

Youth Development Phase - Season 2023/24

Parent/Carer Handbook

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Welcome





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The Academy Experience





Some important rules to know

Communication





Welcome

Joining the Academy system is a wonderful opportunity for any child or young person. On behalf of everyone at the Premier League, we wish your child good luck as they begin their journey. You and your child should expect the quality of coaching, the standard of education and the all-round experience to be outstanding.

We expect all Academy Players to show commitment to and respect for their fellow players of all ages, for their coaches and their Club, and for both the Rules and the spirit of the game. The Premier League operates the Academy system on behalf of its Clubs, and also works closely with; The English Football League (EFL), The Football Association (FA) and the Professional Footballers' Association (PFA). There are many things you will need to know as a parent or carer of an Academy Player. This handbook is designed to provide you with an introduction to the Academy system and information on how it works. There are also videos that help to explain the content of the individual subjects in the handbook, and a programme of workshops which are delivered at events and Academies throughout the season by the Premier League, in partnership with Clubs.

This handbook contains the essential information you need to know about the system. If you would like any advice outside of your Club environment, the PFA's Youth Advisory Service offers an independent ear for young players and their parents. They can be reached by phone on 0161 236 0575 or email at youthadvisory@thepfa.co.uk. More information on the service and other places to get support including the PFA's Safety Net, can be found in the 'Communication section.'

What we're creating

Unrivalled development environments

What we're doing

Supporting young people who are aspiring footballers to maximise their potential, on and off the pitch

How we're doing it

Elite player development & personal growth



The Academy System is driven by a strategy called the Elite Player Performance Plan, or EPPP. The EPPP was launched in 2012 as a long-term plan to ensure the Premier League and Clubs throughout the football pyramid develop more and better Home Grown players. Here's a short summary of what the EPPP means for Academy football:

Unrivalled development environments

Recognised for producing more and better Home Grown players. Respected for setting young people up for life. Always raising the bar.

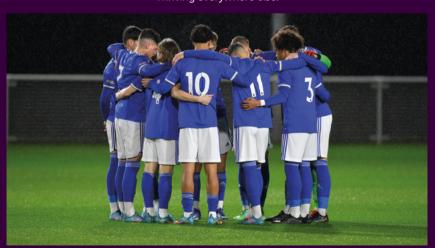




Supporting young people who are aspiring footballers to maximise their potential, on and off the pitch

They develop positive attitudes for life, and learn what it takes to win. Breathtaking on the pitch. Thriving everywhere else.





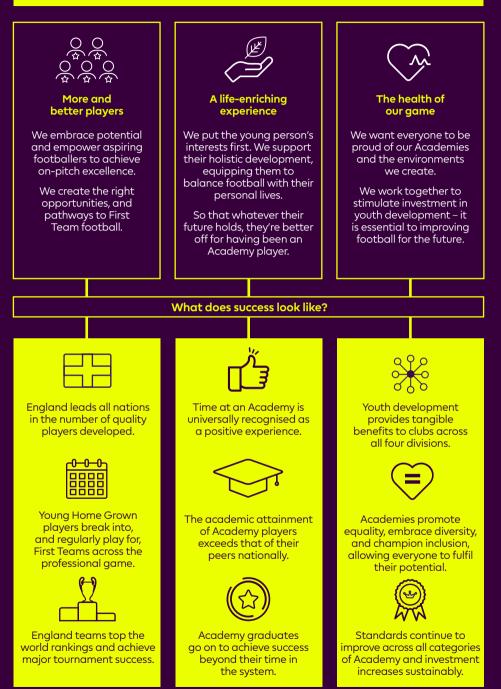


Marcus Rashford MBE Manchester United Academy graduate, England international, and child rights campaigner



Ed Cook Burnley and Watford Academy graduate, Loughborough University student, and Premier League Futures participant

What we care about





The building blocks that supports the Academy system include:

- Talent identification
- The Player Pathway
- Duty of Care
- Workforce Development
- Governance & Quality Assurance
- Innovation & Insights

This handbook will explain more about some of these areas, what to look out for at your Clubs and the essential 'need to know' rules, advice and guidance to best support your child through the journey.

Your child's opportunity

Being part of an Academy is a great achievement, and something that every young person and their parents and carers can be proud of.

Hopefully, the life enriching experiences that your child will be offered will help them to develop as a person, as well as a player. It is very important to remember that every Academy Player will, at some point, stop playing football in the Professional Club environment. We hope that when that time comes, that they have had a memorable and largely positive journey. For some, they will go on to play professional football, but for others they won't. Regardless of where football takes them, they will have some great experiences ahead and probably some tough ones too, for example time out through injury, not playing as much or being released from an Academy.

It is important that, from the start of a young person's Academy journey, every effort is made to ensure that they don't feel defined by football or their performance, and they are able to maintain interests outside of football. In other words, they have a broader identity. Tough times will very likely still be tough, but a young person with a broader identity will be able to cope better with these experiences, and they are also likely to perform better on the pitch too.

Some of the ways you can support their personal development is to maintain a healthy balance between the demands of life outside of football, including their education, to have other social and sporting interests away from football, as well as participate in the many opportunities that will come up for them off the pitch along their Academy journey.

So, wherever their journey ends, we hope that your child enjoys it.

The Academy System

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GREAT ANNUAL SAVINGS



Academy Classification

Each Academy is independently audited every year and placed in a category from one to four. The Premier League works closely with its Clubs in between these audits to make sure that high standards are maintained and improved where they can be. The different categories of Academies reflect the type of programme provided. The rules that apply to Academies are called the Youth Development Rules. You can find more detailed information about some of the topics covered in this handbook by reading the rules. The environment at an Academy will be different depending on their category, but all categories of Academy will have a track record of producing successful professional players.

Academy Classification	Definition	Performance Pathway
Category One	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 One Academies can recruit nationally from U14 provided the Academy Player is guaranteed access to a full-time Education Programme.	U9 to U21
Category Two	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 U21
Category Three	This is a development environment where Academy Players are provided with professional coaching and development opportunities.	U9 to U21
Category Four	Academies focus on their coaching and educational support for Academy Players in the Professional Development Phase (U17 to U21) only.	U17 to U21

The Academy Experience

Premier League U15 Supe Floodlit up Wanners 2022/23

The Academy Experience

Joining an Academy

Academy Registration

Everyone must complete a registration form and also provide a photo, along with a document to confirm your child's home address and date of birth. Your child remains registered with the Club for a period of time that depends on their age, and they will join an age group determined by the age they will be on 31st August. The length of their registration will depend on the time of year when the Club asks them to register.

Once your child has signed the form, the Premier League will process their registration. **If you and your child choose to cancel the agreement, you must contact the Premier League within seven days.** Your child may be coached by and play for the Club during this initial seven day period. This is a very important time period when independent advice is important for Academy Players and their parent/carer.

Academy Induction

The induction is a meeting or series of meetings when your child's Academy will tell you about the provision of their coaching, education and support as well as what they can expect following registration. You will find out about their education and games programmes, and how their education programme will be managed. Induction is an important chance to get to know people at the Academy, and for them to get to know your child. Make the most of the opportunity to ask questions and get to know the staff.

The Performance Pathway

Helping all Academy Players become independent decision makers is one of the main aims of the Academy system. Alongside on-field training and games, athletic development, performance lifestyle and psychology programmes will be delivered to improve the knowledge, skills and understanding your child will need to become to be the best they can be both on, and off the field.

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 child's 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:

1. Foundation Phase (FP) which includes the under 9 to under 11 age groups.





3. Professional Development Phase (PDP) which includes the under 18 to under 21 age groups. 2. Youth Development Phase (YDP) which includes the under 12 to under 16 age groups.

Nare Contraction

Your child is in the Youth Development Phase.

Academy Performance Plan

Each Academy has a performance plan which follows the Club's principles, values, playing style and their tactical approach. This plan tells you about the games and education programmes, the sport science and medicine services support as well as

Coaching Curriculum

The age group your child is in will affect the coaching contact they will receive. The number of coaching sessions should increase as they progress along the Performance coaching on the pitch. Your child's Academy has a team of specialist medical and sport science staff to provide a high level of medical care during training sessions and games. Your child's Academy Manager will introduce your child to these specialist staff at the induction.

Pathway. A guide for the minimum hours they can expect in the Youth Development Phase are in the table on the following below.

Category	Youth Development Phase – U12 to U16
One	Eight coaching hours per week rising to 12 hours for older Academy Players
Two	Seven coaching hours per week rising to 12 hours for older Academy Players
Three	Five coaching hours per week rising to seven hours for older Academy Players
Four	Not applicable

Note: These coaching contact times are a guide and your child's coach will adjust their weekly curriculum according to their specific needs and the individual programme that they are on.

Premier League Academy Games Programme

The Games Programme aims to embed a holistic approach to player development, ensuring all players gain experiences that will enhance their love for football whilst developing life skills. The Youth Development Phase delivers a diverse range of experiences including best v best and opportunities for players to extend and consolidate their learning.

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 One and Two Academies may be involved in national and international competitions.

Alongside international experiences, we deliver a wide range of formats within our event programme to develop game understanding. The 2023/24 season will see the implementation of new events to enhance the current programme, as well as the continuation of the triangular fixture initiative. This initiative aims to increase the variety and number of fixtures within the current weekend fixture programme. The National Fixtures initiative will continue to be a staple of the programme and provide Clubs with the opportunity to play other Clubs outside their normal Games Programme, alongside plenty of game time. These events are in addition to the extensive cup programme throughout the season.

Subject to fitness, in the U12 to U14 age groups your child 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 they will play in at least 20 'Authorised Games' per season and participate in at least 50% of the game time. This rule only applies to Premier League Games Programme matches and events, and not to other events such as overseas tours and tournaments.

We strive to enhance, innovate, and add value, by adopting creative formats within a healthy environment. The overall aim is to provide players with the chance to experience environments that will aid their development. Throughout this season, consultation with Clubs has been fundamental in terms of decision making and the shaping of the programme.



The Performance Clock

Your child is entitled to regular feedback on their development at the Club. Their Academy will use the Performance Clock to record, measure and monitor all aspects of their progress. It is your child's record of achievement and of the time spent not only at the current Club, but also throughout their football career.

The Performance Clock stores information which is input using a system called the Football Intelligence Platform (FIP). This information can include the number of games played and the data from those games, the coaching received, educational progress, the sport science data that has been collected (i.e. fitness data) as well as medical data, such as injuries sustained and the rehabilitation undertaken. A lot of the information that goes into the Performance Clock will come from the multidisciplinary reviews that happen four times per season as well as each training session or game that a player is involved in. These 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.

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Your child's Performance Clock is made available to them (and you) by each Club. If your child moves to another Club, they take it with them.

Academy Duty of Care

There are three pillars which underpin and unite our safeguarding, player care, and education provision. They are Prepare, Empower and Protect.

	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

The Premier League places great importance on safeguarding children and adults at risk and we believe that everyone has the right to enjoy football in

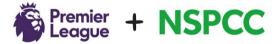
a safe and inclusive environment. We have safeguarding rules in place that Clubs must follow to promote and protect the safety and welfare of children and young people.

Your child's Club safeguards its Academy Players in lots of different ways:

 Safeguarding is everyone's responsibility; however, the 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 Clubs' development of young talent and can provide you and your child with support and advice. It is important to know who the Club's Safeguarding Team are and how to contact them

- Getting the right people involved. Your child's Club must make sure that they only work with suitable people and organisations who also believe in keeping children and young people safe
- Creating a safer environment. Your child's Club has safeguarding policies, procedures, and guidelines in place which everyone must follow
- Empowerment and education. Your child's Club must make sure that people who work for them know what their responsibilities are by giving them regular training. They have 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. All Clubs have a duty to take all concerns seriously and ensure that they are dealt with swiftly and appropriately
- Getting Advice and Reporting Concerns

The Premier League want to help children and young people feel safe, valued, and empowered. We have teamed up with Childline to give information about issues which may be worrying your children, and the support available. Whatever is on their mind, the Premier League and Childline are there to support them. Visit our website for information www. premierleague.com/safeguarding. We also have a Young Person's Guide to our safeguarding policy which your child can access by clicking here.



Working together to protect and empower young people







Our Safeguarding Team can be contacted by emailing safeguarding@premierleague.com or by calling 020 7864 9000 to speak to a member of the Safeguarding Team for advice, to raise a concern or to help you get in touch with your child's Club Safeguarding Team.

Adults can contact the NSPCC helpline by calling 0808 800 5000 or by emailing 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, seven 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. Your child 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.





Visit www.thinkuknow.co.uk for advice on staying safe online. Your child can contact them confidentially if something has happened online which has made them feel unsafe, if you or your child are worried about somebody else, or to report online abuse.

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

Player Care

Each category One Two or Three Academy has a Head of Player Care who coordinates the personal, social, and emotional development of Academy Players. They are also a point of contact for parents/carers or players who would like advice or support on a range of issues. The Head of Player Care also provides Academy Players with a series of workshops as part of the Life Skills & Personal Development Programme.

The programme, supported by the PFA, aims to improve the holistic development of players during their time in the Premier League and to prepare them for life inside and outside of football, as well as helping their performance on the pitch. The topics covered include:

- Careers & Preparation for the Future
- Communication
- Equality, Diversity, and Inclusion
- Financial Management
- Inspirational Speakers
- Media Training
- Mental & Emotional Wellbeing
- Personal Integrity & Respect
- Social Media Awareness

The Premier League, alongside the PFA and Sporting Chance work with Clubs to develop action plans for their players and wider Club culture that support the Premier League's Mental and Emotional Wellbeing Strategy.

In addition, the Premier League Transition programmes have been introduced for players when they are released at Under 16 and 18+ to provide continued sporting, educational and personal support. Our aim is to help players achieve excellence at every level of their journey, ensuring we have a diverse and inclusive culture of continuous learning and that we are working together with Clubs and our partners. To do this, it is very important for the Premier League to hear the views of players and their parents and carers on the Academy experience. We have, and will continue to, gather feedback through activities such as Captains' meetings and parent/carer sessions at some of our Games Programme events, as well as asking for Club Academy Player Leadership group feedback to help shape the Player Care Programme and ensure that the Premier League is providing the best possible support to players.

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Education

Your child's Education Programme is a core component of their football development and will help them achieve a productive and fulfilling life, both on and off the field. You and your child should receive regular feedback on their progress. If you have any questions, concerns or queries about your child's education, contact your Club's Head of Education.

The Head of Education at your child's Club oversees the programme and will:

- Liaise with your child's school to ensure that their football commitments do not affect their levels of progress at school
- Where appropriate, make sure your child follows a formal education programme that supports them to achieve their academic potential
- Offer advice on all aspects of the education programme
- Agree any additional support your child might need, for example, if they have an Education Health and Care Plan (EHCP)

Training Model

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

Part-time Training Model (PTTM)

On the PTTM your child attends the Academy in the evenings, at weekends and during holidays. The Academy will keep in regular contact with the school and provide reports to them about their progress. The Club will monitor your child's progress to ensure the football programme is not having a negative effect on their progress at school.

Hybrid Training Model (HTM)

On the HTM your child is released from school to attend the Academy for part of their weekly timetable. This model can be used in the Youth Development Phase and it will depend on your child's age and your child's Club programme if it is available to them.

Agreement must be reached between you, your child's school and the Club on the arrangements and the likely impact on their studies. Your child's academic progress will be monitored, and the Club must provide extra help to ensure that your child's time away from school is not having a negative effect on their education. They should also receive some of their education at the Club to make up for the time away from school.

Your child will receive regular 12 weekly education reviews at the Club which report on the work they have been doing. The review will outline their progress in all areas of their football development and education. These can be accessed through the FIP and the Club will liaise with your child's school about their progress to ensure they stay on track.

Full-time Training Model (FTTM)

This model can only be used in the Youth Development Phase Category One Academies that operates a FTTM. To attend the FTTM your child will need to reside within the one and a half hour travel restrictions as outlined in the Youth Development Rules. Under 14 players can be recruited onto the programme from around the country.

If your child is offered a place on the FTTM at their Academy they will receive both their football and Education Programmes through the Club. Your child's education will be provided by a local school in partnership with their Club. The Club will make a detailed assessment of your child's educational needs and work closely with your child's previous and new schools to make sure that their curriculum meets both government requirements and their academic abilities. This includes supporting



the delivery of provision within an Education, Health and Care Plans where children have one.

Your child's Club will be committed to extending their registration so that it lasts up to the end of their secondary school education. Your child's academic progress in all subjects is monitored and the Club must provide educational support to ensure that their participation on this training model is not having a negative effect on your child's academic achievement. The Club must also commit to providing your child's education should their registration be cancelled.

Your child will also receive reviews four times per season at the Club outlining their progress in all areas of their football development and Education Programmes. A full-time place could involve living away from home in accommodation arranged for your child by the Club, for instance at a boarding school, Club boarding home or with a host family.



Medical

The Premier League require a very high level of medical care for players within Academies. For example, all Academies must have an Emergency Action Plan written by the Academy doctor, and they must have staff who have specific First Aid and Primary Care qualifications present at all games and training sessions.

Concussion

Although Academies have a very high levels of medical care provision, parents and carers also have a very important role, especially when a player has sustained, or is suspected of having sustained, a concussive injury. On these occasions, players should not be left alone in the first 24 hours and the 'FA graduated return to play protocol' must be followed. This can be found at https://thebootroom.thefa.com/resources/ coaching/the-fas-concussion-guidelines.

Heading

English football has introduced heading guidance that is aimed at reducing heading without impacting development of technique. The guidance has been produced using a precautionary approach to protect player welfare where scientific evidence is currently limited, but is constantly under review. Recommendations for heading vary depending on a player's age. Further information can be found at https://www. thefa.com/news/2020/feb/24/updatedheading-guidance-announcement-240220

Some important rules to know

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Some important rules to know

Codes of Conduct

A Code of Conduct is a set of expectations for how we should behave whilst at the Academy, during Games Programme fixtures and at Premier League events. There is a version for Clubs, Academy Players, and their parents or carers. You will have signed one as part of the registration process. These documents are very important and must be followed to help create and maintain a safe and fun environment. Your child's Club may have their own versions too, here are the Premier League Codes of Conduct.

Premier League Player, Parent/Carer Code of Conduct

The Academy Player agrees to:

- Attend the Academy regularly, be on time and do their very best to behave with selfdiscipline and let the staff know if you will be absent
- Practice the techniques and skills taught by the Academy and do their very best to try them in matches
- Do their very best in their education
- Try to follow a healthy lifestyle such as spending leisure time positively; eating, drinking, relaxing and sleeping sensibly
- Communicate with the Academy staff, and let them know about anything that affects them and their football
- Never, ever bully or abuse anyone, including being violent or discriminatory in any way, at the Academy or away from it, such as online or at school
- Follow the Code of Conduct and rules for their Club and Academy

The parent(s)/carer(s)agree to:

- 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
- Support the Academy Player without pressure, praise good work and don't criticise their mistakes. Remember, they are children!
- Be a good role model for the Academy Player and other parents/carers
- Not approach or engage in communication, either directly or indirectly, with another Academy whilst the Academy Player is registered with an Academy, except for when it is permitted by the Youth Development Rules
- Communicate with the Academy staff about any issues of concern and to keep them informed about any matters affecting the Academy Player
- Adhere to any Code of Conduct issued by the Club and/or any rules for its Academy

Club Code of Conduct

The Club agrees to:

- 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;
- Ensure all staff receive regular safeguarding training approved by the Club's Head of Safeguarding and have been subject to safer recruitment procedures;
- Protect the welfare of the Academy Player, including their mental and emotional wellbeing;
- Ensure medical screening, monitoring and support for the Academy Player;
- Provide a structured football learning programme appropriate to the age, ability and growth of the Academy Player;
- Provide participation in football matches arranged or approved by the Premier League as part of the Games Programme;

- Provide trained and qualified coaching and other staff and facilities as determined by the Youth Development Rules;
- Provide guidelines to the Academy Player and parent(s)/carer(s) on the best ways for them to contribute to the Academy Player's football and personal development;
- Provide compensatory education and support (in consultation with the Academy Player's parent(s)/carer(s) and school) for the continued academic and personal development of the Academy Player, appropriate to their educational needs and training model;
- Provide regular communication and reports to the Academy Player and parent(s)/ carer(s) on their progress;
- Provide any additional Code(s) of Conduct and/or Rules for its Academy

Games Programme Expectations of Children and Young People Playing

We would like everyone to have a safe and enjoyable time at our Games Programme events. We expect children and young people participating in our events to play their part on and off the pitch by:

- Representing your Club with pride and respect, both on and off the pitch
- Believing in yourself, being confident, being humble and trying your best
- Being yourself and creating an environment where everyone feels included and valued
- Being professional and being the role model that you would want to have
- Treating people as you want to treated

 never communicating or behaving in a way that might hurt, upset or offend other people
- Working with your teammates and encouraging them to do their best
- Always playing by the rules of the game and respecting match official decisions
- Treating your teammates, opponents, coaches, match officials, event staff and spectators with kindness and respect

- If someone says or does anything that upsets you, or makes you feel uncomfortable, telling a member of your Club's staff, the event safeguarding lead, or an adult you trust
- Following site and event rules, for example:
 - listening to, and following, safety instructions from Premier League and Club staff;
 - staying with your team, or where you are meant to be, unless you've got permission to leave with a safe adult;
 - treating event and accommodation sites with respect and care;
 - wearing your Club kit/tracksuit at all events/activities; and
 - at residential events, wearing your accreditation pass when not in your bedroom and showing respect for others, for example, by keeping to your Club's curfew time and not being too noisy

If you don't meet any of these expectations, we hope that you will put it right. If not, or for more serious issues, we might need to speak to you, your parents/carers and/or your Club.

Games Programme Spectator Code of Conduct

These expectations have been written by children and young people who are current academy players in the Foundation and Youth Development Phases.

They would like all parents, carers and spectators to:

- Be kind, calm, encouraging and supportive
- Be their biggest fan, not their biggest critic
- Be positive in your communication, including your body language
- Praise their effort, even if things aren't going well on the pitch
- Never distract players during matches
- Let the players play, the coaches coach and the referees, referee
- Avoid using upsetting, offensive, discriminatory language or behaviour towards anyone

The Premier League expects spectators to adhere to the following event rules:

- As a condition of entry, you must present your ticket/accreditation and photo identification
- Never pass on your ticket/accreditation to anyone else
- Always wear your spectator wristband
- Never bring prohibited items ¹

- Comply with event safety procedures and instructions from event staff
- Refrain from any form of bullying, harassment, abusive or disrespectful language or behavior
- Refrain from distracting or criticising the children and young people participating they have the right to take part in a safe, respectful and enjoyable environment.
- Respect all decisions made by coaches, referees and match officials
- Remain within designated spectator areas. Spectators are not permitted within the field of play, player accommodation, changing areas or other restricted areas
- Only take photos of children you have parental responsibility for. Filming is not permitted
- Spectators are responsible for the safety and supervision of the children in their care.
- Smoking, vaping and consumption of alcohol (including alcohol-free variants) is not permitted

Spectators should report any concerns to our event staff without delay.

The Premier League reserves the right to determine appropriate action for breaches of this code of conduct. This may include being refused entry, ejected from the event and/or prevented from attending future events.

¹ Prohibited items: flares, fireworks, whistles, horns, laser devices, drones, unauthorised professional photography or filming equipment, animals (except service dogs), alcohol, illegal drugs or legal highs, weapons or any article that might be used as a weapon and/or compromise public safety, or any items which may cause disruption to the event.

Anti-Discrimination

Discrimination is sadly still part of our society. We don't want it to play any part within our game. The Premier League has very clear Discrimination Reporting Protocols in place that was designed by youth Academy players to add more protection from discrimination. They should be briefed on the protocol before every match and at every Premier League Event.

Discrimination can also be reported directly to your Club, for example to the Safeguarding Team, as well as to Kick it Out.



IFYOU SEE iT OR HEAR iT, REPORT iT

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



Time/Distance Regulations

Your child can only be registered with a Club if they live within a limited travel time of the Club's Academy location. As a player registered in the Youth Development Phase, your child must reside within 90 minutes of the Club's Academy. The only exceptions to this is where an Academy Player joins a Category One Academy and is offered the Full-time Training Model (FTTM). This can only be offered for the U14 to U16 age groups, or where the young person is geographically disadvantaged, then he may be registered with his nearest club.

Player Recognition System (PRS)

Every Academy Player is issued with a personalised photo ID card as part of their registration. The League will send two copies of the card to your child's Club once the registration forms have been submitted and approved. The Club may pass one card on to your child, or they may choose to hold onto both. The card is valid for three years. The card is designed to make sure that we check who is playing, that they are in the correct age group and to record attendance at Academy fixtures. This helps to maintain a safe environment for Academy Players and staff. Your child (or their coach) will need to have their card with them and available for inspection at all Academy fixtures and events. Cards could be inspected before, during or after their matches.



Scouts, intermediaries and approaches

What is a Scout?

A Scout represents a Club and is responsible for identifying talented young players. They often become trusted people for Academy Players and their families. 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. If you are concerned about an approach from a Scout, contact your child's Club Head of Safeguarding immediately.

What is an Intermediary?

An Intermediary used to be known as an Agent. They act 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 can be helpful at the right time, but some can break the rules and be unhelpful. An intermediary may not approach a player before the 1st of January in the year of their 16th birthday. If you are concerned about an approach from an Intermediary, contact your child's Club Head of Safeguarding immediately and also report it to The FA using Intermediaries@ thefa.com or by using the Intermediaries Hotline and calling 0844 980 8213. You or your child can also seek advice from the PFA's Youth Advisory Service.

Approaches

While registered at an Academy, you or your child are not allowed to contact any other Premier League or EFL Clubs during the agreed registration period either directly or through someone else. Likewise, other Premier League or EFL Clubs (via members of staff, Scouts, or Intermediaries), must not contact you or your child or any person connected with you or your child, directly, or through someone else. This includes contact by or with another family member, or anyone else connected to you or your child.

Registrations, offers and moving to another Academy

End of Season Procedure

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

Renewing your Registration

If your child is happy to stay registered at the Club you do not need to do anything. The Club will notify the Premier League, and their registration will be retained for a further period, depending on their age.

Declining Extended Registration

If your child chooses to decline the offer of an extended registration period, they must tell their Club and the League in writing by the first Saturday in June. After your child receives confirmation from the League, they will then be able to agree registration at another Club, depending on the rules relating to travel distance.

If your child refuses an offer of retention and a new Club wishes to register your child, the new Club will have to pay money called compensation to your child's previous Club. It's also important to know that your child cannot be offered a professional contract until their U16 year or enter into one until they are 17 years old.

Scholarship Offers

A scholarship offer is a significant milestone in your child's Academy journey. It means that the Club would like to offer them a registration extending after their Under 16 season. A Club may offer a young person a 'Scholarship Agreement' at the very earliest on or after 1st July between their Under 13 and Under 14 year, and at the latest by the 31 December in their Under 16 year. Academy players who are offered a scholarship have 28 days to accept or decline the offer so this would be a very good to time to seek advice on what the agreement means for you and your child. If the Club don't receive a reply after 28 days, it will be determined that the young person does not wish to accept the offer.

Academy Players in the age group Under 16, who do not receive an offer of a Scholarship Agreement by 31st December or who has been notified in writing by his Club that they won't be offered an agreement are free to speak to other Clubs to seek registration, and compensation will not be due.

Leaving the Academy

Releasing an Academy Player from registration can be a difficult time. Academy Players and parents and carers should remember that involvement in the programme is a tremendous achievement in itself. If your child's Club does not wish to extend their registration, then it is expected to provide support by, for example, helping find opportunities for your child to continue their football development elsewhere.

Requesting Cancellation

During your child's registration period, their registration may only be cancelled if everyone agrees (the Club, player, and their parent/carer). If your child has concerns that might lead to them wanting to leave, they should be supported to talk to the Academy Manager.

If all parties agree then a player's registration can be cancelled by completion of a form. If the parties don't agree, then any person involved can also ask the Premier League to provide a binding decision on a termination request by making a written application providing full reasons for the request. Compensation may still be owed to the Club should your child wish to register with a new one.

Inducements

Clubs are not allowed to encourage players to register with them by offering cash or some other benefit in kind to you, your child, or anyone connected to you. This is called 'inducement' and you or your child must not accept anything that is offered. Inducement could be breaking the Premier League's Rules, and the rules cover registration with a new Club, or re-signing with a Club they may already be registered with. Inducements can be anything from cash payments to the payment or reimbursement of accommodation or travel costs. It is of course understood by the Legaue that some expenses are genuine and guidance is available upon request explaining which payments are allowed. If you have any doubts whether something might be an inducement, you or your child should contact the Premier League before accepting anything. Remember, if you or your child have accepted an inducement, there could be serious consequences, including a potential sanction from the Premier League and/or termination or refusal of your child's registration.

Investigating a Move to Another Club

If your child has had a previous registration where compensation is owing to their former club, your child and the two Clubs may need to attend an exit interview to talk through the circumstances of their proposed move. This is a process that has been agreed by all Premier League Clubs and is intended to make sure that no rules have been broken in relation to the move.

As part of the process, you, your child together with the Club that they wish to move to, will also need to sign a declaration that no approach has been made to you or your child prior to the relevant date, nor has any inducement been paid or offered to you or your child or anyone connected with you or your child to encourage them to move Academy. Following this process, you or your child may be asked 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 and your child should be aware that this process can potentially take a few weeks and while it is ongoing, your child 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 endeavour to ensure the process is completed as soon as possible.

Reporting

If you or your child have any concerns about approaches, inducements, or any other breaches of the Youth Development Rules by anyone involved in the system that you don't feel able to report directly to a Club, the Premier League has a confidential reporting service that is constantly monitored (and which can be used anonymously if you wish) where you can share those concerns. If you have anything you wish to report, please email reporting@premierleague.com.



Compensation

Compensation is money paid by your child's new Club to their previous Club to cover training and development costs if they 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 full compensation formula can be found within the Premier League Youth Development Rules. Should the Club offer your child a Scholarship, and subsequently this is not accepted, if your child then register elsewhere compensation could be determined outside of the prescribed formula.

Compensation Formula

Age group	Category One	Category Two	Category Three
U12	£45,000	£30,000	£15,000
U13	£60,000	£40,000	£20,000
U14 - U16	£80,000 p/a	£50,000 p/a	£25,000 p/a

Academy players and their parents/carers do not pay these fees, do not receive any money, and will have no involvement in these conversations. Compensation does not need to be paid if the player was released from their registration by the Club, at the end of the registration period.

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Independent Advice

We pride ourselves on the quality of the Academy system and we are committed to ensuring that Academy Players, trialists, parents and carers gain the right advice and support. An important aspect of this is the independent advice provided, for young people and their parents, by The Professional Footballers' Association (PFA) Youth Advisory Service. The PFA also provide a confidential service for young players called the PFA Safety Net.

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THE PFA SAFETY NE

Helping young players with the challenges of playing academy football



FIND OUT MORE

PFA.OUR-SAFETY.NET

REGISTER TO ACCESS CONFIDENTIAL ADVICE, SUPPORT & VIDEOS

THE PFA INDEPENDENT YOUTH ADVISORY SERVICE

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

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

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

The PFA team provide the information, advice and support current, former and future players need to help maximise the opportunities that come with playing professional football.

As the only football organisation that solely prioritises players' needs, the PFA offers a variety of educational, financial and wellbeing support services. The union also protects and enhances players' rights and working conditions and helps footballers navigate personal or professional challenges throughout their playing careers and beyond.

youthadvisory@thepfa.co.uk

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Complaints

Complaints Procedure

Communication	It is usually 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 or your child are unable to resolve your complaint through informal discussions, the Academy's formal complaints process should be followed.
Outcome and appeals	If you or your child are dissatisfied with the outcome of your complaint, follow the appeals or internal escalation process outlined in your child's Club Academy's complaints procedure.
Escalation	If you or your child are dissatisfied with the conclusions reached by their Club, including through its appeals/internal escalation process, you or your child may escalate your complaint to the Premier League. The Premier League will respond within seven days and will provide an outcome within 28 days where possible. If these timescales are not achievable, you and your child will be kept informed.

T 020 7864 9000

E youthdevelopment@premierleague.com

There are separate procedures for dealing with safeguarding concerns about Academy Players. These concerns must be reported to the Club's 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 to raise a concern or to help you get in touch with the Club's Safeguarding Team.

The key people

Use your child's induction to get to know key members of staff at their Club, and to get answers to you or your child's questions. Make a note of contact details so you can get in touch easily when you need to.

Job Title	Name	Contact Details
Academy Manager		
Academy Coach		
Club Doctor		
Physio		
Academy Coach		
Head of Sports Science and Medicine		
Head of Education		
Head of Academy Coaching		
Academy Safeguarding Officer		
Club Head of Safeguarding		
Head of Player Care		
Premier League Academy Support Manager		

Premier League

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