

# Charter for Academy players and parents

Season 2019/20



Premier  
League





# Welcome

Joining the Academy system is a wonderful opportunity for any young player. On behalf of everyone at the Premier League, we wish you good luck as you begin your journey. You should expect the quality of coaching, the standard of education and the all-round experience to be outstanding. We expect all Academy Players to show commitment to and respect for their fellow players of all ages, for their coaches and their Club, and for both the rules and the spirit of the game. The Premier League operates the Academy system on behalf of its Clubs, and also works closely with; The EFL, The Football Association (FA) and The Professional Footballers' Association (PFA).

There are many things you will need to know as an Academy Player or as a parent of a player. This Charter is designed to provide you with an introduction to the Academy system and information on how it works.

**The Academy system** – Our vision and mission, your opportunity, the performance pathway, understanding Academy classification

**Academy Performance Plan** – The coaching curriculum, the games programme, festivals, tours and tournaments

**Player development and progression**

**Safeguarding, Player Care and Education**

Academy Player safety and welfare, Academy Player mental, emotional and physical wellbeing, Education Programme, Education Training Models

**Participation** – Academy registration, time / distance regulations, Academy induction, end of season procedures, compensation, requesting release

**Independent advice** – The PFA Independent Registration Advisory Service

**Communication** – How to make a complaint and raise concerns

**Key contacts**



# The Academy system

## Our vision What we want to achieve

**We want to develop more and better home-grown players.**

We want our players to be technically excellent and tactically astute independent decisionmakers on and off the field, equipped for a successful career as professional footballers.

We want to develop the world's leading youth coaches, provide inspirational facilities and world-class support services.

## Our mission What we do

The aim of the Academy system is to help young players maximise their potential in football, education and life. It puts player care and personal development at the heart of everything we do. Our aim is to develop well-rounded individuals as well as high quality players. Clubs provide expert services, support and advice to Academy Players and their parents, and every young player should enjoy and value their Academy experience.

## Your opportunity What is there for you

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



## Premier League Home Grown Players – Class of 2018/19 Season



**We want to develop more and better home-grown players**



# The Performance Pathway

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

The Performance Pathway has three phases:

- Foundation Phase
- Youth Development Phase
- Professional Development Phase

## Foundation Phase

Under 9 (U9) to Under 11 (U11)



## Youth Development Phase

Under 12 (U12) to Under 16 (U16)



## Professional Development Phase

Under 17 (U17) to Under 23 (U23)





## Understanding Academy Classification

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

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

Academy Classification	Definition	Performance Pathway
Category 1	This is the highest classification awarded to an Academy. It is an elite environment where Academy Players are provided with additional access to coaching and the potential of full time education from U12. Category 1 Academies can recruit nationally from U12 provided the Academy Player is guaranteed access to a full-time education programme.	U9 to U23
Category 2	This is an elite development environment where Academy Players are typically recruited locally but gain access to additional coaching opportunities and educational support.	U9 to U23
Category 3	This is a development environment where Academy Players are provided with professional coaching and development opportunities.	U9 to U23
Category 4	Academies focus on their coaching and educational support for Academy Players in the Professional Development Phase (U17 to U23) only.	U17 to U23







## Academy Performance Plan

Each Academy has a performance plan which follows the Club's guiding principles, values, playing style and tactical approach. This encompasses games programmes, education programmes, sport science and medicine services support as well as coaching on the pitch. Your Academy has a designated team of specialist medical and sport science staff to provide a high level of medical care during training sessions and games. Your Academy Manager will introduce you to these specialist staff at your induction.



Category	Foundation Phase U9 to U11	Youth Development Phase U12 to U16	Professional Development Phase U17 to U23
1	4 coaching hours per week rising to 8 hours for older Academy Players	10 coaching hours per week rising to 12 hours for older Academy Players	14 coaching hours per week reducing to 12 hours for Academy Players who have commitments to the professional squad during the Professional Development Phase
2	3 coaching hours per week rising to 5 hours for older Academy Players	6 coaching hours per week rising to 12 hours for older Academy Players	14 coaching hours per week reducing to 12 hours for Academy Players who have commitments to the professional squad during the Professional Development Phase
3	3 coaching hours per week	4 coaching hours per week rising to 6 hours for older Academy Players	12 coaching hours per week
4	Not applicable	Not applicable	14 coaching hours per week reducing to 12 hours for Academy Players who have commitments to the professional squad during the Professional Development Phase

### Coaching curriculum

The age group you are in will, to an extent, determine the coaching contact you will receive. The number of coaching sessions available to you should increase as you progress along the Performance Pathway. The Club will advise you which coaching curriculums will be available to you; these vary in terms of the number of hours of coaching received each week and when in the day those sessions take place (see Education Programme on page 18). Close integration with your education and welfare programmes will be paramount in building an effective coaching curriculum for you. The Club will continually monitor your progression via regular performance reviews (see page 21).

Once you join the Academy, your progress will be recorded on a performance clock. This is your record of personal progress and achievement available to you through your coaches. N.B. These coaching contact times are a guide and your coach will adjust your weekly curriculum according to your specific needs and the individual programme that you are on.

### Games Programme

#### Foundation Phase: U9 to U11

Foundation Phase games are played locally, usually on Sundays, and include regular tournaments that involve three or more Clubs.

The focus in this phase is fun and developing mastery of the ball. Games take place on age-appropriate pitches. Matches are small-sided games for each age group. Subject to fitness, you will participate in at least 50% of match playing time reasonably spread out in any one season.

Category 1 and 2 Academies participate in a regional indoor season during December and February.

#### Youth Development Phase: U12 to U16

Youth Development Phase games are usually played at weekends and include regular tournaments throughout the season. Games are usually arranged on a regional basis, but Category 1 and 2 Academies may be involved in national and international competitions.

Subject to fitness, in the U12 to U14 age groups you will participate in at least 50% of match playing time reasonably spread out in any one season.

Subject to fitness, in the U15 and U16 age groups you will play in at least 20 ‘Authorised Games’ per season and participate in at least 50% of the game time.

The focus is on building technical skills, game understanding and tactical awareness.



#### Professional Development Phase: U17 to U23

Regional, national and international programmes are implemented across the Professional Development Phase to test players in different environments, pressures and styles of play.

All Category 1 Clubs compete in the U18 Premier League which is split into two regional leagues, North and South. The winner of each regional league plays in an U18 Premier League National Final to determine the eventual winners of the league. Each club plays 22 league fixtures and competes in an U18 Premier League Cup competition, which runs in conjunction with the league programme.

All Category 1 Clubs also compete in Premier League 2 Division 1 and Premier League 2 Division 2, which was introduced in 2015/16 Season. Eligibility is restricted to the U23 age group or younger, however clubs are permitted to play three overage outfield players as well as an overage goalkeeper. Promotion and relegation between Premier League 2 Division 1 and Premier League 2 Division 2 was introduced in 2015/16 Season and aims to prepare the players for the reality of first team football. Alongside the Premier League 2 programme, Clubs have the option to play in a Premier League Cup competition which provides them with the opportunity to play Category 2, 3 and 4 teams that they do not face in their normal games programme.

Competitive matches against European opponents are seen by the Premier League as an important part of the development of players to assist transition from Academies’ Development Teams to Clubs’ First Teams. The Premier League International Cup was introduced in Season 2014/15 to provide Academy players with exposure to international competition, different styles of play and European B teams. The competition was expanded from the top eight to the top twelve Premier League 2 Division 1 Clubs. Those Clubs were joined by 12 Clubs from across Europe.





## Festivals, tours and tournaments

You will have the chance to be involved in regional, national and international tournaments, some of which may be residential. Additionally, during the winter months, you will have the opportunity to experience an extensive indoor futsal programme.

The overarching aim of these initiatives are to enhance, not only the technical aspects of the player's development, but also their psychological, physical and social skills. We look to do this by taking players out of their comfort zones in different and sometimes challenging environments. This is evident with initiatives that have been introduced to the programme in recent seasons, such as, player led festivals where the aim is to stretch players socially, developing leadership and confidence. Alongside this you will experience In & Out of Balance tournaments and Powerplay tournaments where we aim to challenge the players psychologically. Whilst all of these aims are essential, we want to ensure that the players have fun and lots of opportunities to play.

The U9 Welcome Festival has been introduced to provide parents, families and players with key information regarding their entry into the Academy system.

You will have the chance to be involved in the various new Cup Competitions which have been introduced in recent seasons, most notably the U14 Albert Phelan Cup, U15 Floodlit Cup & U16 Premier League Cup. These initiatives have been designed to expose players to different types of competition in different environments and settings that are in keeping with what they may encounter in their football careers.

We aim to develop players holistically, so you may have the opportunity to be involved in a tournament which includes an educational component. These types of event, alongside the existing U13, U14, U15 & U16 International Tournaments are designed for players to experience different styles and tactics adopted by International opposition.

Each season we hold the Christmas Truce tournament held in Ypres, Belgium for the U12s, where players learn about the history of the Truce alongside an International football tournament.

More information about these tournaments can be found on the Premier League website.







The Foundation Phase (U9 to U11) game formats

Age	Format	Pitch size (yards)	Goal size (feet)	Ball size
U9	5 v 5 or 7 v 7	30 x 20 to 40 x 30 or; 50 x 30 to 60 x 40	12 x 6	3 or 4
U10	7 v 7	50 x 30 to 60 x 40	12 x 6 to 16 x 7	4
U11 and U12	9 v 9	70 x 40 to 80 x 50	16 x 7	4
U9 to U11	Futsal (5 v 5)	25 x 15 to 33 x 18m	3 x 2m	3 to 4

The Youth Development Phase (U12 to U16) game formats

Age	Format	Pitch size (yards)	Goal size (feet)	Ball size
U12 and U13	11 v 11	90 x 60 to 100 x 60	21 x 7	4
U14 and U15	11 v 11	100 x 60 to 110 x 70	24 x 8	5
U16	11 v 11	110 x 70	24 x 8	5
U12 to U16	Futsal (5 v 5)	33 x 18 to 42 x 25m	3 x 2m	4



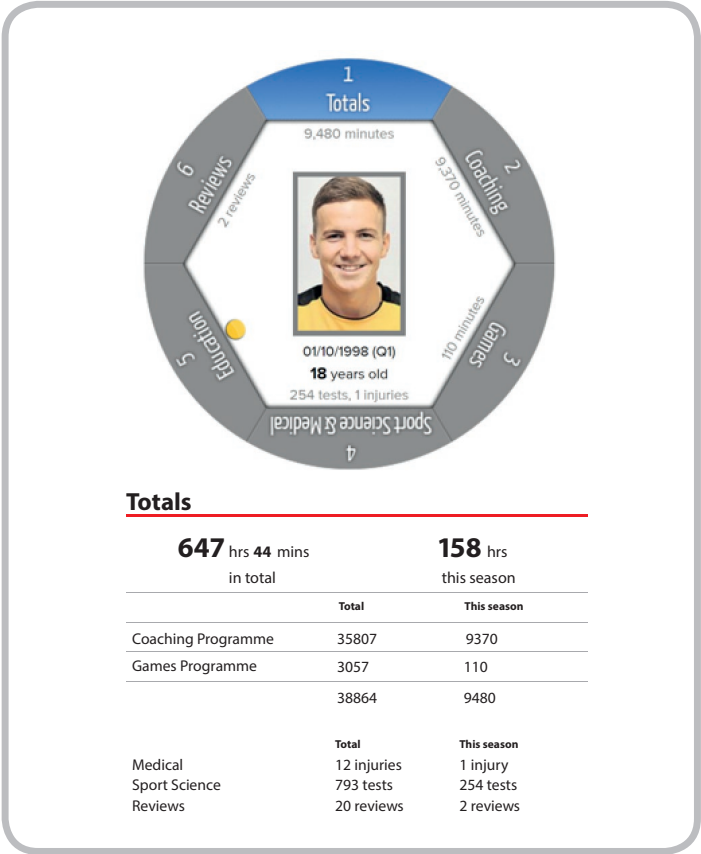
# Player development and progression

Helping all Academy Players become independent decision makers is one of the core aims of the Academy system. Alongside on-field training and games, athletic development, performance lifestyle and psychology programmes will be delivered to enhance the knowledge, skills and understanding you will need to become a professional footballer both on and off the field.

### The Performance Clock

You are entitled to regular feedback on your progress and development at the Club. Your Academy will use the Performance Clock to record, measure and monitor all aspects of your progress. It is your record of achievement, and you can help to develop it. The Performance Clock is a record of each player's personal performance data. It stores information on the number of games played and the data from those games. It is also a record of the coaching each player has received, their educational progress, the sport science data that has been collected (i.e. fitness data) as well as medical data, such as injuries sustained and rehabilitation undertaken. The information that goes into each player's Performance Clock is input via the Performance Management Application (PMA). A lot of the information that goes into the Performance Clock will come from the multi-disciplinary reviews that happen every 6 weeks and each training session or game that a player is involved in.

The reviews cover each of the areas (or disciplines) worked on during each player's time at the Club e.g. Games, Coaching, Education and Sport Science & Medicine.



When the information is put into the PMA the data will automatically be stored in each player's Performance Clock and will become a record of each player's time not only at the current Club, but also throughout their football career. The Player's Performance Clock is made available to players and parents by each Club. If you move to another Club, you take your performance clock with you as your own personal record.

### Performance Reviews

Every Academy Player's performance is reviewed regularly. A performance review assesses your development against targets set at previous performance reviews. It identifies your need for individual coaching, all-round athletic development, educational support, and it sets new performance targets. Each review is recorded on your Performance Clock.

Performance reviews are conducted by a multidisciplinary team of experts employed by your Academy which may include your Head Coach, the Head of Education, the Club's Sport Scientist plus any other relevant Academy staff. You will be provided with details of each review and your coach will discuss future targets with you. Your Academy will also hold parents' evenings at least twice each season to discuss your recent performance reviews in detail with your parents.

Performance review frequency	
Foundation Phase	Every 12 weeks
Youth Development Phase	Every 6 weeks
Professional Development Phase	Frequency to be determined by your Club





# Safeguarding, Player Care and Education

These are the three pillars which underpin and unite our Safeguarding, Player Care and Education provision:

	Prepare	Empower	Protect
Safeguarding	Working together to create supportive environments where Academy Players are safe, valued and respected	Everyone to protect themselves and others	Academy Player safety and welfare
Player Care	Academy Players for the day-to-day challenges they may face, both inside and outside of football	Academy Players to make informed decisions about their wellbeing and future	Academy Player wellbeing - mental, emotional and physical
Education	Academy Players for a career within and beyond football	Academy Players to become independent decision-makers	Academy Player academic potential and aspirations during their football careers

## Safeguarding

Safeguarding children and young people is important to us and we believe that everyone has the right to enjoy football in a safe and inclusive environment.

We have safeguarding rules in place that Clubs must follow to promote and protect the safety and welfare of children and young people. Your Club safeguards its Academy Players in lots of different ways:

- Safeguarding is everyone’s responsibility, however your Club has in place a dedicated full-time Head of Safeguarding and an Academy Safeguarding Officer. The members of staff fulfilling these roles are at the heart of our Clubs’ development of young talent and can provide you with support and advice. It is important to know who your Club’s Safeguarding Team is and how to contact them.

- Getting the right people involved. Your Club must make sure that they only work with suitable people and organisations who also believe in keeping children and young people safe.
- Creating a safe environment. Your Club has safeguarding policies, procedures and guidelines in place which everyone must follow.
- Empowerment and education. Your Club must make sure that people who work for them know what their responsibilities are by giving them regular training. Your Club also has a responsibility to educate and empower children and young people by helping them understand their rights and where they can get help or advice if they need it.
- Working together and taking action. Your Club has a duty to take all concerns seriously and ensure that they are dealt with swiftly and appropriately.



## Getting advice and reporting concerns



Our Safeguarding Team can be contacted by emailing [safeguarding@premierleague.com](mailto:safeguarding@premierleague.com) or by calling 0207 864 9173 for advice, to raise a concern or to help you get in touch with your Club’s Safeguarding Team.

Adults can contact the NSPCC helpline by calling 0800 800 5000 or by emailing [help@nspcc.org.uk](mailto:help@nspcc.org.uk) to get advice or share their concerns about a child, anonymously if they wish. Trained professionals are available 24 hours a day, 7 days a week.

Childline is a free and confidential service for children and young people up to their 19th birthday. They are available any time, day or night. You can contact them by phone, by email or through their 1-2-1 counsellor chat service. Visit their website for further advice or support [www.childline.org.uk](http://www.childline.org.uk).

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

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

Visit our website for more information [www.premierleague.com/safeguarding](http://www.premierleague.com/safeguarding)





## Player Care

### What is Player Care?

The Premier League, with the PFA and The FA, are working to ensure that players are better educated, equipped and prepared for life both inside and outside of football. This will be delivered through a lifestyle management and player care programme which includes the following:

- Mental and Emotional Wellbeing
- Dealing with the Media
- Use of Social Media
- Financial Management
- Further Education and Careers Advice
- General Wellbeing – Nutrition, Cardiac Health
- Equality and Diversity
- Anti-Doping
- Betting and Integrity
- Working with the Community and Good Citizenship
- Other Essential Skills eg Social Skills, Safe Driving, etc

The Premier League will also help the Clubs with mentoring and wellbeing support, ensuring there is a holistic approach to player care. We will work collaboratively with the Clubs to develop action plans that support the Premier League's Mental and Emotional Wellbeing Strategy.



## Education programme

Your education programme is a core component of your football development and will help you achieve a productive and fulfilling career, both on and off the field. The Head of Education at your Club oversees the programme and will:

- Liaise with your school to ensure that your football commitments do not affect your levels of progress at school;
- Where appropriate make sure you follow a formal education programme that supports you to achieve your academic potential;
- Offer advice on all aspects of the education programme.

## Training Model

There are three education models that you may follow whilst at the Club, these are called Training Models and the education on each of them is delivered differently. Which model you follow will depend on the phase you are in on the Performance Pathway and what is right for both your academic development and your football development. The three training models are:

### 1 Part-time Training Model (PTTM)

On the PTTM you attend school full-time, and you attend the Academy in the evenings, at weekends and during holidays. Your Academy will keep in regular contact with the school and provide reports to them about your progress. The Club will monitor your progress to ensure the football programme is not having a negative effect on your progress at school.

### 2 Hybrid Training Model (HTM)

On the HTM you are released from school to attend the Academy for part of your weekly timetable, this will depend on your age and your Club's programme. Agreement must be reached between your school, parents and Club describing the arrangements and the likely effect on your studies. Your educational attainment will be recorded on the Premier League's Learning Management System (LMS) and your academic progress monitored. The Club must provide extra help to ensure that your time away from school is not having a negative effect on your academic achievement. You should also receive some of your education at the Club to compensate for the time away from school.

You will receive regular 12 weekly education reviews at the Club which report on the work you have been doing. The review will outline your progress in all areas of your football development and education. These can be accessed through the LMS and will also be sent to your schools.

### 3 Full-time Training Model (FTTM)

If you are offered a place on the FTTM at your Academy you will receive both your football and education programmes through the Club. Your academic needs will be met by a local school in partnership with your Club. The Club will make a detailed assessment of your educational needs and work closely with your previous and new schools to ensure your curriculum meets both government requirements and your academic abilities.

Your Club will be committed to extending your registration so that it lasts up to the end of your secondary school education. Your educational attainment will be recorded on the LMS and your academic progress in all subjects monitored. The Club must provide educational support to ensure that your participation on this training model is not having a negative effect on your academic achievement.

You will also receive regular 12 weekly reviews at the Club outlining your progress in all areas of your football development and education programmes. A full-time place may involve living away from home in accommodation arranged for you by the Club, for instance at a boarding school, Club boarding home or with a host family.

## Foundation Phase: U9 to U11

The Foundation Phase offers two types of Training Model:

### 1 Part-time Training Model (PTTM)

**2 Hybrid Training Model (HTM)** – For Category 1 and 2 Clubs only.



## Youth Development Phase: U12 to U16

The Youth Development Phase offers three types of Training Model:

### 1 Part-time Training Model (PTTM)

**2 Hybrid Training Model (HTM)** – For Category 1 and 2 Clubs only.

**3 Full-time Training Model (FTTM)** – For Category 1 Clubs only.

## Professional Development Phase: U17 to U23

In the first two years of this phase Academy Players must take an education component as part of their Scholarship programme. Players are referred to as 'Scholars' during these two years.

All Scholars follow the Apprenticeship Programme in these two years. Alongside the Apprenticeship Programme you will also follow an academic education programme and an extensive Player Care and Lifeskills programme. Full details of this will be provided by both your Club and the Premier League.

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

There are education opportunities available to you after you turn 18 to enable you to continue either your academic development or your interest in a more vocational option. This may include higher level programmes, such as degree level study. You will also continue to follow a lifestyle programme as part of the Player Care and Lifeskills Programme.

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

You cannot sign a professional contract until you reach the age of 17.





# Participation

## Joining the Academy System

The first point of contact with your Club may have been through a Scout.

## What is a Scout?

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

## What is an Intermediary?

An Intermediary (formerly known as an Agent) acts on behalf of a player or a Club and may represent a player and/or a Club in contractual negotiations and on registration issues.

Intermediaries may not approach a player before the 1st of January in the year of their sixteenth birthday. From this date, Intermediaries may provide advisory services, but are not allowed to receive any payment for those services until the player reaches the age of 18. You should note that the services of an Intermediary are not essential for a future in professional football, however, should you wish to seek advice on the role of Intermediaries, the PFA also provide an independent advisory service for you to contact (see page 32).

Should you wish to enter into a contract with an Intermediary, you are also advised to take independent legal advice before doing so. Intermediaries in England are registered and monitored by the Financial Regulation team at The FA.

Intermediaries Hotline: **0844 980 8213**  
E-mail queries: **intermediaries.queries@thefa.com**

If you are concerned about an approach from a Scout or Intermediary, contact your Club’s Head of Safeguarding immediately.

## Academy registration

Registration is when you commit to a Club’s Academy, and the Club commits to you. All parties must complete a registration form and also provide a suitable image, along with a document to confirm your home address and date of birth. You remain attached to the Club for a period of time that depends on your age, and you join an age group determined by the age you will be on 31st August. The duration of your registration will be determined by the time of year when the Club approaches you to register.

Duration of Registration	
U9, U10 and U11	Registration period of up to 1 year
U12, U14 and U16	Registration period of up to 1 year
U13 and U15	Registration period of up to 2 years

The Premier League and your Club see registration as a crucial time when independent advice is important for Academy Players and their parents (see page 32). Information about **The PFA Independent Advisory Service** available to you regarding registration and contractual offers can be found in section 6.

## Registration process

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

## Player Recognition System (PRS)

Since the start of the 2017/18 season every Academy Player is issued with a personalised photo ID card as part of their registration. The League will send your card to you once the necessary registration forms have been submitted and approved.

You will need to have your card with you (or in the possession of your coaches) and available for inspection at all Academy fixtures and events. Cards may be inspected prior, during or after your matches.

The card is designed to ensure we validate player eligibility and record attendance at Academy fixtures, with the overall aim of maintaining a safe environment for Academy Players and staff.

Your card will contain your name, unique identification number and a recent image of you. For more information on how the Premier League processes personal data please see the Player Privacy Policy.

## Approaches and contacts

While registered at an Academy, you are not permitted to either directly or indirectly contact any other Premier League or EFL Clubs during your agreed registration period. Likewise, other Premier League or EFL Clubs (via members of staff, scouts or Intermediaries), must not make either a direct or indirect approach to you or any person connected with you. This includes contact by or with your parents, another family member, or anyone else connected to you.

At the end of each Season, the Academy system provides all Academy Players with an opportunity to consider their options, and a permitted time period to be contacted by, or to contact Clubs if you have chosen to leave your Academy, or if you have been released. However, any approach or contact with or by another Club outside of this time period could be deemed a breach of the Premier League’s Rules.



## Inducements

Similarly, no Club may attempt to induce you to register with it (whether by offering cash or some other benefit in kind to you or anyone connected to you) and you must not accept any such inducement that is offered to you.

Any such inducement could be deemed a breach of the Premier League’s Rules, and for clarity, this covers both the registration with a new Club, or re-signing with a Club you may already be registered with. Inducements can be wide ranging, from cash payments to the payment or reimbursement of accommodation or travel costs. It is of course appreciated that some expenses are legitimate and guidance is available upon request outlining what payments are permitted. Should you have any doubts as to whether an inducement is being offered, you or your parents should contact the Premier League before proceeding. Remember, should you be found to have accepted an inducement, there could be serious ramifications for your career, including a potential sanction from the Premier League and/or termination or refusal of your registration.

## Code of conduct

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

## Scholarship offers

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

An offer of a Scholarship may be officially recorded at any time after 1st January in the year in which you reach the age of 14. For those Academy Players in the Under 16 age group, it must be offered on or before 31st December in your Under 16 season. Following receipt of this offer, you must respond within 28 days, otherwise it is considered that you have not accepted the offer. Serious consideration should be given to this long term commitment to a Club.

## Time/distance regulations

You can only be registered with a Club if you live within a limited travel time of the Club’s location.

	1 Hour U9 to U11	1 ½ hours U12 to U16*	National Recruitment U12 to U16	National recruitment U17 to U23
Category 1 Academy	1 Hour	1½ Hours	Full-time	No restriction
Category 2 Academy	1 Hour	1½ Hours	Not applicable	No restriction
Category 3 Academy	1 Hour	1½ Hours	Not applicable	No restriction
Category 4 Academy	Not applicable	Not applicable	Not applicable	No restriction

\* The only exception is where an Academy Player joins a Category 1 Academy and is offered full-time training. Your Club will advise you if this is their intention.

## Academy induction

Your Academy will tell you about the provision of coaching, education and support as well as what you can expect following registration. You will find out about your education and games programme, and how your education programme and school liaison will be managed. Induction is an important chance to get to know key people at the Academy, and for them to get to know you. Make the most of the opportunity to ask questions and to note names and contact details which you can record within this booklet on page 34.



## End of season procedures

Towards the end of each registration period, your Club will confirm in writing its plan for your registration for the next season. If your Club intends to renew your registration, you must decide whether you want to accept or refuse their offer.

## Renewing your registration

If you are happy to remain registered at the Club you do not need to take any action. Your Club will notify the Premier League, and your registration will be retained for a further period, determined by your age.

## Declining extended registration

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

If you refuse an offer of retention and a new Club wishes to register you, they will have to pay compensation to your previous Club. If you are offered a professional contract and achieve a number of first team appearances, your previous Club may also be entitled to claim extra payments. These compensation amounts can be found on page 30 or in more detail in the Premier League Youth Development Rules.

You cannot enter into a professional contract until the age of 17.

## Requesting release

During your registration period you may only be released if all parties are in agreement (the Club, Academy Player and parents).

You should initially raise any concern you have, which may have led to your desire to leave, with the Academy Manager. As an alternative, any party may ask the Premier League to provide a binding decision on a termination request by making a written application providing full reasons for the request.

You should be aware that compensation may be owing to the Club should you wish to register with a new one. More information about feedback and communication, including the complaints process, can be found in section 7.



## Moving to another Academy

If you are registered with one Category 1 Academy and wish to move to another Category 1 Academy, you (together with your parents and the two relevant Clubs) may be required to undergo an exit interview to talk through the circumstances of your proposed move. This is a process that has been endorsed by all Premier League Clubs and is intended to ensure that no Rules have been breached in relation to the move.

As part of this process, you and your parents (together with the Club that you wish to move to) will also need to sign a declaration that no approach has been made to you prior to the relevant date, nor has any inducement been paid or offered to you or anyone connected with you to encourage you to move Academy (inducements and approaches are explained on page 26). Following this process, you may be required to provide certain documents and/or other information to the Premier League to ensure that all Rules have been complied with. As an example, phone records and bank statements covering the last year may be requested.

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

Please also note that the above process may also apply to a movement from a Category 2 or Category 3 Academy to a Category 1 Academy, in certain circumstances.



## Leaving the Academy

Releasing an Academy Player from registration can be a difficult time. Academy Players and parents should remember that involvement in the programme is a tremendous achievement in itself. No Academy can guarantee that a player will become a professional. If your Club does not wish to extend your registration then it is expected to provide support by, for example, helping identify opportunities for you to continue your football career elsewhere. The Premier League also provides careers advice for players released at the end of their Scholarships.

## Compensation

Compensation is money paid by your new Club to your previous one to cover training and development costs if you decline an offer of extended registration. Clubs are required to calculate compensation based upon an annual fixed fee which relates to the age group of the Academy Player and the category of Academy the player was registered with. The current fees are as shown in the table below. Should the Club offer you a Scholarship, and subsequently this is not accepted, if you then register elsewhere compensation could be determined outside of the prescribed formula.

## Compensation formula

Age group of the Academy Player	Category of the training Club's Academy at the relevant time	Applicable annual fixed fee
U9 to U11	All Categories	£3,000
U12 to U16	Category 1	£40,000
U12 to U16	Category 2	£25,000
U12 to U16	Category 3	£12,500

Academy Players and their parents are not liable for paying these fees and will have no involvement in these negotiations.

## Contingency fees

In addition, should you be offered a professional contract and subsequently achieve a number of first team appearances, then your previous Club may be entitled to additional fees known as contingency payments from your current Club. These fees are set according to divisional status.





# Independent confidential advice

We pride ourselves on the quality of the Academy system and we are committed to ensuring that Academy Players, Trialists and parents gain the right advice and support. An important aspect of this is the independent advice provided by The Professional Footballers' Association (PFA) through the PFA Independent Youth Advisory Service.

## The PFA Independent Registration Advisory Service

The PFA Independent Youth Advisory Service can offer advice to Academy Players, Trialists and their parents relating to:

- Premier League and EFL Youth Development Rules
- Registration and contractual offers
- Football Association and FIFA Rules and Regulations
- Time and distance Rules and Regulations
- Academy inductions
- End of season procedure
- Requesting release
- Player development/player progression
- Coaching Programme
- Education Programme
- Compensation
- Player welfare
- Intermediaries

T: 0161 236 0575

E: [youthadvisory@thepfa.co.uk](mailto:youthadvisory@thepfa.co.uk)

The PFA was formed in 1907 and is the world's longest established professional sportspersons' union. The aims of the PFA are to protect, improve and negotiate the conditions, rights and status of all professional players by collective bargaining agreements.

The PFA is a key figure in all aspects of the professional game that affects its members and has enhanced its reputation by upholding the principle of caring for the interests of the game as a whole, in addition to the interests of its members.

The experience and expertise the PFA has gained since its formation ensures it is able to provide you with confidential independent advice and assistance.



## THE PFA SAFETY NET

**AN INNOVATIVE ONLINE SUPPORT SERVICE TO HELP YOUNG PLAYERS DEAL WITH THE PRESSURES OF PLAYING ACADEMY FOOTBALL.**

## HOW TO REGISTER

**STEP 1:** Go to [thepfa-safetynet.com](http://thepfa-safetynet.com).

**STEP 2:** Click on 'Register' to create an account.

**STEP 3:** Access confidential advice, support and animated material.



# Communication

Complaints Procedure	
Communication	It is in everyone’s interest that issues and complaints are resolved at the earliest possible stage. Many issues can be resolved informally, without the need to invoke formal procedures.
Complaints procedure	If you are unable to resolve your complaint through informal discussions, your Club Academy’s formal complaints process should be invoked through the stages outlined within their written procedures.
Outcome and appeals	If you are dissatisfied with the outcome of your complaint, follow the appeals or internal escalation process outlined in your Club Academy’s complaints procedure.
Escalation	<p>If you are dissatisfied with the conclusions reached by your Club, including through its appeals/internal escalation process, you may escalate your complaint to the Premier League. The Premier League will respond within 7 days and will provide an outcome within 28 days where possible. If these timescales are not achievable, you will be kept informed.</p> <p>T: 020 7864 9000   E: <a href="mailto:youthdevelopment@premierleague.com">youthdevelopment@premierleague.com</a></p>

There are separate procedures for dealing with concerns pertaining to the safety and welfare of Academy Players. All such concerns must be reported to your Club Head of Safeguarding or Academy Safeguarding Officer without delay.

Our Safeguarding Team can be contacted by calling 0207 864 9173 or by emailing [safeguarding@premierleague.com](mailto:safeguarding@premierleague.com) to raise a concern or to help you get in touch with your Club’s Safeguarding Team.





# Key contacts

You should always be able to contact the right person quickly. Use your induction to get to know key members of staff, and to get answers to your questions. Make a note of people's contact details so you can get in touch easily when you need to.



**The Premier League**  
Football Development Department,  
30 Gloucester Place,  
London, W1U 8PL.  
T: 020 7864 9000  
E: [youthdevelopment@premierleague.com](mailto:youthdevelopment@premierleague.com)



**The PFA**  
T: 0161 236 0575  
E: [youthadvisory@thepfa.co.uk](mailto:youthadvisory@thepfa.co.uk)

## Key Club staff contact details

### Academy Manager

Name:  
Contact:

### Head of Academy Coaching

Name:  
Contact:

### Academy Coach

Name:  
Contact:

### Club Doctor

Name:  
Contact:

### Physiotherapist

Name:  
Contact:

### Head of Sport Science and Medicine

Name:  
Contact:

### Head of Education

Name:  
Contact:

### Academy Safeguarding Officer

Name:  
Contact:

### Club Head of Safeguarding

Name:  
Contact:

### Premier League Club Support Manager

Name:  
Contact:

### Other useful contact(s)





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