registered physiotherapist member of the Health and Care Professions Council;

95.1.2 a registered medical practitioner licensed to practise by the General Medical Council (and shall comply with the General Medical Council's requirements concerning

annual appraisal, scope of practice, indemnity and revalidation of doctors) with a diploma in Sport and Exercise Medicine or equivalent or higher qualification; or

95.1.3 the holder of at least a master's degree in sports science (or other relevant discipline) from a recognised university and have or be working towards British Association of Sport and Exercise Sciences and/or British Psychological Society accreditation; and

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

Guidance

Under Rule 95.1.2, where the Academy Doctor is not head of department the further qualification is still necessary if the doctor is providing independent unsupervised management in the area of Sport and Exercise Medicine.

96. The Head of Academy Sports Science and Medicine shall hold either:

96.1 if they are a registered physiotherapist member of the Health and Care Professions Council or a registered medical practitioner: (a) for Category 1 and Category 2 Academies, an Advanced Trauma Medical Management in Football ('**ATMMiF**') or an equivalent or higher qualification approved by the League or (b) for Category 3 and Category 4 Academies, an ITMMiF; or

96.2 if they are neither of the above, a current EFAiF or an equivalent or higher qualification approved by the League.

97. For the avoidance of doubt, if the Head of Academy Sports Science and Medicine is not a registered physiotherapist member of the Health and Care Professions Council or a registered medical practitioner (as set out in Rule 96.1 and 96.2 respectively) then the primacy of decisions regarding the clinical treatment of Academy Players shall rest with a physiotherapist or registered medical practitioner.

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

Guidance

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

This section of the Rules should be read subject to Rule 55.

Academy Nutritionist

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

99.1 shall be Part Time;

99.2 shall be responsible for devising and implementing plans to promote nutrition and a healthy diet amongst Academy Players;

99.3 shall provide advice to Academy Players and Staff on all aspects of nutrition; and

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

Lead Sports Scientist

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

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

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

100.3 co-ordinate and lead the sports science services for the Academy;

100.4 hold a current Basic First Aid for Sport Qualification, current EFAiF or an equivalent or higher qualification approved by the League; and

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

101. 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.

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

Guidance

For Clubs' obligations generally regarding the provision of the sports science and medicine/Performance Support, see Rules 241 to 246.

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

This section of the Rules should be read subject to Rule 55.

Lead Strength and Conditioning Coaches

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

103.1 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;

103.2 be responsible for providing to the Club's Academy Players appropriate strength and conditioning training and monitoring as part of the Sports Science and Medicine/Performance Support Programme;

103.3 hold at least a bachelor's degree in sports science (or another relevant discipline) from a recognised university and have or be working towards British Association of Sport and Exercise Sciences accreditation;

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

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

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

Guidance

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

This section of the Rules should be read subject to Rule 55.

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

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

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

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

Any other sports scientists or strength and conditioning coaches employed by a Club must hold the qualifications set out in Rules 105.1 and 105.2 above.

Senior Academy Physiotherapist

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

106.1 be employed on a Full Time basis;

106.2 be a registered physiotherapist member of the Health and Care Professions Council (save that a Club which operates a Category 3 or 4 Academy may continue to employ as its Senior Academy Physiotherapist any Person so employed at the time of these Rules coming into force who does not hold the qualifications specified in this Rule provided that they have 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);

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

106.4 if employed by a Club which operates a Category 1 or Category 2 Academy hold a current ATMMiF or if employed by a Club which operates a Category 3 or Category 4 Academy hold a current ITMMiF (or in either case an equivalent or higher qualification approved by the Board);

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

106.6 ensure that Rules 239.1 and 240 are complied with; and

106.7 undertake Continued Professional Development organised by the Club.

Guidance

This section of the Rules should be read subject to Rule 55.

Physiotherapists and Sports Therapists

107. In addition to the Senior Academy Physiotherapist referred to at Rule 106, each Club which operates a Category 1 Academy shall employ at least two Full Time physiotherapists who shall each be a registered physiotherapist member of the Health and Care Professions Council and (where their duties include clinical leadership at matches) hold a current ATMMiF or an equivalent or higher qualification approved by the Board. Each Club which operates a Category 2 Academy shall employ at least one such Full Time physiotherapist who meets these requirements.

108. Any Sports Therapist employed by a Club must be subject to the management and supervision of a registered physiotherapist member of the Health and Care Professions Council.

109. Each physiotherapist and Sports Therapist must undertake Continued Professional Development organised by the Club and shall hold a current ITMMiF or an equivalent or higher qualification approved by the Board.

Guidance

This section of the Rules should be read subject to Rule 55.

Academy Doctor

110. Each Club which operates an Academy shall appoint an Academy Doctor who shall:

110.1 be a registered medical practitioner licensed to practise by the General Medical Council (and shall comply with the General Medical Council's requirements concerning annual appraisal, scope of practice, indemnity and revalidation of doctors);

110.2 [NOT USED];

110.3 be available to assess and, if appropriate, undertake the treatment of any playing injuries suffered by an Academy Player;

110.4 undertake Continued Professional Development;

110.5 be available for consultation at the Academy on at least one occasion per week (in addition to any attendance at matches); and

110.6 be responsible for the preparation of each Club's Emergency Action Plan.

Guidance

1. Whether the Academy Doctor should be Full Time or Part Time has not been specified, it being recognised that the role may be fulfilled by a doctor who also has responsibilities for the professional squad, or who has other professional responsibilities outside the Club.
2. See also Rules 239 and 240 concerning the medical cover at coaching and matches.
3. The League will gather and share best practice in relation to Emergency Action Plans.
4. This section of the Rules should be read subject to Rule 55.

Performance Analysts

111. Each Club which operates a Category 1 Academy shall employ a minimum of three Full Time Performance Analysts (at least one of whom must hold a bachelor's degree (or equivalent) in performance analysis, sports science(s) or sports coaching).

Guidance

Where any Club does not, as at 1 July 2025 (being the date of adoption of the requirement for at least one to hold a bachelors degree) that Club shall be exempt from that requirement but only until such time as they appoint any new Full Time Performance Analyst(s).

112. Each Club which operates a Category 2 Academy shall employ a minimum of two Performance Analysts, one on a Full Time basis (who must hold a bachelor's degree (or equivalent) in performance analysis, sports science(s) or sports coaching), and the other at least Part Time.

Guidance

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

113. [NOT USED]

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

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

Guidance

This section of the Rules should be read subject to Rule 55.

Head of Education

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

116.1 report to the Academy Manager;

116.2 have responsibility for:

116.2.1 the organisation, management and delivery of the Club's Education Programme as set out in Rules 196 to 212;

116.2.2 pursuant to Rule 197.5, the oversight of the Scholar education programmes including attendance at educational programme meetings, ensuring adherence to such programmes and, where required, taking appropriate action in the event that targets are not met;

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

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

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

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

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

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

116.5 hold Qualified Teacher Status (QTS) or Qualified Teacher Learning and Skills (QTLS) and have relevant experience (in the case of Category 1 and 2 Academies) or, as a minimum, possess a teaching qualification or further education teaching qualification (in the case of Category 3 and Category 4 Academies);

116.6 in Category 1 and Category 2 Academies, be Full Time;

116.7 in Category 3 Academies, dedicate at least 20 hours per week to the role (which may include co-ordinating the SEP in accordance with Rule 197.4); and

116.8 undertake Continued Professional Development organised by the Club.

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

Head of Recruitment

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

118.1 report to the Academy Manager;

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

118.3 have responsibility for the recruitment and training of the Club's Scouts (including taking all reasonable steps to ensure that they comply with the requirements regarding qualifications, registration and Continued Professional Development set out at Rule 248);

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

118.4.1 the FA Leadership of Talent Identification & Development in Football for a Club operating a Category 1 Academy;

118.4.2 the FA Advanced Principles of Talent Identification & Development in Football for a Club operating a Category 2 Academy; and

118.4.3 the FA National Talent Identification & Scouting in Football for a Club operating a Category 3 or a Category 4 Academy,

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

118.6 undertake Continued Professional Development organised by the Club; and

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

Guidance

1. Ideally a Club's strategy for talent identification and recruitment should flow from its Vision Statement and Playing Philosophy and be fully integrated into its Academy Performance Plan and the multi-disciplinary approach to youth development envisaged by the Elite Player Performance Plan. Clubs may wish to document a recruitment strategy which sets out:

- the profile of the players it seeks to recruit in each age group, having regard to the desired technical, tactical, maturation, social and psychological characteristics required at each age;
- its target groups (e.g. local v national recruitment, players attending Development Centres or local schools/boys' clubs etc);
- synchronisation between coaches and recruiters to ensure that, for example, assessment procedures match those by which the Academy's existing Academy Players are assessed, and that new recruits transit easily into the Academy environment;
- a strategy for late developers (including the Academy's own Academy Players whose maturation rates are slow but who eventually catch up with their peers); and
- ensuring accurate scouting records are maintained.

Clubs may then wish to develop an activity plan to implement the recruitment strategy.

2. With regard to Rule 118.4 above, it is envisaged that a new qualification for Scouts will be developed in due course.

3 This section of the Rules should be read subject to Rule 55.

Interns

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

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

119.2 qualifications (both academic and sporting such as coaching qualifications);

119.3 where the intern is a student, details of the intern's current course, including the institution at which they are enrolled, the name of the course, and the name and contact details of his tutor; and

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

Guidance

Clubs' attention is also drawn to Section 11 of the main EFL Regulations: Safeguarding. Clubs must ensure that these Rules are complied with in respect of any intern to whom they are applicable. Clubs must also ensure that they comply with all applicable legislation, including that concerning the national minimum wage.

Player Care

120. Each Club which operates a Category 1, Category 2 or Category 3 Academy shall employ an individual with the necessary skills and expertise on a Full Time basis who shall be responsible for the management and delivery of the Personal Development and Life Skills Curriculum for Academy Players and the Induction and Transition Strategy, in addition to the other aspects of the Club's Duty of Care.

Guidance

Clubs should give consideration to extending safeguarding supervision arrangements to include Player Care staff.

121. Each Club which operates a Category 4 Academy shall nominate an existing member of Academy Staff to carry out the responsibilities referred to in Rule 120, above in addition to their other duties.

Academy Psychologist

122. Each Club which operates a Category 1 Academy shall employ an Academy Psychologist(s), who shall:

122.1 be Full Time; and

122.2 be a qualified sports and exercise psychologist registered as a practitioner psychologist on the Health & Care Professions Council (HCPC) Register of Health and Care Professionals.

123. Any additional psychologist(s) employed by a Club and working with Academy Players (in addition to the Academy Psychologist referred to in Rule 122) must be (a) registered as a practitioner psychologist on the HCPC Register of Health and Care Professionals or (b) on one of the approved training routes/pathways towards HCPC registration.

Guidance

Where an Academy Psychologist required by Rule 122 was employed by a Club prior to 1 July 2025, the Club will be deemed to be compliant with Rule 122 if it can demonstrate that the Academy Psychologist is on an approved training route to achieve registration as a practitioner psychologist with the HCPC.

The Academy Psychologist role may be fulfilled by more than one individual (e.g. on a job-share basis) provided that (a) a minimum of 35 hours are undertaken and (b) all individuals have the required qualifications.

Minority Candidates

121A. Each Club which operates an Academy shall comply with the provisions of Regulation 125 of the League Regulation (Minority Candidates).

COACHING

Coaching Curriculum

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

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

124.2 the Club's Academy Performance Plan;

124.3 the minimum hours of coaching delivered; and

124.4 these Rules.

125. The Club's Coaching Curriculum shall be drawn up by the Academy Manager (or, in the circumstances set out in Rule 68, the Head of Coach Development) 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).

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

Guidance

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

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

See also Rule 66.6 (role of Academy Manager in the Coaching Curriculum) and Rule 74.2 (role of the Head of Coach Development).

Coaching Hours

127. 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).

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

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

		Foundation Phase	**Youth Development Phase**	**Professional Development Phase**
Category 1	Coaching hours per week	4 rising to 8 for older Academy Players	8 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	Full Time, Hybrid
Category 2	Coaching hours per week	4 rising to 6 for older Academy Players	7 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
Category 3	Coaching hours per week	4	5 rising to 7 for older Academy Players (See Guidance below)	12
	Permitted Training Model	Part Time	Part Time	Full Time
Category 4	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 Multi-disciplinary Review period (as relevant). As regards "subject to fitness", this includes not only where an Academy Player is recuperating from injury, but also where in the opinion of the coaching staff and/or the medical and sports science staff, his coaching hours need to be reduced for him to receive adequate rest and recovery and/or avoid overuse injuries.

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

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

2. For Category 3 Clubs in the Youth Development Phase, the hours stated above should be applied as follows:

   U12 and U13: 5 hours
   U14: 6 hours
   U15 and U16: 7 hours

3. A Club may be permitted to operate a Training Model in a particular Development Phase other than as set out in the table in Rule 129 above. This would need to be approved in advance by the League (who may take advice from the Educational Advisor).

130. The maximum time in which Academy Players in the Foundation Phase can be engaged in a single coaching session is 120 minutes and there will be appropriate rest periods between each such session.

131. Each Club shall ensure that:

   131.1 each Academy Player has access to an individual learning plan tailored to his specific needs;

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

   131.3 all coaching is recorded on the Academy Player's Development Journey.

132. Each Club shall ensure that a coach to Academy Players and Trialists ratio of 1:10 is maintained for each coaching session (save that the ratio for Category 1 Academies using the Full Time Training Model shall be 1:8).

133. 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).

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

Development Centres

135. Each Club which operates a Category 1, Category 2, Category 3 or Category 4 Academy may, with the consent of the League and subject to Rules 148 to 150, operate one or more Development Centres, to be located within:

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

135.2 90 minutes travelling time of the location of its principal venue for the provision of coaching and education to Academy Players, where the Development Centre will be attended by players in the Youth Development Phase age group (and not by players in the Foundation Phase age groups or lower).

136. A Club may only permit a Child to attend its Development Centre where they reside within the following travel times from the Club's principal venue for the provision of coaching and education:

136.1 for Children in the Under 11 age group or below, one hour; and

136.2 for Children in the Under 12 to Under 16 age groups inclusive, 1.5 hours.

Guidance

There are no time/distance restrictions for Development Centres to be attended by Players in the Under 17 age group or above.

Any question or dispute concerning the travel time requirements in this Rule, and whether the Child is entitled to attend a Development Centre, shall be determined by the League. When making a determination, the League will consider applicable travel times based on the likely time of day and mode of transport to be used by the player when attending the Development Centre

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

137.1 may not be registered for that Club;

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

137.3 will be free to play for other teams.

138. Clubs which operate Development Centres shall keep an attendance record, proof of home address (and any subsequent change(s) of address) and date of birth of all players who participate in coaching sessions thereat, which it shall provide to the League and/or the Football Association on request.

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

140. Without prejudice to the generality of Rule 139, the inspection referred to in that Rule may include:

140.1 inspection of the facilities provided; and

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

141. 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.

142. Subject to Rules 148 to 150, below, no Club shall cause or permit a team representing its Development Centre to play football against a team representing another Club (or a Premier League club).

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

143.1 provide details to the Child's Parent(s) of the status and purpose of the Development Centre, the fact that attendance by the Child at the Development Centre does not preclude the Child from playing for or training with any other Development Centre or (subject to Rule 137) any other Club or team and confirmation that his attendance confers no rights on the Club in relation to his registration, and obtain a signed notification from the Parent(s) that they have received and accept such details; and

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

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

Guidance

When considering whether or not a benefit constitutes an inducement, the League will refer to any guidance that it has issued to Clubs in relation to this matter

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

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

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

Pre-Academy Training Centres

148. Each Club which operates a Category 1, Category 2 or Category 3 Academy may operate one or more Pre-Academy Training Centres, provided that:

148.1 teams representing the Pre-Academy Training Centre:

148.1.1 may participate in matches against teams so long as they are not associated with a Club's Academy, a Premier League club's academy or a Pre-Academy Training Centre (save that matches may be played against other Pre-Academy Training Centre teams from 1 January of the Under 8 season with prior approval of the League, to be requested at least seven days prior to the proposed match);

148.1.2 may not take part in matches or attend tours that require an overnight stay; and

148.1.3 may not wear the Club's first team match kit in any match.

148.2 contact sessions for each Child attending a Pre-Academy Training Centre does not exceed:

148.2.1 for Children in the Under 7 year or below, two per week; and

148.2.2 for Children in the Under 8 year, three per week; and

148.3 matches must comply with the Football Association's Laws of the Game for Small-Sided Football; and such Pre-Academy Training Centres may be located on the same site as the location of its principal venue for the provision of coaching and education to Academy Players and incorporate coaching from coaches employed by the Academy, provided that any individuals delivering such coaching comply with such minimum qualification levels as stipulated by the League from time to time.

Junior Training Centres

149. Each Club which operates a Category 1, Category 2 or Category 3 Academy may operate one or more Junior Training Centres, provided that:

149.1 teams representing the Junior Training Centre:

149.1.1 may, subject to Rule 149.1.2 below, participate in matches against any teams that are not associated with a Club, Premier League club or Development Centre;

149.1.2 may only participate in matches against teams representing other Junior Training Centres, a Club's Academy or a Premier League club's academy with the prior approval of the League to be requested at least seven days prior to the proposed match;

149.1.3 matches comply with the Football Association's Laws of the Game (for example, in relation to pitch size and number of players on the pitch); and

149.1.4 such Junior Training Centres may be located on the same site as the location of its principal venue for the provisions of coaching and education to Academy Players

and incorporate coaching from coaches employed by the Academy, provided that any individuals delivering such coaching comply with such minimum qualification levels as stipulated by the League from time to time; and

149.2 no Club may provide training, coaching, or matches at a Junior Training Centre for any player not in between their Under 9 year and their Under 16 year (inclusive).

Guidance

In order to ensure that a "shadow Academy system" is not operational in the Junior Training Centre environment, the number of matches involving Junior Training Centres playing against other Junior Training Centres, a Club's Academy or a Premier League club's academy for which dispensation will be granted by the League will be limited.

Senior Training Centres

150. Each Club which operates a Category 1, Category 2, Category 3 or Category 4 Academy may operate one or more Senior Training Centres, provided that:

150.1 teams representing the Senior Training Centre may participate in matches against teams that are not associated with a Club's Academy or a Premier League club's academy. For the avoidance of doubt, teams representing the Senior Training Centre may participate in matches against other Senior Training Centres;

150.2 no Club may provide training, coaching, or matches at a Senior Training Centre for any player below the Under 17 age group;

150.3 matches must comply with the FA's Laws of the Game (for example, in relation to pitch size and number of players on the pitch); and

150.4 such Senior Training Centres may not be located on the same site as the location of the Club's principal venue for the provision of coaching and education to Academy Players and should not incorporate coaching from coaches employed by the Academy and other Academy Staff unless it has been approved by the League and provided that any individuals delivering such coaching comply with such minimum qualification levels as stipulated by the League from time to time.

Guidance

For the avoidance of doubt, Senior Training Centres will not include operations undertaken as or in conjunction with college-based education programmes, as such programmes should be education-led and not elite player development focused and should market themselves accordingly.

GAMES PROGRAMME

General

151. 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.

152. 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, subject to Rule 161, in coaching and training games (participation in which is limited to registered Academy Players and Trialists) organised by and played at an Academy.

153. 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 152.

154. Each Club which operates an Academy shall record in each Academy Player's Development Journey:

154.1 each match in which he has played; and

154.2 his playing time in each match.

Guidance

With regard to Rule 154.1, the matches which are to be recorded on an Academy Player's Development Journey include all Authorised Games in which he plays.

The Development Journey may be used to record other playing information about the Academy Player, e.g. substitutions, cautions, position played in. It forms part of the Football Intelligence Platform.

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

Foundation Phase Games Programme

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

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

158. The Games Programmes referred to in Rules 156 and 157 shall consist of matches which:

158.1 shall be competitive but whose results (except in the case of Tournaments) shall not give any particular competitive significance between Academies (for example, no league table or the like shall be produced);

158.2 subject to Rule 158.3 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);

158.3 may be played in Festivals organised on a local, regional or national basis and each Club which operates a Category 1 Academy shall organise and host a minimum of three Festivals per Season;

158.4 shall take place during the Games Programme Schedule;

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

158.6 shall be played outdoors, save in respect of:

158.6.1 Clubs operating Category 1 or 2 Academies when, during the second half of December and the whole of both January and February, they may be played indoors (in such circumstances the participating Clubs shall endeavour to agree whether the match shall be played indoors, but in default of agreement the Home Club shall decide); and

158.6.2 Clubs operating Category 3 Academies when, during the second half of December and the whole of both January and February, they may be played indoors; and.

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

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

For Category 1 and 2 Academies the Premier League will organise a regional indoor programme from November through to January, with national events in 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 159.2.

The Premier League will organise Festivals or Tournaments (lasting more than one day) for each of the Under 9, Under 10 and Under 11 age groups. The Under 9 Festivals will be scheduled in September each Season, with the Under 10 and Under 11 Tournaments being scheduled in May or June of each year (and in scheduling them it will be borne in mind that June is often the month when Academy "downtime" occurs).

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

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.

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

159.1 must participate fully in the Foundation Phase Games Programme; and

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

Guidance

The Games Programme Schedule will incorporate free weeks (in addition to those referred to in Rule 195) during which no fixtures will be arranged by the League or Premier League. This will allow Clubs to organise additional fixtures pursuant to Rule 159.2. 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.

160. 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 159.2 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 160 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 160 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.

For the avoidance of doubt, where a Club permits an Academy Player in the Foundation Phase to participate in matches for a team at grassroots level (see Rule 1.22(g)), such matches shall not count towards the playing time calculation pursuant to Rule 160.

161. Academy Players in the Foundation Phase, with the prior approval of their Club, may train and play for teams at grassroots level, outside the Academy system.

Guidance

Approval for training and playing with teams at grassroots level will be given by each Club on an annual basis, having considered player-by-player circumstances, development plans, club philosophy and any conditions implemented by the Football Association. From the Youth Development Phase, registered Academy Players shall not be permitted to train and play grassroots football.

Youth Development Phase Games Programme

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

163. The League will organise a Games Programme for teams in each of the Under 12 to Under 14 age groups of Clubs operating Category 3 Academies.

164. The Games Programme for Category 1 Clubs referred to in Rule 162 shall include the Under 13, Under 14 and Under 15 Premier League National Cups, participation in which shall not be mandatory.

165. Each Club must inform the League by 1 August in each year whether it wishes to compete in the Under 13, Under 14 and Under 15 Premier League National Cups the following season.

166. The Games Programmes referred to in Rules 162 and 163 shall consist of matches which shall:

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

166.2 (in the case of the Games Programme referred to in Rule 162) 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:

166.2.1 in order that each Club can participate meaningfully in the Games Programme; and

166.2.2 for matches in the Under 13, Under 14 and Under 15 Premier League National Cups.

166.3 (in the case of the Games Programme referred to in Rule 163) 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);

166.4 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 171), with the number of such Festivals and Tournaments increasing for the older age groups in the Youth Development Phase;

166.5 take place during the Games Programme Schedule;

166.6 be played outdoors, except for matches for age groups Under 12 to Under 15 during the second half of December and the whole of both January and February involving teams of Category 1 and Category 2 Academies, which may be played indoors (in such circumstances the participating Clubs shall endeavour to agree whether the match shall be played indoors, but in default of agreement the Home Club shall decide); and

166.7 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
Under 12	11v11 (or 9v9 if both Clubs so agree)	90x60 (11v11) 80x50 (9v9)	21x7 (11v11) 16x7 (9v9)	4
Under 13	11v11	90x60	21x7	4
Under 14	11v11	90x60 to 100x60	21x7 to 24x8	5
Under 15	11v11	110x70	24x8	5

Guidance

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

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

168. Save for any matches played abroad pursuant to Rule 171, the Games Programme for Category 1 Clubs referred to in Rule 167 shall:

168.1 be constituted either on a national basis or, if a majority of those Clubs (and Premier League clubs) which operate Category 1 Academies so determined by no later than 31 March in the preceding Season, on a regional basis (as that term is defined in Rule 169; and

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

169. The Games Programme for Category 2 Clubs referred to in Rule 167 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).

170. Matches in the Games Programmes for Category 1 and Category 2 Clubs referred to in Rule 167 shall, unless the board of the Premier League otherwise permits, be played on Saturdays and arranged so that as far as possible a Club's fixtures in it mirror those of its teams in the Professional Development Phase Games Programme.

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

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

173. Matches played pursuant to Rules 167 to 172 shall, when played outdoors, be played in accordance with the following format:

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

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

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

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

Guidance

The Games Programme Schedule will incorporate free weeks (in addition to those referred to in Rule 195) during which no matches will be arranged by the League or Premier League. This will allow Clubs to organise additional matches pursuant to Rule 174.2.

175. 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 174.2, the Academy Player's playing time to be reasonably spread over the Season.

176. 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 174.2). Participation in a match shall for the purposes of this Rule mean playing at least 50% of the game time.

Guidance

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

When assessing whether Rule 175 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 175 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.

Professional Development Phase Games Programme

177. The Premier League will organise two Games Programmes, one for teams of Clubs operating Category 1 Academies and one for teams of Clubs operating Category 2 Academies.

178. The League will organise a Games Programme for teams of Clubs operating Category 3 and Category 4 Academies, and following such consultation determine with those Clubs in its absolute discretion what Games Programme(s) should be developed for those Clubs, Rules relating to the Games Programme and (subject to Rule 179.3) how that Games Programme should be delivered.

179. The Games Programmes organised by the Premier League and the League pursuant to Rules 177 and 178 will be constituted on the following geographical bases:

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

179.2 Category 2:

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

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

179.3 Categories 3 and 4:

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

180. Matches in the Professional Development Phase Games Programme organised under Rule 177:

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

180.2 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;

180.3 shall only have five substitutes named on the team sheet (and for the avoidance of doubt up to three substitutes may enter the field of play and, in accordance with the IFAB Protocol, up to one 'concussion substitute' and/or one 'additional substitute' (as appropriate) from those substitutes listed on the team sheet);

180.4 shall consist of competitive leagues and Tournaments; and

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

Guidance

For the purposes of Rule 180.3, if all three substitutes have entered the field of play and the IFAB Protocol is subsequently activated then the remaining substitutes and, if necessary, any Players already substituted may be utilised as 'concussion substitutes' and/or 'additional substitutes'.

181. Matches in the Professional Development Phase Games Programme organised under Rule 178:

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

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

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

181.4 shall consist of competitive leagues and/or Tournaments; and

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

182. Further provisions binding on Clubs competing in the Leagues referred to in Rule 180.4 shall be set out in the rules of those Leagues.

183. Each Club which operates an Academy:

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

183.2 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).

Guidance

Each Academy Player who is eligible to participate in the Professional Development Phase Games Programme shall be given the opportunity to regularly participate in Authorised Games in each Season.

Premier League 2 and Professional Development League

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

185. Each Club which operates a Category 2 Academy shall compete in the Professional Development League 2 as part of the Professional Development Phase Games Programme, unless it is able to demonstrate to the League that its starting 11s in its first team matches during the preceding Season in the Premier League, the League Competition (including play off matches), the EFL Cup, The Football Association Challenge Cup, the EFL Trophy, the UEFA Europa League and/or UEFA Champions League included on average at least five Players in the Under 21 age group or younger.

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

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

188. The Premier League will organise the Professional Development League, which shall consist of a league or leagues played on a competitive basis organised on a regional basis, the composition of such regional league(s) to be at the absolute discretion of the board of the Premier 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 (or club) can participate meaningfully in the Professional Development League).

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

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

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

Games Programme: Postponement etc. of Matches

192. 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 them to the match) who shall be empowered to instruct that such match be cancelled, postponed or abandoned only if they consider that the pitch is 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 League notice in writing to that effect.

193. 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 192, any Club which causes the cancellation, postponement or abandonment of such a match will be in breach of these Rules.

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

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

DUTY OF CARE

Education

196. Each Club which operates an Academy shall establish an Education Programme which shall set out the activities to be undertaken by the Club to ensure that the education of its Academy Players and Players up to the Under 21 age group who are not regular members of the Club's first team squad is supported effectively and which:

196.1 is appropriate to the Category of its Academy;

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

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

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

197.1 is appropriate to his age and Training Model;

197.2 meets his specific academic needs;

197.3 complies with all legal requirements;

197.4 is structured to ensure that his academic development is not compromised as a result of his participation at the Club's Academy;

197.5 in the case of an Academy Player who is entered into a Scholarship Agreement with the Club, consists of the SEP and an educational programme approved by the League (which must:

197.5.1 include an academic or vocational qualification approved by the League;

197.5.2 provide a minimum of 10 hours per week (term time) dedicated to education;

197.5.3 provide sufficient time and support to prepare for the 'End Point Assessment'; and

197.5.4 be subject to ongoing quality assurance by the League); and

197.6 shall continue notwithstanding that the Academy Player signs a professional contract and which shall comply with the requirements of the Education and Skills Act 2008 with regard to education and training. Academy Players who sign a professional contract before completing their Education Programme remain subject to the same education requirements as Scholars and any deviation from the approved Educational Programme must be discussed with and approved by the League.

Guidance

In respect of the approval required from the League in Rule 197.5

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

- Should a Club wish to enter into an agreement with a training provider that is not the League this must be pre-approved and will be subject to annual monitoring by the League.

- Any other programme of education approved in writing by The Football League will be in conjunction with the PFA.

198. Each Academy Player's educational progression under his Education Programme (including his attendance records for all education sessions) shall be recorded electronically and be made available to the League.

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

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

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

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

199.4 co-ordinating the SEP.

Guidance

With effect from January 2025 the members of staff nominated pursuant to Rule 199 shall dedicate not less than 20 hours per week to the prescribed functions.

Reports on Educational Progression

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

201. The progress reports shall:

201.1 detail the educational progression of the Academy Player; and

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

Guidance

With regard to Rule 201.2, Rule 45.2 states that Academy Players in the Under 12 to Under 18 age groups shall receive a Multi-disciplinary Review every six weeks. The educational progress report need only be undertaken once every 12 weeks (i.e. not for each Multi-disciplinary Review) but must be undertaken as part of a Multi-disciplinary Review.

Delivery of the Education Programme

Part Time Training Model

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

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

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

202.3 use the information obtained (if any) to monitor the Academy Player's academic progression by reference to his school reports and, where possible, educational attainment data, and record it electronically; and

202.4 liaise with the school on two occasions in each academic year in order to discuss and address any issues concerning the Academy Player's education which have risen or may arise as a consequence of his being trained at the Club's Academy.

Guidance

The Part Time Training Model may be used by Category 1, 2 and 3 Academies in the Foundation Phase and Youth Development Phase: see further Rule 129.

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.

The written communication referred to in Rule 202 should be used by Clubs to obtain reports and educational attainment data (in accordance with Rule 202.2) and/or address any issues (including any conflict between the demands of coaching and education) which have arisen or may arise as a consequence of the Academy Player being trained at the Academy (in accordance with Rule 202.4).

Hybrid Training Model

203. Each Club which operates the Hybrid Training Model must appoint a sufficient number of appropriately qualified teaching staff to provide the educational support referred to in Rule 204.2 and, have a full-time Head of Education (whose role may include co-ordinating the SEP in accordance with Rule 197.4).

Guidance

Whilst Rule 203 specifies Season 2025/26, EFL Clubs already comply as this is a condition of support from LFE.

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

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

204.2 provide to the Academy Player such additional educational support (to be detailed in the written agreement referred to in Rule 204.5) as shall be necessary to compensate for teaching he has missed, and to ensure that his education is not adversely affected, as a result of being released from school to undertake coaching during the Core Coaching Time;

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

204.4 monitor the Academy Player's academic progression (including by use of the information obtained from the Academy Player's school pursuant to Rule 204.3) and record the information obtained pursuant to Rule 204.3 electronically in a timely fashion and at least every 12 weeks (to coincide with dates of his Multi-disciplinary Reviews);

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

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

204.7 liaise with the school at least every 12 weeks in order to discuss and address any issues concerning the Academy Player's education which may arise or have arisen as a consequence of his being so trained.

Guidance

The Hybrid Training Model may be used by Category 1 and Category 2 Academies in the Youth Development Phase: see further Rule 129.

Compensatory education should meet the requirements of each individual Academy Player's specific educational needs, as well as replacing the lessons being missed whilst away from their school. It is not expected that this is matched hour for hour, but it is expected that the content missed is able to be covered effectively in the compensated delivery time. In the case of practical subjects or those requiring specific resourcing (e.g. Sciences / Design and Technology) alternative plans should be made and be evident. A teacher to learner ratio of 1:10 is optimal for compensatory education.

Full Time Training Model

205. Each Club which operates an Academy shall, in respect of each of its Academy Players in the Youth Development Phase being trained under the Full Time Training Model, ensure that it provides the Academy Player with coaching and education in accordance with a programme which complies with Rules 206 to 211 and which is approved in advance by the League.

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

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

207.1 unless otherwise approved by the League, only enable Academy Players in the Under 12 and Under 13 age groups to participate in the Full Time Training Model where they reside within 90 minutes of the Club's principal training venue;

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

207.3 ensure that Academy Players in the Under 12, Under 13 and Under 14 age groups being educated at schools are fully integrated with other pupils of their age, which obligation shall include (without limitation) attending lessons with such other pupils according to the school's normal timetable (save where the Academy Players are being coached in the Core Coaching Time in accordance with these Rules);

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

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

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

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

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

207.9 monitor the Academy Player's academic progression (including by use of the information obtained from the Academy Player's school pursuant to Rule 207.8) and record the information obtained pursuant to Rule 207.8 electronically in a timely fashion and at least every 12 weeks (to coincide with dates of his Multi-disciplinary Reviews);

207.10 permit the League to conduct reviews with Academy Players in the Under 12 to Under 18 age groups, as required; and

207.11 pursuant to Rule 197.5, ensure that Scholars are provided with sufficient time and support to prepare for the 'End Point Assessment'.

Guidance

With regard to Rule 207.9, and pursuant to Rule 45.2 Academy Players in the Under 12 to Under 18 age groups must receive a Multi-disciplinary Review every six weeks. The requirement in Rule 207.9 must be undertaken at every second such Multi-disciplinary Review.

208. Without prejudice to the generality of Rule 40, each Club which operates the Hybrid or Full Time Training Model must in respect of each such Training Model:

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

208.2 permit the League to monitor and assess its delivery of the Training Model, including in respect of an individual Academy Player, in order to ensure that it complies with these Rules; and

208.3 forthwith implement any changes to its delivery of the Training Model that the League may require.

Guidance

The League may take advice from its Educational Advisors in connection with the assessment pursuant to Rule 208. When carrying out such an assessment, the League may consider, among other factors, a school's (i)ability to meet the cultural needs of the Academy Players and (ii) safeguarding policies and practices.

In the case of concerns over a Training Model which has been previously approved, it is anticipated that in the first instance an action plan to address any issues would be drafted, and the Academy Support Manager or Educational Advisor would work with the Club over a specific period to put the recommendations in place. Accordingly, Rule 209 below would be regarded as a last resort.

209. If the League is not satisfied that a Club's delivery of the Hybrid or Full Time Training Model complies with these Rules:

209.1 it may refuse to an application to register an Academy Player on it; and

209.2 the Board may exercise its powers set out in Rule 301.

210. If a Club wishes to engage an Academy Player on the Full Time Training or Hybrid Model (whether or not the Academy Player is already registered with the Club), it shall complete either Form YD4A or YD4B (as appropriate) signed on behalf of the Club by an Authorised Signatory and submit a copy to the League within five days of it being entered into.

211. If the registration of an Academy Player on the Full Time Training Model is terminated by the Club or by the Board of its own volition, or if he changes to another Training Model, the Club shall, unless his Parent(s) agrees otherwise, continue to provide to him until the end of the academic year in which he reaches the age of 16 education and accommodation in accordance with the arrangements made at the time of he was first engaged on the Full Time Training Model.

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 129.

Form YD 4A must be used for all Academy Players whom the Club wishes to engage on the Full Time Training Model. If the Academy Player is not already registered with the Club, Form YD4 (Academy Player Registration Application) must also be completed and submitted to the League (see Rule 284). If the Academy Player is already registered with the Club, Form YD4 need not also be submitted. Clubs' attention is drawn to the undertakings that they must give under YD4.

The four options referred to in Rule 206 are set out below. This list of options is not exhaustive, and Clubs are free to develop other models which deliver the same results as the options set out in the Elite Player Performance Plan.

Each Club's proposals for how it will deliver the Full Time Training Model must be approved in advance by the League. The League may also check each Club's delivery of the Full Time Training Model in order to verify that it is in accordance with these Rules and with the pre-approved proposals, and in order to verify

that no Academy Player's education is being prejudiced as a result of him being engaged on the Full Time Training Model. Clubs' attention is drawn to Rules 300 and 301 in this regard.

Option 1

Clubs may enter into a contractual relationship with an identified school (with the option of an alternative school if approved by the League) at which Academy Players receive their education. To ensure compliance with Rule 211, the written agreement between the Club, each Academy Player, his Parent(s) and his school pursuant to Rule 207.4 should include the provision of education until the end of the academic year in which the Academy Player reaches the age of 16.

The relationship will need to be flexed in terms of the amount of time that Academies would require Academy Players to be available for daily coaching. The school day will need to be flexed to accommodate the Coaching Curriculum whilst ensuring that boy's educational development does not suffer.

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

Clubs will need to decide how and where Academy Players will be coached. The optimum environment is at the Club's dedicated training facilities but this will require a school in Education Option 1 to be in close proximity to the Club's training facility so that the Academy Players can move easily between the school and the Club. With the Full Time Training Model, the school will need to be in close proximity to the training ground or else the training will need to be accommodated at the school.

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

Option 2

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

Option 3

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

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

Personal Development and Life Skills Curriculums

213. Each Club which operates an Academy shall establish a Personal Development and Life Skills Curriculum to support the holistic development of each of its Academy Players and Academy Players up to the age of the Under 21 age group. This will also include training or coaching, without limitation, in the following areas:

213.1 mental health and wellbeing

213.2 health and nutrition (including brain health, antidoping, health and safety);

213.3 careers and further education advice;

213.4 transition support and preparation;

213.5 financial management;

213.6 Safeguarding (including social media safety and Prevent/Radicalisation);

213.7 Gambling, anti-corruption and sporting integrity;

213.8 Behaviours and integrity (including healthy relationships);

213.9 Communication and social skills (including dealing with the media)

213.10 Equality, Diversity and Inclusion; and

213.11 family support for navigating the Academy journey.

The Personal Development and Life Skills Curriculum should be approved and signed-off by the Head of Education.

Guidance

When establishing an Academy Player's Personal Development and Life Skills Curriculum, consideration should be given to: (a) the specific individual and their needs, (b) their age and stage requirements, (c) the team needs and (d) the Club needs.

Areas (a) to (k) need to be covered within a Curriculum that spans the breadth of a Player's development through the Under 9 to Under 21 age groups. Not all areas (a) to (k) are relevant to certain age and phase needs.

214. The programme referred to in Rule 213 shall ensure that each Academy Player and Players up to the age of the Under 21 age group trained under the Full Time Training Model and/or in the Professional Development Phase 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.

215. Each Academy Player shall engage in the activities referred to in Rule 214 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.

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

Inductions and Transitions

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

218. The induction meeting referred to in Rule 217 shall provide such information to the Academy Players and their Parent(s) as is necessary in order for them to understand the coaching and education that the Academy Player will receive from the Club.

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

220. The Code of Conduct set out in Appendix B shall be binding on all Academy Players registered on a YD4, (and their Parent(s)) and on Clubs and Officials and any breach thereof by such Academy Players or by Clubs or Officials shall be treated as a breach of these Rules.

221. Each Club which operates an Academy shall devise and implement:

221.1 an Induction Strategy; and

221.2 a Transition Strategy which, in respect of Academy Players leaving a Club in the Professional Development Phase, must include support for a minimum of three years from the date on which their registration terminates.

Guidance

A Club's Induction and Transition Strategy should include, as a minimum, provision for:

- Academy Players joining the Club;
- Academy Players leaving the Club; and
- Academy Players transitioning between Development Phases at the end of season.

Provisions for Academy Players leaving the Club (or club) should be tailored to reflect the age of the Academy Player and the time spent in the Academy. The provisions should comprise, but not be limited to:

- access to mental and emotional wellbeing support;
- access to careers advice and information on education pathways;
- provision of record of Academy performance/achievement and support in identifying and accessing further playing pathways; and
- provision of Club 'Academy Alumni' events and/or community platforms.

All Clubs which operate an Academy should demonstrate support for a minimum of three years from the point of departure for all Academy Players from the Club (or club) in the Professional Development Phase. Provisions should cover the above areas, with a focus on mental and emotional wellbeing and facilitating new opportunities in football, education and wider career pathways.

Academy Player and Parent Voice

222. Each Club which operates an Academy shall devise, implement and follow-up on one or more mechanisms to invite and receive feedback separately from: (a) Academy Players and (b) Parent(s)/Carers of Academy Players.

223. Clubs shall establish, maintain and, when necessary implement a complaints procedure for Academy Players and Parent(s), a copy of which shall be submitted to the League.

Guidance

The League may conduct surveys and questionnaires from time to time to ascertain the views of Academy Players and their Parent(s).

Safeguarding and Mental Health and Wellbeing

224. Each Club shall take all reasonable steps to ensure that it protects the welfare of each of its Academy Players and Players up to the Under 21 age group who continue to train with the Academy on a regular basis by offering support for his wellbeing and pastoral care generally.

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

226. [NOT USED]

227. The provisions of Section 11 of the Regulations: Safeguarding apply to Academies and Development Centres.

228. Without prejudice to the generality of Rule 227 each Club shall appoint an Academy safeguarding officer who shall:

228.1 undertake the functions set out in Regulation 120 specifically with regard to the Academy; and

228.2 liaise with the Club's Head of Safeguarding.

Health and Safety

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

230. Clubs shall ensure that their Academy Players are insured in accordance with advice circulated by the League from time to time.

Inclusion, Diversity and Equality

231. Each Club bound by these Rules must comply with the League Code of Practice regarding equality and diversity. Each Club which operates an Academy and is in membership of the Premier League must comply with Premier League Rule J.4.

232. Each Club which operates an Academy shall deliver separate training on equality, diversity and inclusion each Season for: (a) its Academy Players and (b) Academy Staff.

Injury and Medical

233. Each Club which operates an Academy shall ensure that each of its Academy Players undergoes the following tests to measure physical and physiological fitness (in accordance with any guidance issued by the League from time to time):

233.1 age-appropriate medical screening;

233.2 anthropometric assessments;

233.3 physiological/fitness testing;

233.4 age-appropriate physical profiling;

233.5 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);

233.6 psychological profiling (Category 1 Academies only);

233.7 cardiac screening for Academy Players in the Under 15 age group and above;

233.8 medical examinations on all its Academy Players registered on Scholarship Agreements in accordance with the requirements laid down in Regulation 59; and

233.9 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.

Guidance

Rule 233.7 Cardiac screening requirements are as set out in Regulation 58.

234. Subject to a Club complying with Rule 233, the Premier League will make available to it (on an anonymised basis) benchmarked data derived from the information provided to it by all Clubs;

235. Each Club which operates an Academy shall ensure that each of its registered Academy Players on the Full Time Training Model is registered with an NHS general practitioner for the provision of general medical services, using the address at which he resides.

236. Each Club which operates an Academy shall ensure that details of all injuries suffered by its Academy Players and of all rehabilitation are recorded and provided to the Premier League and the Football Association in order that a national audit of injury and rehabilitation may be maintained.

237. Subject to a Club complying with Rule 236, the Premier League will make available to it benchmarked data derived from the national audit of injury and rehabilitation.

238. Each Club which operates an Academy shall ensure that it has in place an Emergency Action Plan for all locations that it uses for any matches and training, and that all relevant Academy Staff are aware of its contents, and that it provides a copy of it in advance of all its home matches in the Games Programmes to its opponents.

Guidance

See Rule 110.6: the Academy Doctor shall be responsible for the preparation of his Club's Emergency Action Plan. The League will assist with the sharing of Emergency Action Plans.

239. Each Club which operates an Academy shall ensure that there is available at all games involving Academy teams appropriately trained pitch-side medical personnel to provide player first aid, and pre-hospital care and, without prejudice to the generality of the foregoing or to any Rules applicable to an Authorised Game, that;

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

Academy Category	Individuals who must be present
Category 1	**Home Team** • a doctor who holds a current ATMMiF or an equivalent or higher qualification approved by the Board; • a paramedic and ambulance; and • a physiotherapist (or Sports Therapist) who holds a current ATMMiF or an equivalent or higher qualification approved by the Board **Away Team** • A doctor, physiotherapist or Sports Therapist who holds a current ATMMiF or an equivalent or higher qualification approved by the Board.
Category 2	**Home Team** • a doctor who holds a current ATMMiF or an equivalent or higher qualification approved by the Board or a paramedic and (for Premier League Clubs) an ambulance; and • a physiotherapist (or Sports Therapist) who holds a current ATMMiF or an equivalent or higher qualification approved by the Board **Away Team** • A doctor, physiotherapist or Sports Therapist who holds a current ATMMiF or an equivalent or higher qualification approved by the Board.
	Home Team

Category 3	• a doctor who holds a current ATMMiF or an equivalent or higher qualification approved by the Board; or • a physiotherapist (or Sports Therapist) who holds a current ITMMiF or an equivalent or higher qualification approved by the Board **Away Team** • A doctor, physiotherapist or Sports Therapist who holds a current ITMMiF or an equivalent or higher qualification approved by the Board.
Category 4	**Home Team** • a doctor who holds a current ATMMiF or an equivalent or higher qualification approved by the Board; or • a physiotherapist (or Sports Therapist) who holds the ITMMiF or an equivalent or higher qualification approved by the Board **Away Team** • A doctor, physiotherapist or Sports Therapist who holds a current ITMMiF or an equivalent or higher qualification approved by the Board.

239.2 In respect of each match in the Foundation Phase and Youth Development Phase, Clubs must ensure the following qualified individuals be present at the venue:

Academy Category	Individuals who must be present
Category 1	**Home Team** A doctor, physiotherapist or Sports Therapist who holds a current ATMMiF or an equivalent or higher qualification approved by the Board **Away Team** A doctor, physiotherapist or Sports Therapist who holds a current ITMMiF or an equivalent or higher qualification approved by the Board.

Category 2	**Home Team** A doctor, physiotherapist or Sports Therapist who holds a current ITMMiF or an equivalent or higher qualification approved by the Board. **Away Team** A doctor, physiotherapist or Sports Therapist who holds a current ITMMiF or an equivalent or higher qualification approved by the Board.
Category 3	**Home Team** A doctor, physiotherapist or Sports Therapist who holds a current ITMMiF or an equivalent or higher qualification approved by the Board. **Away Team** A doctor, physiotherapist or Sports Therapist who holds a current ITMMiF or an equivalent or higher qualification approved by the Board.

239.3 a defibrillator and trauma equipment are maintained and accessible at each venue at which matches are played and at which coaching takes place.

Guidance

Rule 86 requires each coach to hold a current Basic First Aid for Sport Qualification, current EFAiF or an equivalent or higher qualification approved by the Board. Thus, all coaches attending matches in all of the Development Phases should hold this qualification. Knowledge of how to use a defibrillator is a requirement of the Basic First Aid for Sport Qualification / EFAiF. Accordingly, the net effect of these Rules is that there must be somebody present at all games who knows how to use a defibrillator.

Each Club's Emergency Action Plan should include details of the members of Academy Staff required by Rules 239.1 and 239.2. Each Club should consider its individual circumstances when ascertaining the appropriate ratio and level of medically qualified staff required to optimise their pre-hospital care and action its Emergency Action Plan. This might include, but is not limited to, considerations of its venue layout, the number of games being played, the numbers of players on site and how appropriate cover is maintained in the event of an incident occurring and a member of staff being required to leave the pitch side.

A list of the trauma equipment required by Clubs will be provided prior to the commencement of the Season.

In respect of Festivals and Tournaments organised by the Premier League, Clubs should review any rules published by the Premier League applicable to the event, which may contain specific requirements in relation to the medical personnel that the participating Clubs (or clubs) need to provide.

In the absence of any specific requirements contained in the rules that are applicable to the event, Clubs should ensure the qualified individuals set out in Rule 239 above are present at the Festival / Tournament. Unless otherwise specified by the Premier League, the Clubs (or clubs) participating in the event must meet the 'Away Club' requirements.

240. Without prejudice to the requirements of Rule 238, the following qualified individuals shall be present at all venues at which coaching takes place:

Academy Category	Individuals who must be present
Category 1	a physiotherapist or a Sports Therapist with a current ITMMiF or an equivalent or higher qualification approved by the Board.
Category 2	a physiotherapist or a Sports Therapist with a current ITMMiF or an equivalent or higher qualification approved by the Board.
Category 3	a member of staff who holds a current EFAiF or an equivalent or higher qualification approved by the Board.
Category 4	a member of staff who holds a current EFAiF or an equivalent or higher qualification approved by the Board.

SPORTS SCIENCE AND MEDICINE PERFORMANCE SUPPORT

Sports Science and Medicine/Performance Support Programme

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

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

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

243.1 physical development;

243.2 medical services;

243.3 diet and nutrition;

243.4 Performance Analysis; and

243.5 psychology.

244. The progress and development of each Academy Player under the Sports Science and Medicine/Performance Support Programme (including without limitation the results of the tests set out in Rule 233, and full details of any injuries, the treatment thereof, and the length of any period of rehabilitation) shall be noted in his Multi-disciplinary Review and recorded in his Development Journey.

Performance Analysis

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

245.1 have such technical facilities as are necessary to undertake the Performance Analysis required of it by Rule 245.2;

245.2 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;

245.3 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

245.4 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.

246. Each Club operating a Category 3 or Category 4 Academy shall comply with Rule 245 but only in respect of players in the Under 17 to Under 18 age groups.

247. Subject to a Club complying with Rule 245 or 246 (as appropriate depending on the Category of its Academy), and to a sufficient number of Clubs (and Premier League Clubs) likewise complying, the Premier League may make available to it benchmarked data derived from comparing the Performance Analysis data it has submitted to the League with that submitted by other Clubs (on an anonymised basis).

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.

TALENT IDENTIFICATION AND RECRUITMENT

Scouts: Qualifications

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

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

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

248.3 undertakes Continued Professional Development each year.

Guidance

Clubs should take steps to provide opportunities for their registered Scouts to undertake relevant qualifications such as the FA National Talent Identification & Scouting in Football qualification.

248A. The League shall register a Scout and shall notify the applicant Club to that effect upon being satisfied that:

248A.1 the Scout holds the qualification required by Rule 248.1;

248A.2 the Scout is not currently registered as the Scout of another Club.

248B. At the start of each season each Club shall issue a Scout Identification Card to each of its registered Scouts.

248C. Except during the period of five days referred to in Rule 249, no Club shall employ a Scout who is not registered with the League pursuant to Rule 248A unless it has made an application to register them which has yet to be determined.

248D. Upon a Club which operates an Academy ceasing to employ or engage a registered Scout, it shall within five days thereof:

248D.1 give notice to that effect to the League who shall thereupon remove their name from the register; and

248D.2 return their Scout Identification Card to the League.

248E. Scouts shall conduct themselves in accordance with the Code of Conduct for Scouts set out in Appendix A.

245F. Each Club which operates an Academy shall take all reasonable endeavours to ensure that its Scouts comply in all respects with Rule 248E and the Code of Conduct for Scouts.

249. Each Club shall ensure that, where the relevant Scout's duties include those referred to in Rule 248, in addition to complying with the Scout registration requirements of these Rules, it provides evidence to the League within five days of employing or engaging the Scout that the Scout holds the qualification required by Rule 248.1, and the League shall register the Scout where it is satisfied that

the registration requirements of this section of these Rules have been complied with and the Scout holds the qualification required by Rule 248.1.

Scouts: Attendance at Matches

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

250.1 the Club which has employed or engaged the Scout notifies both Clubs involved in the match of the Scout's proposed attendance by no later than 12 noon on the last Normal Working Day before the published date of the match. The notification required by this Rule 250.1 shall be submitted through the 'League Schedule' section of the Football Intelligence Platform; and

250.2 the Scout is able to produce on demand to the Home Club their Scout Identification Card.

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

252. Each Club which operates an Academy shall prepare and produce a document setting out the process of how Scouts employed by that Club should approach Academy Players (and other players) and the process thereafter. Such process should comply in full with these Rules and the Code of Conduct for Scouts and should build upon the training that the Scout received while obtaining the relevant scouting qualification referred to in Rule 248.1.

Scouts: Disciplinary Action

252A Any breach by a Scout of Rule 248E shall amount to a breach of these Rules and the League shall be entitled to take disciplinary action against the Scout and/or their Club for such breach in accordance with Section 8 of the League's Regulations. In addition to the sanctions available under Section 8, an additional sanction of the removal of a Scout's registration shall also be available at the conclusion of the disciplinary proceedings, should a breach be held to exist.

252B Any breach by a Club of Rule 248C or Rule 248F shall amount to a breach of these Rules and the League shall be entitled to take disciplinary action against the Club for such breach in accordance with Section 8 of the League's Regulations. In addition to the sanctions available under Section 8, an additional sanction of the removal of a Scout's registration shall also be available at the conclusion of the disciplinary proceedings, should a breach be held to exist.

Registrations and Provision of Information by the League

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

254. Subject to Rule 255, the League will undertake the registration (which shall be backdated to the date of application) of the Academy Player if:

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

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

and in such circumstances, the Academy Player may be coached by and play for the Club during the period of seven days referred to in Rule 254.1. The provisions of Rules 319 and 322 shall apply during the period referred to in Rule 254.1

255. Without prejudice to its powers of inquiry under Section 8 of the Regulations, prior to undertaking any registration of a player as an Academy Player, the League may, in its absolute discretion, request:

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

255.2 such Persons or any Club (or club) to produce documents,

in each case, to ensure that there has been no breach of Rules 319 to 322.

256. The relevant Club and Official(s) must respond promptly and comprehensively to any request for an interview pursuant to these Rules and must not only answer questions, provide information and provide documents when requested to do so, but also (for example and without limitation) they must not delay at all in doing so, and they must do so on a co-operative and open basis, which includes volunteering relevant information and documents unknown to the League but may reasonably be considered relevant to the subject matter of the League's requests, obtaining such information and documents from other parties when able to do so, and ensuring that the appropriate individuals are made available for questioning by the League.

257. The relevant player and/or his Parent(s) must respond promptly and comprehensively to any request for an interview pursuant to these Rules and must answer the League's questions and/or provide information requested by the League within a reasonable timeframe and ensure they preserve all documents and/or information relating to the player's proposed registration.

258. Where a request is made by the League in accordance with Rule 255, the League may, in its absolute discretion, stay the registration of the player as an Academy Player until it is satisfied that there has been no breach of Rules 319 to 322 (and, in such circumstances, the player may not be coached by, play for (in Authorised Games or otherwise) and/or, save where the League approved otherwise, have any other form of contact with the Club seeking to register him until the League notifies the Academy Player and the Club that the registration has been undertaken).

259. Subject to Rules 295 to 297 and 310, if the Academy Player directly or indirectly contacts another Club, and such contact results in the Academy Player becoming registered with that other Club without the consent of the Club with whom he is registered, the other Club shall be presumed to have breached Rule 319.

Guidance

Rule 253

The League will where possible send the Rules and Handbook to Parent(s) by email with a read-receipt, or by recorded delivery if no email address is provided.

Rule 259

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 319.

260. All Clubs are required, from 1 December 2025 to:

260.1 Either:

260.1.1 take all reasonable steps to ensure that its Directors and Officials (including Scouts) conduct all business in any way related to the scouting, recruitment or registration of any Academy Player (or prospective Academy Player) on devices or servers that are issued or otherwise controlled by the Club; or

260.1.2 where such business is not conducted on such devices or servers, have in place all necessary policies, procedures and contractual provisions which provide that (to the greatest extent lawfully possible) relevant communications, records, documents and information from any other devices or serves must be delivered to the Club promptly on request so that the Club (and where applicable, the Official or Director) is able to respond promptly and completely to any request by the League or Board for information pursuant to these Rules; and

preserve communication, records, documents or information (and have in place all necessary processes, procedures and contractual provisions which provide that (to the greatest extent lawfully possible) its Officials and Directors so preserve) where the Club is aware that such communications, records, documents and information are/is, or might reasonably be considered to be, relevant to a matter that is under investigation or inquiry by the League or that is the subject of disciplinary proceedings brought by the League.

Time/Distance Rules

261. Subject to Rule 291, 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**
Category 1	1 hour	• No limit for Academy Players engaged in the Full Time Training Model between the Under 14 and Under 16 age groups; • 1 ½ hours for all other Academy Players in the Youth Development Phase.	no limit
Category 2	1 hour	1 ½	no limit

Category 3	1 hour	1 ½	no limit
Category 4	N/A	N/A	no limit

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

Guidance

When making a determination, the League will consider applicable travel times based on the likely time of day and mode of transport used by the Player when attending the Academy.

Trials

262. Subject to the conditions set out in Rules 263 and 269, a Trialist may attend an Academy for up to eight consecutive weeks in any one season without being registered provided that:

262.1 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 the Trialist's school; and

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

(a) Form YD8 duly completed;

(b) proof of his home address and date of birth in such form as is required by the League; and

(c) a photographic image of the Trialist in such format as is required by the League.

Guidance

The trial provisions in Rules 262 to 273 refer to a domestic trialist only which means a Trialist (a) registered with a Club in England or to Wales (but participating in the English pyramid) and/or (b) domiciled in England or Wales, save that a trialist domiciled in England or Wales that would require a minor application (and International Transfer Certificate, if applicable) to register in the event of a successful trial can only participate in friendly matches, and may not participate in Academy matches organised by the League (such as Games Programme matches) during the trial. The position in respect of an international trialist, being a trialist who is both domiciled outside of England and Wales and would require a minor application (and International Transfer Certificate, if applicable) to register in the event of a successful trial, is governed by the FIFA Regulations on the Status and Transfer of Players.

263. In the case of the Trialist in one of the age groups Under 9 to Under 16, a Club may apply to the League for permission to extend the period of eight weeks referred to in Rule 262 for an additional period of four weeks.

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

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

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

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

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

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

267. Rule 44 (Development Journeys) and Rule 45 (Multi-disciplinary Reviews) shall apply with regard to Trialists.

268. Each Club shall give the League all such access to information and Persons as it may require in order to monitor the welfare and progression of Trialists and to determine whether to grant an application to extend a trial period.

269. The conditions referred to in Rule 262 are as follows:

269.1 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;

269.2 a trial may be offered or given by any Club to anyone in age groups Under 12 and Under 13 who has his permanent residence within one and a half hours' travelling time of the Club's Academy or for a player that a Club proposes to register under Rule 291 ;

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

269.4 subject to Rule 269.5.2 a trial may be offered or given by one or more Clubs to an Academy Player in age group Under 16 who has been informed by the Club holding his registration that it will not offer to enter into a Scholarship Agreement with him; any such trial or series of trials may not in the aggregate exceed eight weeks;

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

269.5.1 who is on trial at another Academy; or

269.5.2 whose registration is held by another Club (or club) except with the written consent of such Club (or club) or in the case of an Academy Player who is exercising his entitlement under either Rule 295, Rule 296 or Rule 297 to seek registration as an Academy Player at the Academy of another Club (or club).

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

270. 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 League in writing (at least one week before the Trialist's trial period is due to expire) to extend the period of his trial, giving full reasons therefor, and the League shall have power to extend such period in such terms as it may think fit.

271. If before the date upon which a Trialist's trial period is due to end his trial is terminated, notice to that effect shall be given to the League by sending to the League YD8A duly completed.

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

273. Where a Club makes an application to the League in Form YD4 that an Academy Player who is a Trialist with that Club at the time of the application be registered as an Academy Player with that Club, the relevant trial will be immediately deemed cancelled by the League and the provisions of Rules 253 to 259 shall apply.

Pre-Registration Agreements

274. 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:

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

274.2 in Full Time Education; and

274.3 not registered with another Club or Premier League club (except in circumstances where the Board grants approval for the player to remain registered at his current Club until the agreement takes effect).

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

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

275.2 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.

276. Clubs shall submit to the League copies of all pre-registration agreements within five days of their being entered into, which must include:

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

276.2 proof of both the player's home address and date of birth in such form as is required by the Board (with any subsequent change(s) of address to be submitted by the Club to the League); and

276.3 a photographic image of the player in such format as is required by the Board.

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

Registrations

278. Each Club shall ensure that only Academy Players registered with that Club, Trialists attending Trials in accordance with Rule 262, and players with whom the Club has entered into a pre-registration agreement in accordance with Rule 274 shall be coached by or at that Club's Academy or participate in matches, tours, Festivals, Training Camps or Tournaments in which the Club operating that Academy is involved.

Guidance

This provision refers to a domestic Trialist only, which means an Academy Player (a) registered with a Club in England or to Wales (but participating in the English pyramid) and/or (b) domiciled in England, save that a trialist domiciled in England that would require a minor application (and International Transfer Certificate, if applicable) to register in the event of a successful trial can only participate in friendly matches, and may

not participate in Academy matches organised by the League (such as Games Programme matches) during the trial.

The position in respect of an international trialist is governed by the FIFA Regulations on the Status and Transfer of Players.

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

280. Subject to Rule 281, 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.

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

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

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

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

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

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

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

b) a copy of the Code of Conduct referred to in Rule 220;

c) proof of both the Academy Player's home address and date of birth in such form as is required by the League (with any subsequent change(s) of address to be submitted by the Club to the League); and

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

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

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

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

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

288. 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.

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

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

290. No application to register any Academy Player in the Under 9 age group, may be signed by the Academy Player before the third Saturday in May immediately preceding his Under 9 year.

291. A player in age groups Under 12 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:

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

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

291.3 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 themselves that the Academy Player's best interests are being served by the Coaching Curriculum and that it is not adversely affecting his education; the result of each enquiry shall be reported in writing to the Academy Manager who in the event of an adverse report shall apply to the Board for the cancellation of the Academy Player's registration; and

291.4 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(s).

Guidance

The League has issued specific guidance as to the application of this Rule in respect of English national youth players based off the mainland.

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

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

292.2 the registration of that Academy Player was held by another Club or Premier League club ("**the Former Club**") within the period of 12 months prior to the making of the application;

292.3 the Former Club had given notice to that Academy Player under the provisions of Rules 294.1 or 294.2 that it intended to retain his registration; and

292.4 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.

293. On or before the third Saturday in May in every year each Club shall send to the League a list in Form YD5 containing the names of each of 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 Regulation 67.1), indicating

293.1 which it retains;

293.2 which it intends to retain; and

293.3 which it intends to terminate (with effect from the first Saturday in June).

End of Season Procedure

294. Except in the case of an Academy Player who has been offered and has accepted a Scholarship Agreement in accordance with Rule 310:

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

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

295. An Academy Player who receives notification under Rule 294.1 or Rule 294.2 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).

296. An Academy Player who receives notification under Rule 294.1 or Rule 294.2 of his Club's intention to retain his registration shall likewise be at liberty after the first Saturday in June to seek registration as an Academy Player at the Academy of any other Club (or club) provided that:

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

296.2 he has received the League's written acknowledgement of the same.

297. An Academy Player in age group Under 16 who has not received an offer to enter into a Scholarship Agreement by 31 December or who has been notified in writing by his Club that such an offer will not be forthcoming shall thereafter be at liberty to seek registration as an Academy Player at the Academy of any other Club (or club) and, in such circumstances (save where the Academy Player concerned remains in Full Time Education beyond his Under 16 year), the Club that holds his registration shall not be entitled to receive compensation from any Club (or club) that subsequently registers the Academy Player for its training and development of that Academy Player, in accordance with Rule 351.

Guidance

In the circumstances outlined in Rule 297, where a different Club or club signifies its intent to register the Academy Player beyond his Under 16 year, the two Clubs/clubs concerned, the Academy Player (through his Parent(s))and the League shall enter into discussions where appropriate, to consider means by which he might begin training with his new Club or club before the end of his Under 16 year, provided always that his education is not negatively affected in any way.

Termination of Registration

298. Subject to Rule 299, 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:

298.1 the Academy Player completing his Full Time Education;

298.2 the receipt by the League at any time of a mutual cancellation notification in Form YD7 or YD10 duly completed and signed by the Academy Player and his Parent and on behalf of the Club holding his registration;

298.3 the receipt by the League of the Academy Player's notice duly given in accordance with the provisions of Rule 296.1;

298.4 the first Saturday in June following the receipt by the League of Form YD30 upon which his Club has indicated its intention to terminate the Academy Player's registration; or

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

299. Where a club is relegated to the National League (a '**Former Football League Club'**), the club shall be entitled to retain the registration of any Academy Players registered at the date of relegation, and such registrations shall automatically terminate upon the happening of the earliest of the following events:

299.1 the Club ceases to operate an Academy in accordance with these Rules; or

299.2 on 30 June immediately after the second Season following relegation (unless by that date the Club has been promoted back to the Football League).

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

300.1 upon the written application of either:

300.1.1 the Academy Player or, if the Academy Player is a child, his Parent on his behalf (and one of the grounds, but not the only ground, on which such an application may be made is that the categorisation of the Club's Academy has been lowered pursuant to Rule 27); or

300.1.2 the Club holding his registration; or

300.2 of its own volition in the circumstances set out in Rule 301.

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

301.1 cancel the registration of the Academy Player; or

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

302. The Board will not exercise its powers set out in Rule 301 without having first given the Club, the Academy Player and his Parent(s) the opportunity to make representations to it.

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

304. Upon an Academy Player's registration terminating by virtue of the provisions of Rule 298.2, the League shall provide him with a copy of Form YD7 or YD10 as evidence thereof.

Scholarships

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

306. Failure by a Club to honour any offer of a scholarship notified to the League in accordance with Rule 309 without reasonable cause shall render that Club liable to disciplinary action pursuant to Section 8 of the League's Regulations.

307. 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 297.

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

308.1 anyone who is not an Academy Player; or

308.2 an Academy Player in age group Under 16 who is seeking registration under the provisions of Rule 297,

but only on or after 1 January in his Under 16 Year.

309. Any offer made under the provisions of Rules 305, 307 or 308 shall be in Form 33, a copy of which shall be sent to the League by the Club making the offer within five days of it being made. In addition, any offer of scholarship to a player registered with a club not in membership of the League or Premier League shall be sent to the League by the Club within five days of such offer being made.

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

311. An Academy Player who fails to respond as required by Rule 310 shall be deemed to have not accepted the offer.

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

312.1 it holds his registration; or

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

312.3 (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

312.4 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.

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

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

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

314. 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 League of Football Association Form G(4), signed on behalf of the Club by an Authorised Signatory, together with copies of the Academy Player's Scholarship Agreement, the initial duration of which must not exceed two years, and by such evidence as the League may require to demonstrate that the Academy Player may take up employment in the United Kingdom.

315. If the parties to a Scholarship Agreement have agreed in writing that they will enter into a Standard Contract (as that term is defined in Regulation 64.2) prior to or immediately upon the termination of the Scholarship Agreement, and provided that the written agreement between them specifies the length of the contract and full details of all the remuneration and benefits payable under it, the Club shall not be obliged to complete and sign a mutual cancellation notification 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

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

Appeal against Disciplinary Decision

317. An appeal by an Academy Player under the provisions of paragraph 3.3.2 of the Schedule to the Scholarship Agreement shall be commenced by notice in writing addressed to the Club and to the League and dealt with in accordance with Regulation 74.

317A. Appeals pursuant to Rule 316 or Rule 317 shall be referred to the Player Related Dispute Commission. The Player Related Dispute Commission may allow or dismiss any such appeal and make such other order as it thinks fit

318. Within 14 days of a decision of the Player Related Dispute Commission given under the provisions of Rule 317A either party may by notice in writing appeal against such decision to the League Appeals Committee in accordance with Regulation 75, whose decision shall be final.

Approaches by and to Clubs and Inducements

319. A Club shall not (without the prior written consent of either the Club (or club) at which the Academy Player is registered or with whom the player has entered into a pre-registration agreement), either directly or indirectly, make any approach to or communicate with:

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

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

Guidance

In respect of Rule 319, 'Academy Player' shall include a player registered with a Football League club as an Academy Player pursuant to Rule 1.13 of these Rules.

320. A public statement made by an Official of or Football 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 319 to be an indirect approach in breach of that Rule.

321. Except as permitted by Rules 295, 296, 297 and 310 an Academy Player whose registration is held by a Club shall not, either directly or indirectly, make any approach to another Club (or club).

322. Except that a Club may, not earlier than 1 November 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 274 and 305:

322.1 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;

322.2 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 313.1; and

322.3 no Academy Player shall, either directly or indirectly, accept any such inducement.

323. Clubs should ensure that Academy Players and their parent(s) are made aware that:

323.1 Pursuant to Rule 290, no application to register an Academy Player in the Under 9 age group may be signed by the Academy Player before the third Saturday in May immediately preceding his Under 9 year; and

323.2 any document(s) presented to and/or signed by the Academy Player and their parent(s) prior to this date shall not in any way bind the Academy Player to register at the Club.

FACILITIES

Facilities

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

324.1 it provides as a minimum the facilities and accommodation set out in Rules 326 to 340; and

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

325. Save where otherwise indicated, or with the permission of the Board, the facilities and accommodation set out in Rules 326 to 337 shall be provided at the Club's principal venue for the coaching and education of Academy Players.

326. Grass pitches

Category 1	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; 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); and c) a designated area (on grass) for the coaching of goalkeepers.
Categories 2 and 3	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; and b) a designated area for the coaching of goalkeepers.
Category 4	a) a sufficient number of grass pitches of the appropriate sizes (as required by the Rules relating to Games Programmes 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; and b) a designated area (on grass) for the coaching of goalkeepers.

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

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

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

330. Without prejudice to the generality of Rule 327, each Club shall ensure that the quality of its pitches used for matches in the Games Programme is not adversely affected by coaching taking place on them.

Guidance Note

As a result of Rule 330, Clubs may need to have a greater number of pitches than the bare minimum necessary to fulfil matches in the Games Programme.

331. Artificial Surface pitch

Categories 1 and 2	One floodlit outdoor Artificial Surface pitch (save that if a Club is unable to obtain planning permission for floodlighting then the requirement for floodlighting shall be waived). It is recommended (and mandatory with effect from 1 July 2016) that this pitch measures 105 metres in length and 68 metres in breadth, unless otherwise permitted by the League.
Categories 3 and 4	Access to one floodlit outdoor Artificial Surface pitch (which need not be at the principal venue).

Guidance

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 1.17 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.

332. Indoor area for training and the playing of matches

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

Categories 1 and 2	One indoor Artificial Surface pitch measuring a minimum of 60 yards by 40 yards which shall be owned by the Club (or alternatively the Club must have a legally enforceable agreement with the owner of the facility for its use by the Club, expiring not earlier than the end of the current Season) and which shall be for the exclusive use of the Academy at all times. *(Note: an indoor pitch which complies with the size requirements set out in Regulation 13 is recommended).*

Categories 3 and 4	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: 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

333. Changing rooms and washing facilities

Categories 1 to 4	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. b) a sufficient number of washing and toilet facilities, of a suitable quality, for the exclusive use of all registered Academy Players; c) a sufficient number of separate washing and toilet facilities, of a suitable quality, for the use of visiting teams; d) a sufficient number of separate changing rooms and washing and toilet facilities, of a suitable quality, for the exclusive use of Match Officials (with separate male and female facilities in the case of Category 1 and Category 2 Academies only, with appropriate arrangements made at Category 3 and Category 4 Academies to facilitate the changing requirements of both male and female Match Officials); and 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;

Guidance

Sufficient and suitable facilities must be provided at all venues. Thus, if a Category 3 or Category 4 Academy utilises an Artificial Surface pitch or an indoor pitch which is located away from its principal venue, it must ensure that there is substantial compliance with this Rule 333 with regard to changing room and washing facilities.

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

334. Team meeting room

Categories 1 to 4	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.

Guidance

In Category 3 and 4 Academies, this room:

a) need not be located at the principal venue; but
b) if it is so located (but not otherwise), may also be used as the guest lounge described in Rule 335.

335. Guest lounge

Categories 1 to 4	A guest lounge for the use of Parents at each training session and match that is open to Parents. The guest lounge shall be large enough to hold 50 people and have access to refreshments and toilet facilities. *Note: in Category 3 and 4 Academies, this room may also be used as the team meeting room described in Rule 334 provided that it is large enough.*

336. Match analysis suite

Categories 1 and 2	A room large enough to hold 20 people and equipped with such appropriate video and IT technology as is necessary to undertake, and present the results of, Performance Analysis. If the facility is shared with the professional squad, access for the Academy sufficient for its purposes needs to be clearly demonstrated.
Categories 3 and 4	A match analysis suite is recommended but not mandatory.

337. Medical facilities

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

Guidance

Each club should carefully consider provision of facilities suitable for the medical practice undertaken at each venue. In general, a medical consulting room should be not less than 16m^2 and should be larger if it includes a separate area for the examination couch.

There should be provision for:

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

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

338. Administration office space

Categories 1 to 4	a) such office space and access to IT, email and the internet as each member of Academy Staff requires in order to perform the responsibilities set out in their job description; and b) a private meeting room.

Guidance

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

339. Academy Player accommodation

Categories 1 to 4	Sufficient and adequate accommodation for all registered Academy Players and Trialists under the age of 18 not residing with their Parent(s). Clubs shall comply with any guidelines about Academy Player accommodation published by the League from time to time and with all applicable legal requirements in relation to the provision of such accommodation. Such accommodation shall be located in as close proximity as is reasonably practicable to the Club's principal venue for the coaching and education of Academy Players and to the place at which Academy Players undertake their education (if this is not the principal venue).

Guidance

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

340. Classrooms

Category 1	A minimum of three classrooms which shall each: • contain sufficient desks for 20 students; • contain 20 electronic devices with access to the internet; and • conform in all respects with any requirements for classrooms issued by the Department for Education.
Category 2	A minimum of two classrooms which shall each: • contain sufficient desks for 20 students; and

	• contain 20 computers with internet access. At least one of the classrooms must conform in all respects with any requirements for classrooms issued by the Department for Education.
Categories 3 and 4	Access for Academy Players and Trialists to a study area large enough to hold 20 people and which contains at least 20 electronic devices with internet access.

Guidance

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

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

FINANCE AND EXPENSES

Finance	
341.	Each Club which operates an Academy shall by 1 July in each year submit to the League its budgeted Academy Financial Information for its Academy for the following season.
342.	Each Club which operates an Academy shall by 1 September in each year submit to the League its actual Academy Financial Information for its Academy for the previous season together with the budgeted Academy Financial Information for that season.
343.	The Academy Financial Information required by Rule 341 shall be submitted in the format required by the League.
344.	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 341 and 343.
345.	The League shall have the power to obtain an independent audit of a Club's Academy Financial Information submitted pursuant to these Rules.
346.	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.
347.	Each Club which operates an Academy must comply with the minimum funding requirements as communicated by the League from time to time.

Guidance

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

The League will keep the Academy Financial Information provided to it pursuant to Rules 341 and 343 confidential save that:

1. the League may disclose the Information if properly required to do so by law or by any regulatory authority;
2. the League may disclose the Information to the ISO or the PGB (and if it does so, the League shall use all reasonable endeavours to ensure that the ISO or the PGB keeps the Information confidential);
3. the League may disclose the Information to any Person or Entity retained to undertake an audit of a Club's Academy Financial Information pursuant to Rule 345 (and if it does so, the League shall use all reasonable endeavours to ensure that the Person or Entity so retained keeps the Information confidential); and
4. the League may use the Information to develop and publish benchmarked information on an anonymised basis.

Expenses

348. Without prejudice to Rules 319 to 322, each Club that operates an Academy shall be permitted to reimburse Academy Players, Trialists and their Parent(s) for actual expenses legitimately incurred as a direct result of the Academy Player's or Trialists participation in the activities of the Academy, in accordance with such guidance as is issued by the League to Clubs from time to time.

349. Without prejudice to Rules 319 to 322, no payment of any kind may be made by a Club to an Academy Player or his Parent(s) (whether directly or indirectly) outside the terms of the guidance issued by the Board in accordance with Rule 348, without the express prior consent of the League.

350. Each Club that operates an Academy shall submit to the League:

350.1 by 1 July in each year, its Academy Expenses Policy for the upcoming season; and

350.2 by 1 September in each year, its Academy Expenses Information.

COMPENSATION

Compensation

351. The registration of an Academy Player at an Academy shall impose an obligation on the applicant Club or Premier League club ("**the Applicant Club**") to pay compensation for the training and development of that Academy Player to any Club, Premier League club or Former Football League Club (in respect of such period as that club were a member of the Football League) which previously held his registration (the "**Training Club**") provided that:

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

351.2 the Training Club had offered to enter into a Scholarship Agreement pursuant to Rule 305 with the Academy Player;

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

351.4 save where Rule 297 applies, the Training Club and Academy Player mutually agreed to terminate the Academy Player's registration pursuant to Rule 298.2 and agreed that the Training Club should retain the right to receive compensation should the Academy Player sign for another Club (or club); or

351.5 the Board has made a determination to that effect pursuant to Rule 303; and

351.6 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).

352. The obligation in Rule 351 to pay compensation to a Former Football League Club shall not apply in the following circumstances:

352.1 the registration of an Academy Player is released from a Former Football League Club in accordance with Rule 299.2; or

352.2 the Former Football League Club ceases to operate an Academy in accordance with these Rules.

Guidance

For clarity, until 30 June immediately after the second Season following relegation to the National League, the former Football League Club shall be entitled to compensation for its registered Academy Players if it continues to operate an Academy in accordance with these Rules.

353. Where the Applicant Club is in both a lower division and has an Academy of lower Category than the Training Club as at the time that the Academy Player joins it, the obligation in Rule 351 to pay compensation shall be varied as follows:

353.1 where the Academy Player is registered with the Applicant Club within 12 months of his being registered to the Training Club, the Applicant Club shall be obliged to pay the contingent compensation (referred to in Rule 359) but not any initial training costs fee (as referred to in Rule 359); or

353.2 where the Academy Player is registered with the Applicant Club in circumstances where at least 12 months have elapsed since he was registered as an Academy Player with any Club

or club, there shall be no obligation on the Applicant Club to pay any compensation (whether by way of initial training costs fee or contingent compensation).

354. Where Rule 353 applies and the Academy Player subsequently ends his registration with the Applicant Club and registers as an Academy Player at another Academy which is either operated by a Club in the same or a higher division or is an Academy of the same or higher Category than the original Training Club (the "**Further Club**"), the Further Club shall be obliged to pay compensation (both to the initial training costs fee and contingent compensation) to the original Training Club in respect of the Academy Player's time at that club, in accordance with the provisions of Rules 353 and 354.

Guidance

In such a scenario, nothing in Rules 353 and 354 shall affect any obligation (as otherwise set out in these Rules) upon the Further Club to pay compensation to the Applicant Club.

355. The amount of compensation referred to in Rule 351 shall be:

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

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

356. Rules 359 to 370 govern the compensation due in respect of an Academy Player who is in, or about to enter, any age group between Under 9 and Under 16 at the time when he is first registered with the Applicant Club save for an Academy Player to whom Rule 357.2 applies.

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

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

357.2 to whom the Training Club made an offer of a Scholarship Agreement pursuant to Rule 305.

358. In the event that an application pursuant to Rules 357 and 373 is not served by the deadline and the conditions in Rule 351 are met, a sum calculated pursuant to the compensation provisions in Rules 351 to 375 will, unless the relevant Club (or club) agree otherwise, be payable by default within 30 days of the deadline.

359. The compensation due in respect of an Academy Player to whom Rule 356 applies shall consist of an initial training costs fee payable to the most recent Training Club (and to be paid within seven days of the Academy Player being registered for the Applicant Club) and contingent compensation as is payable to all qualifying Training Clubs in accordance with these Rules.

360. The initial training costs fee referred to in Rule 359 shall be calculated by:

360.1 multiplying the applicable annual fixed training costs calculated in accordance with Rule 361 by the applicable number of years; and

360.2 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.

361. In Rule 360:

361.1 the "applicable annual fixed training costs" means the sums set out in the table in Rule 362 referable to:

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

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

361.2 the "applicable number of years" means the number of years for which the Academy Player was registered for the Training Club (subject to Rule 369).

362. The applicable annual fixed training costs 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 1	Category 2	Category 3
Under 9	£5,000	£5,000	£5,000
Under 10	£10,000	£8,750	£7,500
Under 11	£15,000	£12,500	£10,000
Under 12	£45,000	£30,000	£15,000
Under 13	£60,000	£40,000	£20,000
Under 14 to Under 16	£80,000 (per year)	£50,000 (per year)	£25,000 (per year)

Guidance

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

Status	Deemed retrospective Category for the purposes of calculating compensation (in respect of the period up until the end of Season 2011/12)
Club operated a licensed Football Academy which is placed into Category 1 under the new Rules (all Category 1 Clubs will be the subject of an ISO audit by no later than 31 May 2012)	Category 1.

Club operated a licensed Football Academy which is not placed into Category 1 under the new Rules.	Category 2.
Club operated a licensed Centre of Excellence.	Category 3.

The annual fixed training costs set out in the table at Rule 362, above, shall apply to all registrations of Academy Players with Applicant Clubs that are approved following the coming into force of the Season 2022/23 edition of these Rules (i.e. for registrations approved from that date, the annual fixed training costs shall be calculated by reference to the figures herein).

363. The contingent compensation referred to in Rule 359 shall consist of:

363.1 appearance fees calculated by reference to the number of First Team Appearances made by the Academy Player for the Applicant Club or any other Club or Premier League club for whom the Academy Player subsequently becomes registered (including, with effect from the commencement of Season 2015/16 only, by way of a Temporary Transfer or other loan) and to the divisional status of the relevant Club as set out in the table in Rule 365;

363.2 subject to Rule 364, appearance fees shall be calculated up to a maximum of 100 First Team Appearances;

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

363.3.1 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

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

363.4 5% of all Compensation Fees, Transfer Fees, Loan Fees and Contingent Sums paid in respect of all future transfers of the Academy Player's registration (whether permanent or temporary) to Clubs (or clubs) in membership of the League, the Premier League or the National Division of the National League;

363.5 5% of all Loan Fees and Contingent Sums paid in respect of all future transfers on loan to a club affiliated to a national association other than the Football Association (save for any Welsh club which is a member of the League, The Football League or the National Division of the National League.

364. For the purposes of calculating the contingent compensation referred to in Rule 359, First Team Appearances made in excess of 100 and up to a maximum of 200 (the "**Additional Appearances**") will result in contingent compensation being payable in circumstances where one or more of a Player's Additional Appearances are played for a Club (or clubs) in a higher division than one or more of the Player's first 100 First Team Appearances. In such circumstances the Additional Appearances will be treated as if they had formed part of the Player's first 100 First Team Appearances, with the result that an additional compensation fee will be due which is equal to any

difference in the compensation paid in respect of the Player's first 100 First Team Appearances and any Additional Appearances of a higher value (starting with the lowest compensated appearance).

Guidance

Example 1:

A Player makes 100 First Team Appearances in the Championship, followed by 10 First Team Appearances in the Premier League.

The 100 Championship appearances would result in contingent compensation of £250,000 (£2,500 x 100) being payable to training clubs.

The 10 subsequent appearances in the Premier League would be worth £300,000 (£30,000 x 10) being payable to training clubs.

The contingent compensation payable to the training club(s) would be 'topped up' to the contingent compensation for 10 Premier League appearances, less the contingent compensation of the player's lowest-compensated 10 appearances in his first 100 appearances:

- 10 Premier League appearances = £30,000 x 10 = £300,000
- 10 Championship appearances = £2,500 x 10 = £25,000

Total 'top up' fee payable: £300,000 - £25,000 = £275,000

Example 2:

A Player's first 100 First Team Appearances are broken down as follows: (i) 1-25 at EFL League 2 level; (ii) 26-75 at EFL League 1 level; and (iii) 76-100 at EFL Championship level. The Player goes on to make a further 25 First Team Appearances at EFL Championship level (matches 101-125) and 50 First Team Appearances at Premier League level (matches 126-175).

These first 100 appearances would result in contingent compensation of £93,750 (£250 x 25; £500 x 50; £2,500 x 25) being payable to training clubs.

The contingent compensation payable to the training club(s) would be 'topped up' to the contingent fee for:

- 25 EFL Championship appearances (£2,500 x 25), less the contingent compensation of the player's lowest-compensated 25 appearances in his first 100 appearances (being at EFL League 2 level: £250 x 25). 'Top up' fee payable in respect of these matches: £62,500 – £6,250 = £56,250; and
- 50 Premier League appearances (£30,000 x 50), less the contingent compensation of the player's remaining lowest-compensated 50 appearances in his first 100 appearances (being at EFL League 1 level: £500 x 50). 'Top up' fee payable in respect of these matches: £1,500,000 - £25,000 = £1,475,000.

Total 'top up' fee payable: £1,531,250.

365. The appearance fees referred to in Rule 363.1 are as follows:

365.1 Premier League: £30,000;

365.2 EFL Championship: £2,500;

365.3 EFL League One: £500; and

365.4 EFL League Two: £250.

Guidance

The contingent fees set out above come into force with effect from the coming into force of the Season 2022/23 edition of these Rules and are forward-looking from that date. In order to calculate the contingent fees applicable for registrations approved before the coming into force of the Season 2022/23 edition of these Rules, reference should be made to the following figures:

	Divisional Status of the Club			
Number of First Team Appearances	**Premier League Club**	**League Championship Club**	**League 1 Club**	**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

For the avoidance of doubt, in such circumstances:

- Rule 364 will not apply, such that only First Team Appearances up to a maximum of 100 will apply for the purposes of calculating contingent compensation; and
- Rule 366.1.2 will not apply, such that matches played for a foreign club where a player is the subject of a Temporary Transfer will not apply for the purposes of calculating contingent compensation.

366. In respect of Rule 363:

366.1 "First Team Appearance" means:

366.1.1 an appearance either in the starting eleven or as a playing substitute in a first team fixture in the Premier League, the EFL Championship and EFL Leagues 1 and 2 (including play-offs), the EFL Cup, the FA Cup, the EFL Trophy, the FIFA Club World Cup, the UEFA Europa Conference League, the UEFA Europa League or the UEFA Champions League; and

366.1.2 where a player is subject to a Temporary Transfer or other loan from a Club or Football League club to a foreign club, an appearance for a foreign club in league or domestic cup competition, the FIFA Club World Cup or the UEFA Europa Conference League, UEFA Europa League or the UEFA Champions League;

366.2 the contingent compensation shall be payable upon the earlier of:

366.2.1 every 10 First Team Appearances played by the Player;

366.2.2 the end of each Season; or

366.2.3 the termination (whether by effluxion of time, cancellation, transfer or otherwise) of the Academy Player's registration at a Club (or Premier League Club).

For the avoidance of doubt, in the event of a termination of an Academy Player's registration, the obligation to pay future sums pursuant to that Rule shall transfer to any new Club (or Premier League club) for whom the Academy Player subsequently becomes registered; and

366.3 "Compensation Fee", "Transfer Fee", "Loan Fee" and "Contingent Sum" shall be interpreted to exclude compensation payable pursuant to Rule 351.

Guidance

For the purposes of Rule 366.1.2, the banding of the relevant competitions will be based on alignment of foreign competitions with the domestic governing body endorsement competition banding (with each Band to be as defined in the 'Governing Body Endorsement Requirements for Players' document) whereby:

- appearances in the UEFA Champions League carry the same appearance-based contingencies as appearances for a Premier League club.
- appearances in foreign Band 1 domestic competitions, the UEFA Europa League and the UEFA Conference League carry the same appearance-based contingencies as appearances for a Championship club.
- appearances in foreign Band 2 domestic competitions carry the same appearance based contingencies as appearances for a League One club and
- appearances in foreign Band 3, Band 4 or Band 5 domestic competitions carry the same appearance-based contingencies as appearances for a League Two club.

The relevant banding shall be determined with reference to the banding of that club at the time of the relevant appearance.

An appearance for an Under 21 team participating in any of the competitions listed in Rule 366.1.1 will not constitute a 'First Team Appearance'.

367. Reference in Rules 363 and 366 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 363.1 and 363.4 and for the avoidance of doubt the original Applicant Club shall not be liable to the Training Club in respect of:

367.1 any appearance fees payable pursuant to Rule 363.1 and due in respect of appearances made by the Academy Player after he has ceased to be permanently registered for the Applicant Club; or

367.2 sums payable pursuant to Rule 363.3 and 363.4 arising from transfers in respect of which the Applicant Club was not the Transferor Club.

368. 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 355.2 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 Premier League club).

369. 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).

370. If the Academy Player has been registered for a Training Club for part only of the period between the start of his Under 9 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 370 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 9 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.

371. The compensation set by the Professional Football Compensation Committee in respect of an Academy Player to whom Rule 357 applies shall be determined on the application of either Club and in accordance with the Committee's Regulations (set out at Appendix 4 of the Regulations).

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

372.1 had held that Player's registration as an Academy Player;

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

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

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

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

373. The amount of compensation payable pursuant to Rule 372 shall be:

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

373.2 such sum as the Professional Football Compensation Committee on the application of either Club (or club) served by the deadline provided for in the PFCC Regulations shall determine pursuant to Rule 371.

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

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

Guidance

The fees set out in Rules 362 and 365 are to be revised annually by the PGB.

The Regulations of the Professional Football Compensation Committee referred to in Rule 371 are in Appendix 4 of the League Regulations. 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.

APPENDIX A – CODE OF CONDUCT FOR SCOUTS

1. The function of a Scout is to identify to their Club players with whom that Club may wish to enter into negotiations with a view to securing their registration. Scouts are not themselves entitled to enter into any such negotiations nor are they able to make promises to or offer inducements to any players whom they approach.
2. Scouts are employed by and represent their Clubs and are Officials within the meaning of the Regulations of the League by which they are bound.
3. Scouts must therefore be familiar with the Regulations and in particular these Rules relating to Youth Development. They must maintain an awareness of and at all times comply with the Regulations and Rules setting out the circumstances in which their Club may make an approach to a Player or Academy Player (as defined in the Regulations) whose registration is held by another football club.
4. When acting in the course of their duties a Scout shall at all times carry the formal means of identification issued to them by their Club and shall produce the same upon demand.
5. Scouts are responsible for the conduct of their contacts and shall be liable for any act or omission by a contact which constitutes a breach of the Regulations.
6. Scouts shall conduct themselves in a manner befitting their role as Officials of their Clubs and shall take all possible steps to promote the reputation of the game of association football and to prevent it being brought into disrepute.
7. A Scout shall forthwith disclose to their Club the nature and extent of any direct or indirect interest they may have in any transaction or arrangement involving their Club and they shall account to the Club for any benefit which either directly or indirectly they derive therefrom.
8. A Scout shall conduct themselves at all times in an ethical and professional manner and shall observe the highest standards of integrity and fair dealing.

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

(Youth Development Rule 220)

The following Code applies to each Club, Academy Player registered on EFL Form YD4 and their Parent(s) and sets out the standards expected of each party. By signing this Code, each party agrees to abide by it, and any breach of this Code (as determined by the English Football League) may be deemed a breach of Youth Development Rule 220.

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

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

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

We, the undersigned, agree to the Code of Conduct

[Signature blocks for Club, Player and Parent(s)]