



# Premier League

Handbook

Season 2019/20

# **The Football Association Premier League Limited**

Season 2019/20

## **Board of Directors**

Claudia Arney (Interim Chair)  
Richard Masters (Chief Executive)  
Kevin Beeston (Non-Executive Director)

## **Auditors**

Deloitte LLP  
1 New Street Square  
London  
EC4A 3BZ

## **Bankers**

Barclays Bank plc  
27th Floor  
1 Churchill Place  
London  
E14 5HP

## **Registered Office**

Brunel Building  
57 North Wharf Road  
London W2 1HQ  
Regd. No. 02719699

## **Telephone**

020 7864 9000

## **Website**

[www.premierleague.com](http://www.premierleague.com)

# Premier League Chairmen's Charter

Season 2019/20

## Foreword

The Chairmen's Charter is a statement of our commitment and aim to run Premier League football to the highest possible standards in a professional manner and with the utmost integrity.

With that aim we, the Chairmen of the Clubs in membership of the Premier League, are determined:

- To conduct our respective Club's dealings with the utmost good faith and honesty.
- At all times to maintain a Rule book which is comprehensive, relevant and up-to-date.
- To adopt disciplinary procedures which are professional, fair and objective.
- To submit to penalties which are fair and realistic.
- To secure the monitoring of and compliance with the Rules at all times.

## The Charter

The Chairmen's Charter sets out our commitment to run Premier League football to the highest possible standards and with integrity.

We will ensure that our Clubs:

- Behave with the utmost good faith and honesty to each other, do not unjustly criticise or disparage one another and maintain confidences.
- Will comply with the laws of the game and take all reasonable steps to ensure that the Manager, his staff and Players accept and observe the authority and decisions of Match Officials at all times.
- Follow Premier League and FA Rules not only to the letter but also to their spirit, and will ensure that our Clubs and Officials are fully aware of such rules and that we have effective procedures to implement the same.
- Will respect the contractual obligations and responsibilities of each other's employees and not seek to breach these or to make illegal approaches.
- Will discharge their financial responsibilities and obligations to each other promptly and fully and not seek to avoid them.
- Will seek to resolve differences between each other without recourse to law.

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# Club Directory

# AFC Bournemouth



**Vitality Stadium**  
Dean Court  
Bournemouth  
BH7 7AF

**Main Switchboard:** 0344 576 1910  
**Ticket Office:** 0344 576 1910  
[www.afcb.co.uk](http://www.afcb.co.uk)

**Chairman**  
Jeff Mostyn

**Chief Executive**  
Neill Blake

**Club Secretary**  
Neil Vacher

**Manager**  
Eddie Howe

**General Manager**  
Elizabeth Finney

**Academy Manager**  
Joe Roach

**Head of Academy Coaching and Development**  
Bruce Suraci

**Finance Director**  
David Holiday  
01202 726321

**Commercial Director**  
Rob Mitchell  
01202 726322

**Head of Ticketing**  
Dan Clarke  
01202 726331

**Head of Media and Communications**  
Anthony Marshall  
01202 726312

**Head of Safeguarding**  
Steve Thorpe  
01202 726329

**Supporter Liaison Officer**  
Elizabeth Finney  
01202 726309

**Safety Officer**  
Alan Jones

**Disability Access Officer**  
Alice Jeans  
01202 726311

**Team Doctor**  
Dr Craig Roberts  
MBChB (UCT) MPhil (Sports and Exercise Medicine) (UCT)

**Head Physiotherapist**  
Steve Hard  
BSc (Hons) MSST, MCSP, SRP

**Head Groundsman**  
Ian Lucas  
NVQ Level 3 Sports Turf Management

**Shirt Sponsor**  
M88

**Kit Manufacturer**  
Umbro

**Ground Capacity at start of the Season**  
11,364

**Pitch Dimensions**  
Length: 105 metres Width: 68 metres

**Directors**  
Jeff Mostyn (Chairman)  
Neill Blake (Chief Executive)  
Nick Rothwell  
Rico Seitz

**Official Company Name and Number**  
AFC Bournemouth Limited  
No. 6632170

Home kit



**Colours:** Shirts: Red and Black stripes /  
Shorts: Black /  
Socks: Black with red trim

Alternative kit 1



**Colours:** Shirts: Evening Blue with Pink trim /  
Shorts: Evening Blue with Pink trim /  
Socks: Evening blue

Alternative kit 2



**Colours:** Shirts: Sharp Green /  
Shorts: Navy with Sharp Green trim /  
Socks: Sharp Green

Home Goalkeeper



**Colours:** Shirts: Yellow /  
Shorts: Yellow /  
Socks: Yellow

Goalkeeper Alt kit 1



**Colours:** Shirts: Dark Orange /  
Shorts: Dark Orange /  
Socks: Dark Orange

Goalkeeper Alt kit 2



**Colours:** Shirts: Meadow Green /  
Shorts: Meadow Green /  
Socks: Meadow Green

# Arsenal

**Highbury House**  
75 Drayton Park  
London N5 1BU

**Main Switchboard:** 020 7619 5003  
**Contact Centre / Ticket Office:** 020 7619 5000  
**Credit Card Bookings:** 0844 277 3625  
[www.arsenal.com](http://www.arsenal.com)

## Chairman

Sir Chips Keswick

## Managing Director

Vinai Venkatesham

## Head of Football

Raúl Sanllehi

## Company Secretary

David Miles

## Head Coach

Unai Emery

## Assistant Head Coaches

Juan Carlos Carcedo  
Freddie Ljungberg

## Academy Manager

Per Mertesacker

## Chief Financial Officer

Stuart Wisely

## Commercial Director

Peter Silverstone

## Communications Director and Community Affairs

Mark Gonnella

## General Counsel

Svenja Geissmar

## Operations Director

Hywel Sloman

## Ticketing and Services Director

Ivan Worsell

## Media, Marketing and CRM Director

Michael Leavey



## Director of Football Operations

Huss Fahmy

## People Director

Karen Ann Josephides

## Stadium and Facilities Director

John Beattie

## Supporter Liaison Officer

Mark Brindle

## Disability Access Officer

Alun Francis

## Event Safety and Security Manager

Sharon Cicco

## Medical Director

Dr Gary O'Driscoll  
MBBS, BSc, DipSEM, FFSEM(Ire)

## Grounds Manager, Stadium and Hale End

Paul Ashcroft  
National Diploma in Turf, Science  
and Grounds Management

## Managing Editor (Publications)

Andy Exley

## Shirt Sponsor

Emirates

## Kit Manufacturer

adidas

## Ground Capacity at start of the Season

60,704

## Pitch Dimensions

Length: 105 metres Width: 68 metres

## Directors

Sir Chips Keswick (Chairman)  
Stanley Kroenke  
Ken Friar OBE  
Richard Carr  
Lord Harris of Peckham  
Josh Kroenke

## Official Company Name and Number

The Arsenal Football Club Plc  
No. 109244

Home kit



**Colours:** Shirts: Red and White /  
Shorts: White /  
Socks: White

Alternative kit 1



**Colours:** Shirts: Yellow /  
Shorts: Blue /  
Socks: Yellow

Alternative kit 2



**Colours:** Shirts: Blue /  
Shorts: Black /  
Socks: Blue

Home Goalkeeper



**Colours:** Shirts: Dark Green /  
Shorts: Dark Green /  
Socks: Dark Green

Goalkeeper Alt kit 1



**Colours:** Shirts: Light Blue /  
Shorts: Light Blue /  
Socks: Light Blue

Goalkeeper Alt kit 2



**Colours:** Shirts: Lime Green /  
Shorts: Lime Green /  
Socks: Lime Green



# Aston Villa

Villa Park  
Birmingham  
B6 6HE

Main Switchboard: 0121 327 2299  
Ticket Office No: 0333 323 1874  
postmaster@avfc.co.uk  
www.avfc.co.uk



## Executive Chairman

Nassef Sawiris

## Co Chairman

Wesley Edens

## Chief Executive

Christian Purslow

## Club Secretary

Sharon Barnhurst

## Manager

Dean Smith

## Academy Manager

Mark Harrison

## Finance Director

Ian Hopson

## Chief Commercial Officer

Nicola Ibbetson

## Communications Director

Tommy Jordan

## Managing Editor

Paul Brown

## Marketing Manager

Adam Lowe

## Head of Ticketing Operations

Lynne O'Reardon

## Head of Facilities and Estates

Troy Griffin

## Head of Foundation and Community Partnerships

Guy Rippon

## Head of Security and Crowd Safety

Keith Wiseman

## Football Operations and Project Manager

Lee Preece

## Disability Access Officer

Sheila Maybury

## Head of Safeguarding and Welfare

Maggie Martin

## Team Doctor

Dr Ricky Shamji  
MBChB, MRCP, FFSEM (UK),  
DipSEM (UK), DFRH

## Physiotherapist

Alan Smith  
BSc (Hons) Physiotherapy and  
AACP Acupuncture Association  
of Chartered Physiotherapy

## Head Groundsman

Karl Prescott  
NVQ Level 1,2,3 4 Sports Turf and  
NVQ level 4 in Sports Turf Management

## Shirt Sponsor

W88

## Kit Manufacturer

Kappa

## Ground Capacity at start of the Season

42,095

## Pitch Dimensions

Length: 105 metres Width: 68 metres

## Directors

Nassef Sawiris  
Wesley Edens  
Christian Purslow  
Jian Tong Xia

## Official Company Name and Number

Aston Villa FC Limited  
No. 2502822

Home kit



Colours: Shirts: Claret body with Sky Blue sleeves /  
Shorts: White /  
Socks: Sky Blue

Alternative kit 1



Colours: Shirts: Sky Blue  
Shorts: Claret /  
Socks: Claret

Alternative kit 2



Colours: Shirts: Dark Green /  
Shorts: Black /  
Socks: Black

Home Goalkeeper



Colours: Shirts: Black /  
Shorts: Black /  
Socks: Black

Goalkeeper Alt kit 1



Colours: Shirts: Yellow /  
Shorts: Yellow /  
Socks: Yellow

Goalkeeper Alt kit 2



Colours: Shirts: Lime Green /  
Shorts: Lime Green /  
Socks: Lime Green



# Brighton & Hove Albion



The American Express Community Stadium  
Village Way, Falmer  
Brighton, East Sussex  
BN1 9BL

**Main Switchboard:** 0344 324 6282  
**Ticket Office No:** 0844 3271901  
**supporter.services@bhafc.co.uk**  
**www.brightonandhovealbion.com**

**Chairman**  
Tony Bloom

**Chief Executive and Deputy Chairman**  
Paul Barber

**Club Secretary**  
Mark Dennis  
07523 870280

**Manager**  
Graham Potter

**Academy Manager**  
John Morling

**Finance and Operations Director**  
David Jones  
01273 647252

**Ticket Office Manager**  
Joel Spicer  
01273 647251

**Head of Media and Communications**  
Paul Camillin  
07747 773692

**Technical Director**  
Dan Ashworth

**Head of Commercial**  
Russell Wood  
07879 428274

**General Counsel**  
Alex Henderson  
07791 699920

**Supporter Liaison Officer**  
Sarah Gould  
0344 324 6282

**Head of Safety & Security**  
Adrian Morris  
01273 878234

**Albion in the Community Chairman**  
Martin Perry  
01273 878248

**Disability Liaison Officer**  
To be advised

**Head of Medical Services**  
Adam Brett  
BSc (Hons) Sports Science, BSc (Hons)  
Physiotherapy, MSc Sports Physiotherapy,  
MCSP, MACPSEM (Gold Level)

**Team Doctor**  
Dr. Stephen Lewis  
BSc (Hons), MBBS, AFRCSEd, MScSEM,  
MFSEM (UK), PGDipMedUS

**Groundsman**  
Steve Winterburn  
IOG Diploma (Intermediate)

**Shirt Sponsor**  
American Express

**Kit Manufacturers**  
Nike

**Ground Capacity at start of the Season**  
30,750

**Pitch Dimensions**  
Length: 105 metres Width: 68 metres

**Directors**  
Tony Bloom (Chairman)  
Paul Barber (Chief Executive)  
Ray Bloom  
Derek Chapman  
Robert Comer  
Adam Franks  
Peter Godfrey  
David Jones (Finance Director)  
Martin Perry (Executive Director)  
Marc Sugarman  
Michelle Walder

**Official Company Name and Number**  
The Brighton and Hove Albion Football  
Club Limited  
No. 81077

Home kit



**Colours:** Shirts: Blue and White Stripes /  
Shorts: Navy /  
Socks: White

Alternative kit 1



**Colours:** Shirts: Black /  
Shorts: Black /  
Socks: Black

Alternative kit 2



**Colours:** Shirts: Green /  
Shorts: White /  
Socks: Black

Home Goalkeeper



**Colours:** Shirts: Green Strike /  
Shorts: Green Strike /  
Socks: Green Strike

Goalkeeper Alt kit 1



**Colours:** Shirts: Tour Yellow /  
Shorts: Tour Yellow /  
Socks: Tour Yellow

Goalkeeper Alt kit 2



**Colours:** Shirts: Black /  
Shorts: Black /  
Socks: Black

# Burnley

Turf Moor  
Harry Potts Way  
Burnley  
Lancashire BB10 4BX

**General Enquiries:** 01282 446800  
**Ticket Hotline:** 0844 807 1882  
**info@burnleyfc.com**  
**www.burnleyfc.com**

**Chairman**  
Mike Garlick

**Chief Executive**  
David Baldwin

**Technical Director**  
Mike Rigg

**Head of Football Operations /  
Club Secretary**  
Matt Williams

**Manager**  
Sean Dyche

**Assistant Manager**  
Ian Woan

**Academy Manager**  
Jonathan Pepper

**Financial Controller**  
Ian Hargreaves  
01282 704714

**Director of Commercial Affairs**  
Anthony Fairclough  
01282 700007

**Marketing and Operations Manager**  
Nick Taylor  
01282 704717

**Ticket Office Manager**  
Elaine Clare  
01282 700020



## Stadium and Operations Manager / Disability Access Officer

Doug Metcalfe  
01282 700021

## Ground Safety Officer

Cliff Edens  
01282 700019

## Media and Publications Manager

Darren Bentley  
01282 704701

## Supporter Liaison Officer

To be advised

## Medical Officer

Dr Simon Morris  
M.B., Ch.B., Dip SEM, AREA Course

## Head Physiotherapist

Alasdair Beattie  
BSc Hons Physiotherapy, MCSP,  
SRP AREA Course

## Stadium Head Groundsman

Paul Bradshaw  
NVQ3 Sports Turf Management

## Shirt Sponsor

LoveBet

## Kit Manufacturer

Umbro

## Ground Capacity at start of the Season

21,944

## Pitch Dimensions

Length: 105 metres Width: 68 metres

## Directors

Mike Garlick (Chairman)  
John Banaszekiewicz  
Brendan Flood  
Barry Kilby  
Clive Holt  
Brian Nelson  
Terry Crabb

## Official Company Name and Number

Burnley Football & Athletic Company  
Limited (The)  
No. 54222

Home kit



**Colours:** Shirts: Claret /  
Shorts: White /  
Socks: White

Alternative kit 1



**Colours:** Shirts: Sky Blue /  
Shorts: Sky Blue /  
Socks: Sky Blue

Alternative kit 2



**Colours:** Shirts: Teal /  
Shorts: Black /  
Socks: Teal

Home Goalkeeper



**Colours:** Shirts: Carbon Grey /  
Shorts: Carbon Grey /  
Socks: Carbon Grey

Goalkeeper Alt kit 1



**Colours:** Shirts: Blazing Yellow /  
Shorts: Blazing Yellow /  
Socks: Blazing Yellow

Goalkeeper Alt kit 2



**Colours:** Shirts: Cherry Red /  
Shorts: Cherry Red /  
Socks: Cherry Red

# Chelsea

**Stamford Bridge**  
**Fulham Road**  
**London SW6 1HS**

**Correspondence Address:** 60 Stoke Road, Stoke D'Abernon,  
 Cobham, Surrey, KT11 3PT

**Main Switchboard:** 0371 811 1955  
**Call Centre / Ticket Sales:** 0371 811 1905  
**enquiries@chelseafc.com**  
**www.chelseafc.com**



**Chairman**  
 Bruce Buck

**Member of Board of Directors  
 in Charge of Football**  
 Marina Granovskaia

**Chief Executive Officer**  
 Guy Laurence

**Director of Football Operations**  
 David Barnard

**Head Coach**  
 Frank Lampard

**Head of Youth Development**  
 Neil Bath

**Director of Communications  
 and Public Affairs**  
 Steve Atkins  
 01932 596 108

**Director of Finance**  
 Paul Ramos  
 020 7565 1472

**First Team Doctor**  
 Dr Dimitris Kalogiannidis  
 MBBS, MRCEM, FRCEM, MSc SEM

**Head Physiotherapist**  
 Jason Palmer  
 BPHTY, BHMS (Ed) Hons, MCSP

**Head Groundsman**  
 Jason Griffin  
 NVQ Levels 1 & 2

**Safety Officer**  
 Chris Baker (acting)  
 020 7957 8267

**Head of Ticketing and  
 Supporter Liaison Officer**  
 Graham Smith  
 020 7958 2166

**Disability Access Officer**  
 Bob Flatau  
 020 7565 1474

**Head of Ticket Operations**  
 Kelly Webster  
 020 7915 1941

**Facilities Manager**  
 Jamie Gray  
 020 7386 3375

**Publications Editor**  
 Richard Godden, Reach Sport  
 020 7958 2172

**Shirt Sponsor**  
 Yokohama Tyres

**Kit Manufacturer**  
 Nike

**Ground Capacity at start of the Season**  
 40,834

**Pitch Dimensions**  
 Length: 103 metres Width: 67.5 metres

**Directors**  
 Bruce Buck  
 Marina Granovskaia  
 Eugene Tenenbaum  
 Guy Laurence  
 David Barnard

**Official Company Name and Number**  
 Chelsea Football Club Limited  
 No. 01965149

Home kit



**Colours:** Shirts: Rush Blue and Loyal Blue /  
 Shorts: Rush Blue /  
 Socks: White

Alternative kit 1



**Colours:** Shirts: White with  
 Rush Blue and Pimento Red  
 Trim / Shorts: White /  
 Socks: Rush Blue with White  
 and Pimento Red Trim

Alternative kit 2



**Colours:** Shirts: Black with  
 Orange Rush and White Trim /  
 Shorts: Black /  
 Socks: Orange Rush

Home Goalkeeper



**Colours:** Shirts: University  
 Gold / Shorts: University  
 Gold / Socks: University Gold

Goalkeeper Alt kit 1



**Colours:** Shirts: Hyper Jade /  
 Shorts: Hyper Jade /  
 Socks: Hyper Jade

Goalkeeper Alt kit 2



**Colours:** Shirts: Black /  
 Shorts: Black /  
 Socks: Black

# Crystal Palace



Selhurst Park Stadium  
London  
SE25 6PU

Main Switchboard: 020 8768 6000  
Ticket Office: 0871 200 0071  
info@cpfc.co.uk  
www.cpfc.co.uk

## Chairman

Steve Parish

## Chief Executive Officer

Phil Alexander

## Club Secretary

Christine Dowdeswell

## Manager

Roy Hodgson

## Assistant Manager

Ray Lewington

## Academy Director

Gary Issott

## Chief Financial Officer

Sean O'Loughlin  
020 8768 6030

## Head of Content and Production

James Woodroof  
020 8768 6083

## Head of Consumer Sales

Mike Pink  
07903 593836

## Head of Ticketing

Paul McGowan  
0208 768 6084

## Stadium Manager

Kevin Corner  
020 8634 5429

## Operations Director

Sharon Lacey  
020 8634 5416

## Supporter Liaison Officer

Nicola Gibbons  
020 8634 5114

## Disability Access Officer

Guy Wickett  
020 8768 6000

## Head of Sports Medicine

Dr Zafar Iqbal  
MBBS, BSc, DCH, DRCOG, MRCP, MSc (SEM), MFSEM (UK), DIP PCR

## Head of Grounds and Estates

Bruce Elliot  
020 8768 6000

## Commercial Director

Barry Webber  
020 8634 6053

## Press Officer

Harriet Edkins  
0208 634 5262

## Production Manager

Terry Byfield  
020 8768 6020

## Shirt Sponsor

ManBetX

## Kit Manufacturer

PUMA

## Ground Capacity at start of the Season

25,486

## Pitch Dimensions

Length: 101 metres Width: 68 metres

## Directors

Steve Parish  
David Blitzter  
Joshua Harris

## Official Company Name and Number

CPFC Limited  
No. 7270793

Home kit



Colours: Shirts: Red and Blue Stripe / Shorts: Blue / Socks: Blue with Red Band

Alternative kit 1



Colours: Shirts: Black with Red and Blue Vertical Stripe / Shorts: Black / Socks: Black

Alternative kit 2



Colours: Shirts: White with Red and Blue Diagonal Stripe / Shorts: White / Socks: White with Blue band

Home Goalkeeper



Colours: Shirts: Green / Shorts: Green / Socks: Green

Goalkeeper Alt kit 1



Colours: Shirts: Pink / Shorts: Pink / Socks: Pink

Goalkeeper Alt kit 2



Colours: Shirts: Yellow / Shorts: Yellow / Socks: Yellow



# Everton



**Goodison Park**  
**Goodison Road**  
**Liverpool L4 4EL**

**Correspondence Address:** 7th Floor, Royal Liver Building,  
 Pier Head, Liverpool Waterfront, Liverpool, L3 1HU

**Main Switchboard:** 0151 556 1878

**Ticket Office:** 0151 556 1878

**Credit Card Bookings:** 0151 556 1878

**everton@evertonfc.com**

**www.evertonfc.com**

## Chairman

Bill Kenwright CBE

## Chief Executive

Dr Denise Barrett-Baxendale  
 MBE BA (Hons) MBA, EdD, FRSA

## Club Secretary /

## Director of Football Operations

David Harrison

## Manager

Marco Silva

## Assistant Manager

Luis Boa Morte

## Academy Director

Joel Waldron

## Finance Director

Grant Ingles

## Director of Marketing, Communications and Community

Richard Kenyon

## Head of Marketing and Ticketing

Tom Rowell

## Community Chief Executive

Richard Kenyon

## Head of Stadium Safety and Security

David Lewis

## Operations Director

Alan Bowen

## Head of Communications and Engagement

Scott McLeod

## Supporter Liaison Officer

Rachel Meikle

## Access Advisor

Rachael Lomax

## Club Doctor

John Hollingsworth  
 Bsc MB ChB, FRCSEd (A&E)  
 FRCM, Dip SEM

## Head of Therapy Services

Daniel Donachie  
 BSc (Hons), CSP, HCPC

## Head Groundsman

Bob Lennon OND, NDH, RHS

## Broadcast and Publications Manager

Darren Griffiths

## Shirt Sponsor

SportPesa

## Kit Manufacturer

Umbro

## Ground Capacity at start of the Season

39,414

## Pitch Dimensions

Length: 100.48 metres Width: 68 metres

## Directors

Bill Kenwright CBE (Chairman)  
 Keith Harris (Deputy Chairman)  
 Jon Woods  
 Alexander Ryazantsev  
 Dr Denise Barrett-Baxendale  
 (Chief Executive)  
 Marcel Brands (Director of Football)

## Official Company Name and Number

The Everton Football Club Company Limited  
 No. 36624

Home kit



**Colours:** Shirts: Blue /  
 Shorts: White /  
 Socks: White

Alternative kit 1



**Colours:** Shirts: Coral /  
 Shorts: Teal /  
 Socks: Coral

Alternative kit 2



**Colours:** Shirts: Navy /  
 Shorts: Navy /  
 Socks: Navy

Home Goalkeeper



**Colours:** Shirts: Green /  
 Shorts: Green /  
 Socks: Green

Goalkeeper Alt kit 1



**Colours:** Shirts: Yellow /  
 Shorts: Yellow /  
 Socks: Yellow

Goalkeeper Alt kit 2



**Colours:** Shirts: Purple /  
 Shorts: Purple /  
 Socks: Purple

# Leicester City



**King Power Stadium**  
**Filbert Way**  
**Leicester LE2 7FL**

**Main Switchboard:** 0344 815 5000  
**Ticket Office No:** 0344 815 5000 Option 1  
**Credit Card Bookings:** 0344 815 5000 Options 1, 2 & 3  
**www.lcfc.com**

**Vice Chairman**  
 Aiyawatt Srivaddhanaprabha

**Chief Executive**  
 Susan Whelan  
 0116 229 4523

**Director of Football**  
 Jon Rudkin  
 0116 222 8586

**Football Operations Director**  
 Andrew Neville  
 0116 291 5154

**Manager**  
 Brendan Rodgers

**Assistant Manager**  
 Chris Davies

**Academy Manager**  
 Ian Cawley  
 0116 222 8548

**Finance Director**  
 Simon Capper  
 0116 229 4737

**Operations Director**  
 Kevin Barclay  
 0116 229 4442

**Safety Officer**  
 Ian Coulton  
 0116 229 4443

**Ticketing Manager**  
 Vishal Dayal  
 0116 229 4400

**Communications Director**  
 Anthony Herlihy  
 0116 229 4931

**Supporter Liaison and  
 Disability Access Officer**  
 Jim Donnelly  
 0116 229 4555

**Team Doctor**  
 Dr Ian Patchett  
 MB Ch B Dip. Sport Med

**Head Physiotherapist**  
 Dave Rennie  
 PhD, BSc (Hons), MCSP, HCPC

**Grounds Manager**  
 John Ledwidge  
 NVQ Level 3 Sports Turf Management

**Shirt Sponsor**  
 King Power

**Kit Manufacturer**  
 adidas

**Ground Capacity at start of the Season**  
 32,261

**Pitch Dimensions**  
 Length: 105 metres Width: 68 metres

**Directors**  
 Aiyawatt Srivaddhanaprabha  
 (Vice Chairman)  
 Shilai Liu  
 (Vice Chairman)  
 Susan Whelan  
 (Chief Executive)  
 Apichet Srivaddhanaprabha  
 (Executive Director)

**Official Company Name and Number**  
 Leicester City Football Club Limited  
 No. 4593477

Home kit



**Colours:** Shirts: Bold Blue and Dark Gold /  
 Shorts: White / Socks: Bold Blue and Dark Gold

Alternative kit 1



**Colours:** Shirts: True Pink and Black /  
 Shorts: Black and True Pink / Socks: True Pink

Alternative kit 2



**Colours:** Shirts: Dark Grey Heather, Solid Grey and White /  
 Shorts: Dark Grey Heather, Solid Grey and White /  
 Socks: Black and White

Home Goalkeeper



**Colours:** Shirts: Black /  
 Shorts: Black and White /  
 Socks: Black and White

Goalkeeper Alt kit 1



**Colours:** Shirts: Clear Grey and Black /  
 Shorts: Clear Grey and Black /  
 Socks: Clear Grey and Black

Goalkeeper Alt kit 2



**Colours:** Shirts: Collegiate Gold and Black /  
 Shorts: Collegiate Gold and Black /  
 Socks: Collegiate Gold and Black

# Liverpool

Anfield Road  
Anfield  
Liverpool L4 0TH

Correspondence Address: PO Box 1959, Liverpool L69 3JL

Main Switchboard: 0151 263 2361

Ticket Office / Booking Line: 0843 170 5555

Customer Services / Memberships: 0843 170 5000

customerservices@liverpoolfc.com

www.liverpoolfc.com



## Chairman

Tom Werner

## Chief Executive Officer

Peter Moore

## Club Secretary

Danny Stanway

## Manager

Jurgen Klopp

## Assistant Manager

Peter Krawietz

## Academy Director

Alex Inglethorpe

## Chief Operating Officer

Andy Hughes

0151 264 2305

## Chief Commercial Officer

Billy Hogan

0203 713 4901

## Head of Ticketing and Hospitality

Phil Dutton

0151 237 5963

## Stadium Manager

Stuart Baker

## Safety Officer

Stuart Knowles

0151 264 2494

## Director of Communications

Susan Black

0151 907 9307

## Head of Press

Matt McCann

0151 230 5760

## Supporter Liaison Officer

Yonit Sharabi

0151 9079354

## Disability Access Officer

Simon Thornton

0151 4325678

## Team Doctor

Dr Andrew Massey

MB BCh BAO FFSEM (Ire) MFSEM(UK)

MRCGP MSc (SEM) BSc (Hons)

Physiotherapy MCSP HCPC

## Medical, Rehabilitation and

## Performance Manager

Philipp Jacobsen

HSPC Physiotherapist

## Head Groundsman

Dave McCulloch

NVQ level 3 in Sports Turf Management

## Programme Editor

David Cottrell, Trinity Mirror

## Shirt Sponsor

Standard Chartered

## Kit Manufacturer

New Balance

## Ground Capacity at start of the Season

53,394

## Pitch Dimensions

Length: 101 metres Width: 68 metres

## Directors

John Henry

Tom Werner

Andy Hughes

Peter Moore

Michael Gordon

Mike Egan

Sir Kenny Dalglish

## Official Company Name and Number

The Liverpool Football Club & Athletic

Grounds Limited

No. 35668

Home kit



Colours: Shirts: Red /  
Shorts: Red /  
Socks: Red

Alternative kit 1



Colours: Shirts: White /  
Shorts: Navy /  
Socks: White

Alternative kit 2



Colours: Shirts: Phantom /  
Shorts: Phantom /  
Socks: Phantom

Home Goalkeeper



Colours: Shirts: Black /  
Shorts: Black /  
Socks: Black

Goalkeeper Alt kit 1



Colours: Shirts: Irish Green /  
Shorts: Irish Green /  
Socks: Irish Green

Goalkeeper Alt kit 2



Colours: Shirts: Viper /  
Shorts: Viper /  
Socks: Viper

# Manchester City



**Etihad Stadium**  
**Etihad Campus**  
**Manchester M11 3FF**

**Correspondence Address:** City Football Group, 400 Ashton New Road,  
 City Football Academy, Etihad Campus, Manchester M11 4TQ

**Main Switchboard:** 0161 444 1894  
**Ticket Office:** 0161 444 1894  
**Credit Card Bookings:** 0161 444 1894  
**mancity@mancity.com**  
**www.mancity.com**

**Chairman**  
 H.E. Khaldoon Al Mubarak

**Chief Executive Officer**  
 Ferran Soriano

**Chief Operating Officer**  
 Omar Berrada

**Head of Football Administration**  
 Andrew Hardman

**Manager**  
 Pep Guardiola

**Assistant Manager**  
 Mikel Arteta

**Director of Football**  
 Txiki Begiristain

**Finance Director**  
 Martyn Hawkins

**Operations Director**  
 Danny Wilson  
 0161 444 1894

**Facilities Director**  
 Clive Wilton  
 0161 444 1894

**Head of Safety and Security**  
 Steve McGrath  
 0161 444 1894

**Head of Media Relations**  
 Simon Heggie  
 0161 444 1894

**Supporter Liaison Officer**  
 Lisa Eaton  
 0161 444 1894

**Access Manager**  
 Jon Dyster  
 0161 444 1894

**Club Doctor**  
 Dr Max Sala  
 Doctor of Medicine & Surgery (University of Ferrara, Italy) with a specialisation in Sports Medicine (University of Pavia)

**Head of Physiotherapy**  
 James Baldwin  
 BSc (Hons), MCSP

**Head Groundsman**  
 Lee Jackson  
 NVQ Level 2, 3 & 4 Sportsturf, Foundation Degree in Sportsturf Science, Pa 1, 2 & 6 Chemical Application Licences

**Programme Editor-in-Chief**  
 Chris Bailey

**Programme Editor**  
 David Clayton  
 0161 438 7861

**Shirt Sponsor**  
 Etihad Airways

**Kit Manufacturer**  
 PUMA

**Ground Capacity at start of the Season**  
 55,017

**Pitch Dimensions**  
 Length: 105 metres Width: 68 metres

**Directors**  
 H.E. Khaldoon Al Mubarak  
 Simon Pearce  
 Martin Lee Edelman  
 John Macbeath  
 Mohamed Al Mazrouei  
 Alberto Galassi  
 Abdulla Khouri

**Official Company Name and Number**  
 Manchester City Football Club Limited  
 No. 40946

Home kit



**Colours:** Shirts: City Light Blue / Shorts: White / Socks: White

Alternative kit 1



**Colours:** Shirts: Midnight Black / Shorts: Midnight Black / Socks: Midnight Black

Alternative kit 2



**Colours:** Shirts: Fizzy Yellow Fade to Georgia Peach / Shorts: Georgia Peach / Socks: Fizzy Yellow

Home Goalkeeper



**Colours:** Shirts: Dark Green / Shorts: Dark Green / Socks: Dark Green

Goalkeeper Alt kit 1



**Colours:** Shirts: Pink / Shorts: Pink / Socks: Pink

Goalkeeper Alt kit 2



**Colours:** Shirts: Yellow / Shorts: Yellow / Socks: Yellow



# Manchester United



Sir Matt Busby Way  
Old Trafford  
Manchester M16 0RA

**Correspondence Address:** Group Logistics, PO Box 548, Manchester M16 6FU

**Main Switchboard:** 0161 868 8000

**Ticket Office:** 0161 868 8000 Option 1

**Credit Card Bookings:** 0161 868 8000 Option 1

**enquiries@manutd.co.uk**

**www.manutd.co.uk**

## Co-Chairmen

Joel Glazer  
Avram Glazer

## Executive Vice Chairman

Ed Woodward

## Secretary

Rebecca Britain

## Manager

Ole Gunnar Solskjaer

## Assistant Manager

Michael Phelan

## Academy Manager

Nicky Butt

## Group Managing Director

Richard Arnold  
0161 868 8211

## Chief Financial Officer

Cliff Baty  
0161 868 8320

## Ticket Office Manager

Sam Kelleher  
0161 868 8000

## Facilities Manager

Craig Jepson  
0161 868 8388

## Head of Stadium Safety and Security

Craig Thompson  
0161 868 8116

## Director of Communications

Charlie Brooks  
0161 868 8216

## Supporter Liaison Officer

Jennifer Smith  
0161 868 8000

## Disability Access Officer

Rishi Jain  
0161 868 8036

## Club Doctor

Dr Steve McNally  
B.Med.Sci BM BS MRCGP DCH  
DRCOG DOccMed Dip.SEM.GB&I  
MFSEM (RCPI & RCSI) MFSEM(UK)

## Head Physiotherapist

Richard Merron  
BSC, MSC, CSP

## Grounds Manager

Anthony Sinclair  
Intermediate Diploma in Sportsground Staff

## Programme Editor

Paul Davies  
Sir Matt Busby Way, Old Trafford,

Manchester M16 0RA  
0161 868 8551

## Shirt Sponsor

CHEVROLET

## Kit Manufacturer

adidas

## Ground Capacity at start of Season

To be advised

## Pitch Dimensions

Length: 105 metres Width: 68 metres

## Directors

Joel Glazer (Co-Chairman)  
Avram Glazer (Co-Chairman)  
Bryan Glazer  
Kevin Glazer  
Edward Glazer  
Darcie Glazer Kassewitz  
Ed Woodward  
Richard Arnold  
Sir Bobby Charlton CBE  
David Gill CBE  
Sir Alex Ferguson CBE  
Michael Edelson

## Official Company Name and Number

Manchester United Football Club Limited  
No. 95489

Home kit



**Colours:** Shirts: Red /  
Shorts: White /  
Socks: Black

Alternative kit 1



**Colours:** Shirts: Sand /  
Shorts: Black /  
Socks: Sand

Alternative kit 2



**Colours:** Shirts: Black /  
Shorts: Black /  
Socks: Black

Home Goalkeeper



**Colours:** Shirts: Purple /  
Shorts: Purple /  
Socks: Purple

Goalkeeper Alt kit 1



**Colours:** Shirts: Black /  
Shorts: Black /  
Socks: Black

Goalkeeper Alt kit 2



**Colours:** Shirts: Green /  
Shorts: Green /  
Socks: Green

# Newcastle United



**St James' Park**  
Newcastle Upon Tyne  
NE1 4ST

**Main Switchboard:** 0344 372 1892  
**Ticket Office:** 0344 372 1892 (Option 1)  
**admin@nufc.co.uk**  
**www.nufc.co.uk**

## Managing Director

Lee Charnley

## Head Coach

Steve Bruce

## Football Secretary

Richard Hines

## Academy Manager

Joe Joyce

## Head of Finance

Claire Alexander  
0344 372 1892 (Extn 8464)

## Head of Commercial

Dale Aitchison  
0344 372 1892 (Extn 8436)

## Box Office Manager

Stephen Tickle  
0344 372 1892 (Extn 8455)

## Facilities Manager

Eddie Rutherford  
0344 372 1892 (Extn 8558)

## Safety Officer

Steve Storey  
0344 372 1892 (Extn 8528)

## Head of Media and Content

Lee Marshall  
0191 238 1021

## Supporter Liaison Officer

Lee Marshall  
0191 238 1021

## Senior Physiotherapist

Derek Wright  
Qualifications: MSCP DipRGRT PG Dip  
Sport Ex Med.

## Head Groundsman

Michael Curran  
City & Guilds - Levels 1, 2, 3: Amenity  
Horticulture & Groundsmanship, IOG  
NPC, IOG NTC

## Foundation Manager

Kate Bradley  
0344 372 1892 (Extn 8477)

## Club Doctor

Dr Paul Catterson  
Qualifications: MBBS, MRCP, FCEM, Dip  
SEM, MFSEM, Dip MSK US

## Programme Editor

Rory Mitchinson  
St James' Park, Newcastle Upon Tyne  
NE1 4ST  
0344 372 1892 (Extn 8407)

## Shirt Sponsor

Fun88

## Kit Manufacturer

PUMA

## Ground Capacity at start of the Season

52,305

## Pitch Dimensions

Length: 105 metres Width: 68 metres

## Directors

Lee Charnley

## Official Company Name and Number

Newcastle United Football Company  
Limited  
No. 31014

Home kit



**Colours:** Shirts: Black and  
White Stripes /  
Shorts: Black /  
Socks: Black

Alternative kit 1



**Colours:** Shirts: Dark Green /  
Shorts: Dark Green /  
Socks: Dark Green

Alternative kit 2



**Colours:** Shirts: Bright Orange /  
Shorts: Bright Orange /  
Socks: Bright Orange

Home Goalkeeper



**Colours:** Shirts: Bright Green /  
Shorts: Bright Green /  
Socks: Bright Green

Goalkeeper Alt kit 1



**Colours:** Shirts: Fuschia Purple /  
Shorts: Fuschia Purple /  
Socks: Fuschia Purple

Goalkeeper Alt kit 2



**Colours:** Shirts: Black /  
Shorts: Black /  
Socks: Black

# Norwich City

**Carrow Road**  
**Norwich**  
**NR1 1JE**

**Main Switchboard:** 01603 721902  
**Ticket Office No:** 01603 721902 (opt. 1)  
**reception@canaries.co.uk**  
**www.canaries.co.uk**



**Sporting Director**  
 Stuart Webber

**Chief Operating Officer**  
 Ben Kensell

**Business and Project Director**  
 Zoe Ward

**Club Secretary**  
 Andrew Blofeld  
 01603 810760 (ext. 2001)

**Head Coach**  
 Daniel Farke

**Academy Manager**  
 Steve Weaver

**Chief Financial Officer**  
 Ben Dack

**Head of Communications**  
 To be advised

**Website and Systems Technician**  
 Sarah Cullum  
 01603 218721 (DDI)

**Head of Marketing**  
 Gavin Beard  
 01603 218 725

**Head of Ticketing**  
 Danny Casey  
 01603 218703 (DDI)

**Head of Operations**  
 To be advised

**Community Sports Foundation**  
**Chief Executive Officer**  
 Ian Thornton  
 01603 761122 (ext 1403)

**Stadium Events Operations Manager**  
 Andy Batley  
 01603 218204 (DDI)

**Supporter and Disability Liaison Officer**  
 Stephen Graham

**Inclusion and Anti-Discrimination Officer**  
**/ Designated Safeguarding Officer**  
 Tony Hedges  
 01603 218722 / 07780 475005

**Team Doctor**  
 Nick Wilford  
 MB BS BMedSci(Hons) MScSEM MFSEM

**Head Physiotherapist**  
 Chris Burton  
 BSc (Hons) Physiotherapy, MCSP, HCPC

**Head of Performance**  
 Chris Domogalla

**Head Groundsperson**  
 Gary Kemp

**Shirt Sponsor**  
 Dafabet

**Kit Manufacturer**  
 Errea

**Ground Capacity at start of the Season**  
 27,359

**Pitch Dimensions**  
 Length: 105.2 metres Width: 68 metres

**Directors**  
 Delia Smith  
 Michael Wynn Jones  
 Tom Cooper Smith  
 Michael Foulger  
 Stephan Phillips

**Official Company Name and Number**  
 Norwich City Football Club plc  
 No. 154044

Home kit



**Colours:** Shirts: Yellow and Green /  
 Shorts: Yellow and Green /  
 Socks: Yellow and Green

Alternative kit 1



**Colours:** Shirts: Red and Yellow /  
 Shorts: Red and Yellow /  
 Socks: Red and Yellow

Alternative kit 2



**Colours:** Shirts: Anthracite and Black /  
 Shorts: Anthracite and Black /  
 Socks: Anthracite and Black

Home Goalkeeper



**Colours:** Shirts: Sky Blue /  
 Shorts: Sky Blue /  
 Socks: Sky Blue

Goalkeeper Alt kit 1



**Colours:** Shirts: Light Grey /  
 Shorts: Light Grey /  
 Socks: Light Grey

Goalkeeper Alt kit 2



**Colours:** Shirts: Fluogreen /  
 Shorts: Fluogreen /  
 Socks: Fluogreen



# Sheffield United



**Bramall Lane**  
Sheffield  
S2 4SU

**Correspondence Address:** Football Administration,  
Sheffield United Academy, Firhill Crescent, Sheffield, S4 7DJ.

**Main Switchboard:** 0114 253 7200

**Ticket Office No:** 0114 253 7200

**info@sufc.co.uk**

**www.sufc.co.uk**

## Co-Owners

Kevin McCabe and HRH Prince Abdullah  
Bin Mosaad Abdulaziz Al Saud

## Chief Executive

Stephen Bettis

## Head of Football Administration

Carl Shieber

## Club Secretary

Donna Fletcher

## Manager

Chris Wilder

## Academy Manager

Travis Binnion

## Head of Finance

Debbie Andrew

## Head of Commercial

Paul Reeves  
0114 253 7200

## Press Officer

Kevin Cookson  
0114 253 7200

## Head of Marketing Services

Emma Kirk  
0114 253 7200

## Head of Ticketing

Carrie Sampson  
0114 253 7200

## Facilities Manager

Andrew Udall  
0114 253 7200

## Community Manager

Chris Bailey  
0114 253 7316

## Safety Officer

Jurgen Morten-Hall  
0114 253 7200

## Supporter Liaison Officer

John Garrett  
0114 253 7200

## Disability Liaison Officer

Mel Jackson  
0114 253 7200

## Inclusion and Anti-Discrimination Officer

Dave McCarthy  
0114 253 7200

## Designated Safeguarding Officer

Sue Beeley  
0114 253 7200

## Team Doctor

Dr Alex Worthington  
PG Dip, MB, ChB, BSc Physiotherapy

## Head Physiotherapist

Paul Watson  
BSc(Hons) Physiotherapy MCSP

## Head Groundsperson

Glenn Nortcliffe  
City & Guilds – Level 1 & 2 Horticulture  
and Groundsmanship

## Shirt Sponsor

Union Standard Group

## Kit Manufacturer

adidas

## Ground Capacity at start of the Season

32,125

## Pitch Dimensions

Length: 101 metres Width: 66.7 metres

## Directors

Kevin McCabe  
HRH Prince Abdullah Bin Mosaad-  
-Abdulaziz Al Saud  
Scott McCabe  
Jeremy Tutton  
Yusuf Giansiracusa  
Jan Van Winckel  
H.H. Prince Musa'ad bin Khalid M. bin-  
-Abdulrahman Al Sa'ud  
Tony Currie

## Official Company Name and Number

Sheffield United Football Club Limited  
No. 61564

Home kit



**Colours:** Shirts: Red and  
White / Shorts: Black /  
Socks: Red

Alternative kit 1



**Colours:** Shirts: White and  
Grey / Shorts: White /  
Socks: White and Grey

Alternative kit 2



**Colours:** Shirts: Yellow /  
Shorts: Black /  
Socks: Yellow

Home Goalkeeper



**Colours:** Shirts: Green /  
Shorts: Green /  
Socks: Green

Goalkeeper Alt kit 1



**Colours:** Shirts: Gold /  
Shorts: Gold /  
Socks: Gold

Goalkeeper Alt kit 2



**Colours:** Shirts: Red /  
Shorts: Red /  
Socks: Red

# Southampton

**St Mary's Stadium**  
**Britannia Road**  
**Southampton SO14 5FP**

**Main Switchboard:** 0845 688 9448  
**Ticket Office:** 0845 688 9288  
**Credit Card Bookings:** 02381 780780  
**www.southamptonfc.com**

**Chairman**  
 Jisheng Gao

**Managing Director**  
 Toby Steele

**Club Secretary**  
 Ros Wheeler  
 02380 711931

**Manager**  
 Ralph Hasenhüttl

**Assistant Manager**  
 Danny Röhl

**Academy Manager**  
 Matt Hale

**Commercial Director**  
 David Thomas

**Ticket Office Manager**  
 Matthew Silvester  
 02380 727796

**Safety Officer**  
 Mark Hannibal MBE  
 0845 688 9448

**Club Spokesman**  
 Jordan Sibley  
 0845 688 9448



**Supporter Liaison Officer /  
 Disability Access Officer**

Khali Parsons  
 0845 688 9448

**Team Doctor**

Dr Iñigo Sarriegui  
 BM BSc DipSEM MRCGP MFSEM (UK)  
 DipMSKUS

**Physiotherapists**

Steve Wright  
 BSc (Hons), KCMT MCSP, HCPC

Kevin Mulholland  
 MSc, BSc, BA (Hons), ACPSEM,  
 MCSP, HCPC, ICSP

**Grounds Manager**

Andy Gray  
 NVQL3 Sports Ground Management,  
 NCH - PA1, PA2A & PA6A

**Shirt Sponsor**

LD Sports

**Kit Manufacturer**

Under Armour

**Ground Capacity at start of the Season**

32,384

**Pitch Dimensions**

Length: 105 metres Width: 68 metres

**Directors**

Mr Jisheng Gao  
 Ms Nelly Gao  
 Martin Semmens  
 Toby Steele  
 David Thomas  
 Ross Wilson  
 Tim Greenwell

**Official Company Name and Number**

Southampton Football Club Limited  
 No. 53301

Home kit



**Colours:** Shirts: Red and White  
 Stripe with Black Shoulder  
 Panel / Shorts: Black /  
 Socks: Red and White Stripes

Alternative kit 1



**Colours:** Shirts: Grey with  
 Yellow Panel /  
 Shorts: Yellow /  
 Socks: Yellow

Alternative kit 2



**Colours:** Shirts: White with  
 Navy Shoulder Panel /  
 Shorts: White /  
 Socks: Navy

Home Goalkeeper



**Colours:** Shirts: Sky Blue /  
 Shorts: Sky Blue /  
 Socks: Sky Blue

Goalkeeper Alt kit 1



**Colours:** Shirts: Pink /  
 Shorts: Pink /  
 Socks: Pink

Goalkeeper Alt kit 2



**Colours:** Shirts: Black /  
 Shorts: Black /  
 Socks: Black



# Tottenham Hotspur

Lilywhite House  
782 High Road  
Tottenham  
London N17 0BX

**Main Switchboard:** 0344 499 5000  
**Ticket Office:** 0344 844 0102  
[supporterservices@tottenhamhotspur.com](mailto:supporterservices@tottenhamhotspur.com)  
[www.tottenhamhotspur.com](http://www.tottenhamhotspur.com)

**Chairman**  
Daniel Levy

**Director of Football Operations**  
Rebecca Caplehorn

**Football Secretary**  
Jennifer Urquhart  
020 3544 8667

**Manager**  
Mauricio Pochettino

**Assistant Manager**  
Jesús Pérez

**Head of Academy Coaching and Player Development**  
John McDermott

**Academy Manager**  
Dean Rastrick

**Operations and Finance Director**  
Matthew Collecott

**Head of Marketing**  
Emma Taylor  
020 8365 5085

**Head of Ticketing and Membership**  
Ian Murphy  
020 8365 5095



**Venue Director**  
Andy O'Sullivan  
020 8365 5080

**Stadium Director**  
Jon Babbs  
020 8365 5039

**Senior Safety Officer**  
Eileen Williams MBE  
020 3946 4016

**Supporter Liaison Officer**  
Levi Harris

**Disability Access Officer**  
Oliver Riley

**Team Doctor**  
Dr Chris Hughes  
BSc (Hons) MBBS FFSEM (UK)  
FFSEM (Eire) MRCGP MSc (SEM)  
PGCME PGDip (ETCP) FHEA

**Head Physiotherapist**  
Geoff Scott  
MSc, MBA, MCSP

**Head of Playing Surfaces and Estates**  
Darren Baldwin  
City & Guilds in Groundsmanship  
& Sports Turf Management

**Head of Publications**  
Jon Rayner  
020 3544 8538

**Shirt Sponsor**  
AIA

**Kit Manufacturer**  
Nike

**Ground Capacity at start of the Season**  
62,062

**Pitch Dimensions**  
Length: 105 metres Width: 68 metres

**Directors**  
Daniel Levy  
Matthew Collecott  
Donna-Maria Cullen  
Rebecca Caplehorn

**Official Company Name and Number**  
Tottenham Hotspur Football & Athletic Co  
Ltd  
No. 00057186

Home kit



**Colours:** Shirts: White /  
Shorts: Binary Blue /  
Socks: White

Alternative kit 1



**Colours:** Shirts: Binary Blue /  
Shorts: Binary Blue /  
Socks: Binary Blue

Alternative kit 2



**Colours:** Shirts: Blue Fury /  
Shorts: Blue Fury /  
Socks: Blue Fury

Home Goalkeeper



**Colours:** Shirts: Hyper Jade /  
Shorts: Hyper Jade /  
Socks: Hyper Jade

Goalkeeper Alt kit 1



**Colours:** Shirts: University  
Gold / Shorts: University Gold /  
Socks: University Gold

Goalkeeper Alt kit 2



**Colours:** Shirts: Black /  
Shorts: Black /  
Socks: Black



# Watford

Vicarage Road Stadium  
Watford  
Hertfordshire  
WD18 0ER

**Main Switchboard:** 01923 496000  
**Ticket Office:** 01923 223023  
[www.watfordfc.com](http://www.watfordfc.com)

## Chairman and Chief Executive Officer

Scott Duxbury

## Football Secretary

Gayle Vowels

## Head Coach

Javi Gracia

## Head of Academy

Barry Quin

## Finance Director

Emiliano Russo  
01923 496241

## Global Strategy and Partnerships Director

Spencer Field  
01923 496367

## Commercial Director

Paul O'Brien  
01923 496233

## Ticket Office Manager

Dave Newman  
01923 496254

## Operations Director / Strategic Equality Lead

Glyn Evans  
01923 496374

## Head of Communications and Media Relations

Richard Walker  
07881 658415



## Supporter Liaison Officer / Disability Access Officer

Dave Messenger  
01923 496397

## Operations Manager (Event Safety)

Andy Jenkins  
01923 496355

## Head of Safeguarding

Kim Pearce  
01923 496246

## Team Doctor

Dr Ian Hamilton  
MBBS, MRCGP, MSc (SEM), MFSEM

## Head of Injury Prevention and Rehabilitation

Alberto Leon

## Head Groundsman

Scott Tingley

## Publications Manager

Steve Scott  
01923 496279

## Shirt Sponsor

Sportsbet.io

## Kit Manufacturer

adidas

## Ground Capacity at start of the Season

22,200

## Pitch Dimensions

Length: 105 metres Width: 68 metres

## Directors

Scott Duxbury  
David Fransen (Non-executive director)  
Stuart Timperley (Non-executive director)

## Official Company Name and Number

The Watford Association Football Club  
Limited  
No. 104194

Home kit



**Colours:** Shirts: Yellow and Black /  
Shorts: Black /  
Socks: Yellow

Alternative kit 1



**Colours:** Shirts: Dark Blue /  
Shorts: Dark Blue /  
Socks: Dark Blue

Alternative kit 2



**Colours:** Shirts: Bold Green /  
Shorts: Bold Green /  
Socks: Bold Green

Home Goalkeeper



**Colours:** Shirts: Bold Aqua /  
Shorts: Bold Aqua /  
Socks: Bold Aqua

Goalkeeper Alt kit 1



**Colours:** Shirts: Semi Solar Red /  
Shorts: Semi Solar Red /  
Socks: Semi Solar Red

Goalkeeper Alt kit 2



**Colours:** Shirts: Clear Grey /  
Shorts: Clear Grey /  
Socks: Clear Grey



# West Ham United



**London Stadium**  
**Queen Elizabeth Olympic Park**  
**London**  
**E20 2ST**

**Main Switchboard:** 020 8548 2748  
**Ticket Office:** 0333 030 1966  
**supporterservices@westhamunited.co.uk**  
**www.whufc.com**

## Joint Chairmen

David Sullivan and David Gold

## Vice Chairman

Baroness Brady CBE

## Projects and Stadium Director

Philippa Cartwright

## Head of Matchday Operations

Ben Illingworth

## Club Secretary

Andrew Pincher

## Manager

Manuel Pellegrini

## Assistant Manager

Ruben Cousillas

## Academy Manager

Ricky Martin

## Chief Financial Officer

Andy Mollett  
 020 8548 2768

## Digital and Commercial Director

Karim Virani

## Executive Director, Marketing and Communications

Tara Warren  
 020 8586 8234

## Head of Ticketing

Nicola Keye  
 020 8548 2736

## Director of Health, Safety and Compliance (London Stadium)

Peter Swordy  
 07377 361925

## Head of Football Media Relations

Ben Campbell  
 07548 259926

## Medical Officers

Dr Richard Weiler  
 MBChB, FFSEM (UK), MRCP, MSc SEM, PGCME, FHEA

Dr Tamim Khanbhai  
 MBBS, MRCP, FFSEM, BSc (Hons), MSc SEM, Pg Dip MSK US

## Head of Medical and Sports Science

Richard Collinge  
 MCSP, SRP, MSc Sports Physiotherapy, BSc (Hons) Physiotherapy

## Supporter Services Manager

Jake Heath  
 020 8114 2309

## Disability Access Officer

Julie Pidgeon  
 0333 030 0174

## Head Groundsman

Dougie Robertson  
 HNC in Sports Turf Science

## Programme Editor

Rob Pritchard  
 07595 821867

## Shirt Sponsor

Betway

## Kit Manufacturer

Umbro

## Ground Capacity at start of the Season

60,000

## Pitch Dimensions

Length: 105 metres Width: 68 metres

## Directors

David Sullivan  
 David Gold  
 Baroness Brady CBE  
 Andy Mollett  
 Daniel Harris  
 Tara Warren  
 J. Albert Smith

## Official Company Name and Number

West Ham United Football Club Limited  
 No. 66516

Home kit



**Colours:** Shirts: Claret and Sky Blue /  
 Shorts: Claret /  
 Socks: Claret and Sky Blue

Alternative kit 1



**Colours:** Shirts: White with Sky Blue detail /  
 Shorts: White with Sky Blue detail /  
 Socks: White

Alternative kit 2



**Colours:** Shirts: Dark Blue with Purple detail /  
 Shorts: Dark Blue /  
 Socks: Dark Blue

Home Goalkeeper



**Colours:** Shirts: Green with Black detail /  
 Shorts: Green with Black detail /  
 Socks: Green

Goalkeeper Alt kit 1



**Colours:** Shirts: Yellow with Purple detail /  
 Shorts: Yellow with Purple detail /  
 Socks: Yellow

Goalkeeper Alt kit 2



**Colours:** Shirts: Dark Grey with Black detail /  
 Shorts: Dark Grey with Black detail /  
 Socks: Dark Grey





# Wolverhampton Wanderers

Molineux Stadium  
Waterloo Road  
Wolverhampton  
West Midlands WV1 4QR



**Main Switchboard:** 0371 222 2220  
**Ticket Office No:** 0371 222 1877  
**info@wolves.co.uk**  
**www.wolves.co.uk**

## Executive Chairman

Jeff Shi

## Sporting Director

Kevin Thelwell

## Head of Football Administration

Matt Wild

## Head Coach

Nuno Espírito Santo

## Head of Academy

Scott Sellars

## Chief Finance Officer

Rita Purewal  
01902 687008

## Head of Corporate Sales

Steven Morton  
01902 687049

## Head of Ticketing

James Davies  
01902 687078

## Head of Media

Max Fitzgerald

## Head of Marketing

Russell Jones

## Supporter Liaison Officer

Dave Wood

## Head of Operations

Steve Sutton  
01902 687067

## Head of Community

Will Clowes  
01902 687033

## Disability Liaison

Laura Wright

## Head of Medical Services

Phil Hayward  
MCSP, MMACP

## Team Doctor

Dr Matthew Perry  
MB ChB, MRCP, MSc, MFSEM

## Head Physiotherapist

Oliver Leaper

## Head Groundsman

Wayne Lumbard

## Shirt Sponsor

ManBetX

## Kit Manufacturer

adidas

## Ground Capacity at start of the Season

32,050

## Pitch Dimensions

Length: 105 metres Width: 68 metres

## Directors

Jeff Shi  
John Bowater  
John Gough  
Sky Sun

## Official Company Name and Number

Wolverhampton Wanderers Football Club  
(1986) Ltd  
No. 01989823

Home kit



**Colours:** Shirts: Collegiate Gold and Black / Shorts: Black / Socks: Black and Collegiate Gold

Alternative kit 1



**Colours:** Shirts: Black and Collegiate Gold / Shorts: Black / Socks: Collegiate Gold and Black

Alternative kit 2



**Colours:** Shirts: Bold Green / Shorts: Bold Green / Socks: Bold Green

Home Goalkeeper



**Colours:** Shirts: Semi Solar Green / Shorts: Semi Solar Green / Socks: Semi Solar Green

Goalkeeper Alt kit 1



**Colours:** Shirts: Semi Solar Red / Shorts: Semi Solar Red / Socks: Semi Solar Red

Goalkeeper Alt kit 2



**Colours:** Shirts: Black / Shorts: Black / Socks: Black



# Fixtures





## Premier League

### Fixture List Season 2019/20

Please be aware that fixtures are always subject to change and these will appear in the national press and on premierleague.com.

You are welcome to contact our Public Information Line (020 7864 9000) for up to date fixtures.

Kick off times for Saturdays and Bank Holidays - 15:00 unless stated otherwise.

Kick off times for evening games - 19:45 unless stated otherwise.

#### Friday 9 August 2019

Liverpool v Norwich City 20:00 Sky Sports

#### Saturday 10 August 2019

West Ham United v Manchester City 12:30 BT Sport

A.F.C. Bournemouth v Sheffield United

Burnley v Southampton

Crystal Palace v Everton

Watford v Brighton & Hove Albion

Tottenham Hotspur v Aston Villa 17:30 Sky Sports

#### Sunday 11 August 2019

Leicester City v Wolverhampton Wanderers 14:00

Newcastle United v Arsenal 14:00 Sky Sports

Manchester United v Chelsea 16:30 Sky Sports

#### Saturday 17 August 2019

Arsenal v Burnley 12:30 BT Sport

Aston Villa v A.F.C. Bournemouth

Brighton & Hove Albion v West Ham United

Everton v Watford

Norwich City v Newcastle United

Southampton v Liverpool

Manchester City v Tottenham Hotspur 17:30 Sky Sports

#### Sunday 18 August 2019

Sheffield United v Crystal Palace 14:00 Sky Sports

Chelsea v Leicester City 16:30 Sky Sports

#### Monday 19 August 2019

Wolverhampton Wanderers v Manchester United 20:00 Sky Sports

## Premier League

### Fixture List Season 2019/20

#### Friday 23 August 2019

Aston Villa v Everton 20:00 Sky Sports

#### Saturday 24 August 2019

Norwich City v Chelsea 12:30 BT Sport

Brighton & Hove Albion v Southampton

Manchester United v Crystal Palace

Sheffield United v Leicester City

Watford v West Ham United

Wolverhampton Wanderers v Burnley

Liverpool v Arsenal 17:30 Sky Sports

#### Sunday 25 August 2019

A.F.C. Bournemouth v Manchester City 14:00 Sky Sports

Tottenham Hotspur v Newcastle United 16:30 Sky Sports

#### Saturday 31 August 2019

Southampton v Manchester United 12:30 BT Sport

Chelsea v Sheffield United

Crystal Palace v Aston Villa

Leicester City v A.F.C. Bournemouth

Manchester City v Brighton & Hove Albion

Newcastle United v Watford

West Ham United v Norwich City

Burnley v Liverpool 17:30 Sky Sports

#### Sunday 1 September 2019

Everton v Wolverhampton Wanderers 14:00 Sky Sports

Arsenal v Tottenham Hotspur 16:30 Sky Sports

#### Saturday 14 September 2019

Liverpool v Newcastle United 12:30 BT Sport

Brighton & Hove Albion v Burnley

Manchester United v Leicester City

Sheffield United v Southampton

Tottenham Hotspur v Crystal Palace

Wolverhampton Wanderers v Chelsea

Norwich City v Manchester City 17:30 Sky Sports



## Premier League

### Fixture List Season 2019/20

#### Sunday 15 September 2019

A.F.C. Bournemouth	v	Everton	14:00	Sky Sports
Watford	v	Arsenal	16:30	Sky Sports

#### Monday 16 September 2019

Aston Villa	v	West Ham United	20:00	Sky Sports
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#### Friday 20 September 2019

Southampton	v	A.F.C. Bournemouth	20:00	Sky Sports
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#### Saturday 21 September 2019

Leicester City	v	Tottenham Hotspur	12:30	BT Sport
Burnley	v	Norwich City		
Crystal Palace	v	Wolverhampton Wanderers		
Everton	v	Sheffield United		
Manchester City	v	Watford		
Newcastle United	v	Brighton & Hove Albion	17:30	Sky Sports

#### Sunday 22 September 2019

West Ham United	v	Manchester United	14:00	Sky Sports
Arsenal	v	Aston Villa	16:30	
Chelsea	v	Liverpool	16:30	Sky Sports

#### Saturday 28 September 2019

Sheffield United	v	Liverpool	12:30	BT Sport
A.F.C. Bournemouth	v	West Ham United		
Aston Villa	v	Burnley		
Chelsea	v	Brighton & Hove Albion		
Crystal Palace	v	Norwich City		
Tottenham Hotspur	v	Southampton		
Wolverhampton Wanderers	v	Watford		
Leicester City	v	Newcastle United	17:30	Sky Sports

#### Sunday 29 September 2019

Everton	v	Manchester City	16:30	Sky Sports
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#### Monday 30 September 2019

Manchester United	v	Arsenal	20:00	Sky Sports
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## Premier League

### Fixture List Season 2019/20

#### Saturday 5 October 2019

Brighton & Hove Albion	v	Tottenham Hotspur
Burnley	v	Everton
Liverpool	v	Leicester City
Manchester City	v	Wolverhampton Wanderers
Norwich City	v	Aston Villa
Southampton	v	Chelsea
Watford	v	Sheffield United
West Ham United	v	Crystal Palace

#### Sunday 6 October 2019

Arsenal	v	A.F.C. Bournemouth
Newcastle United	v	Manchester United

#### Saturday 19 October 2019

A.F.C. Bournemouth	v	Norwich City
Aston Villa	v	Brighton & Hove Albion
Chelsea	v	Newcastle United
Crystal Palace	v	Manchester City
Everton	v	West Ham United
Leicester City	v	Burnley
Manchester United	v	Liverpool
Sheffield United	v	Arsenal
Tottenham Hotspur	v	Watford
Wolverhampton Wanderers	v	Southampton

#### Saturday 26 October 2019

Arsenal	v	Crystal Palace
Brighton & Hove Albion	v	Everton
Burnley	v	Chelsea
Liverpool	v	Tottenham Hotspur
Manchester City	v	Aston Villa
Newcastle United	v	Wolverhampton Wanderers
Norwich City	v	Manchester United
Southampton	v	Leicester City
Watford	v	A.F.C. Bournemouth
West Ham United	v	Sheffield United



Premier League  
Fixture List Season 2019/20

**Saturday 2 November 2019**

A.F.C. Bournemouth	v	Manchester United
Arsenal	v	Wolverhampton Wanderers
Aston Villa	v	Liverpool
Brighton & Hove Albion	v	Norwich City
Crystal Palace	v	Leicester City
Everton	v	Tottenham Hotspur
Manchester City	v	Southampton
Sheffield United	v	Burnley
Watford	v	Chelsea
West Ham United	v	Newcastle United

**Saturday 9 November 2019**

Burnley	v	West Ham United
Chelsea	v	Crystal Palace
Liverpool	v	Manchester City
Newcastle United	v	A.F.C. Bournemouth
Norwich City	v	Watford
Southampton	v	Everton
Tottenham Hotspur	v	Sheffield United
Wolverhampton Wanderers	v	Aston Villa

**Sunday 10 November 2019**

Leicester City	v	Arsenal
Manchester United	v	Brighton & Hove Albion

**Saturday 23 November 2019**

A.F.C. Bournemouth	v	Wolverhampton Wanderers
Arsenal	v	Southampton
Aston Villa	v	Newcastle United
Brighton & Hove Albion	v	Leicester City
Crystal Palace	v	Liverpool
Everton	v	Norwich City
Manchester City	v	Chelsea
Sheffield United	v	Manchester United
Watford	v	Burnley
West Ham United	v	Tottenham Hotspur

Premier League  
Fixture List Season 2019/20

**Saturday 30 November 2019**

Burnley	v	Crystal Palace
Chelsea	v	West Ham United
Leicester City	v	Everton
Liverpool	v	Brighton & Hove Albion
Newcastle United	v	Manchester City
Southampton	v	Watford
Tottenham Hotspur	v	A.F.C. Bournemouth
Wolverhampton Wanderers	v	Sheffield United

**Sunday 1 December 2019**

Manchester United	v	Aston Villa
Norwich City	v	Arsenal

**Tuesday 3 December 2019**

Arsenal	v	Brighton & Hove Albion	
Burnley	v	Manchester City	
Leicester City	v	Watford	
Manchester United	v	Tottenham Hotspur	20:00
Sheffield United	v	Newcastle United	
Wolverhampton Wanderers	v	West Ham United	

**Wednesday 4 December 2019**

Chelsea	v	Aston Villa	
Crystal Palace	v	A.F.C. Bournemouth	20:00
Liverpool	v	Everton	20:00
Southampton	v	Norwich City	

**Saturday 7 December 2019**

A.F.C. Bournemouth	v	Liverpool
Aston Villa	v	Leicester City
Brighton & Hove Albion	v	Wolverhampton Wanderers
Everton	v	Chelsea
Manchester City	v	Manchester United
Newcastle United	v	Southampton
Norwich City	v	Sheffield United
Tottenham Hotspur	v	Burnley
Watford	v	Crystal Palace
West Ham United	v	Arsenal



## Premier League

### Fixture List Season 2019/20

#### Saturday 14 December 2019

Arsenal	v	Manchester City
Burnley	v	Newcastle United
Chelsea	v	A.F.C. Bournemouth
Crystal Palace	v	Brighton & Hove Albion
Leicester City	v	Norwich City
Liverpool	v	Watford
Manchester United	v	Everton
Sheffield United	v	Aston Villa
Southampton	v	West Ham United
Wolverhampton Wanderers	v	Tottenham Hotspur

#### Saturday 21 December 2019

A.F.C. Bournemouth	v	Burnley
Aston Villa	v	Southampton
Brighton & Hove Albion	v	Sheffield United
Everton	v	Arsenal
Manchester City	v	Leicester City
Newcastle United	v	Crystal Palace
Norwich City	v	Wolverhampton Wanderers
Tottenham Hotspur	v	Chelsea
Watford	v	Manchester United
West Ham United	v	Liverpool

#### Thursday 26 December 2019

A.F.C. Bournemouth	v	Arsenal
Aston Villa	v	Norwich City
Chelsea	v	Southampton
Crystal Palace	v	West Ham United
Everton	v	Burnley
Leicester City	v	Liverpool
Manchester United	v	Newcastle United
Sheffield United	v	Watford
Tottenham Hotspur	v	Brighton & Hove Albion
Wolverhampton Wanderers	v	Manchester City

## Premier League

### Fixture List Season 2019/20

#### Saturday 28 December 2019

Arsenal	v	Chelsea
Brighton & Hove Albion	v	A.F.C. Bournemouth
Burnley	v	Manchester United
Liverpool	v	Wolverhampton Wanderers
Manchester City	v	Sheffield United
Newcastle United	v	Everton
Norwich City	v	Tottenham Hotspur
Southampton	v	Crystal Palace
Watford	v	Aston Villa
West Ham United	v	Leicester City

#### Wednesday 1 January 2020

Arsenal	v	Manchester United
Brighton & Hove Albion	v	Chelsea
Burnley	v	Aston Villa
Liverpool	v	Sheffield United
Manchester City	v	Everton
Newcastle United	v	Leicester City
Norwich City	v	Crystal Palace
Southampton	v	Tottenham Hotspur
Watford	v	Wolverhampton Wanderers
West Ham United	v	A.F.C. Bournemouth

#### Saturday 11 January 2020

A.F.C. Bournemouth	v	Watford
Aston Villa	v	Manchester City
Chelsea	v	Burnley
Crystal Palace	v	Arsenal
Everton	v	Brighton & Hove Albion
Leicester City	v	Southampton
Manchester United	v	Norwich City
Sheffield United	v	West Ham United
Tottenham Hotspur	v	Liverpool
Wolverhampton Wanderers	v	Newcastle United

#### Saturday 18 January 2020

Arsenal	v	Sheffield United
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## Premier League

### Fixture List Season 2019/20

Brighton & Hove Albion	v	Aston Villa
Burnley	v	Leicester City
Liverpool	v	Manchester United
Manchester City	v	Crystal Palace
Newcastle United	v	Chelsea
Norwich City	v	A.F.C. Bournemouth
Southampton	v	Wolverhampton Wanderers
Watford	v	Tottenham Hotspur
West Ham United	v	Everton

#### Tuesday 21 January 2020

A.F.C. Bournemouth	v	Brighton & Hove Albion	
Aston Villa	v	Watford	
Everton	v	Newcastle United	
Leicester City	v	West Ham United	
Manchester United	v	Burnley	20:00
Sheffield United	v	Manchester City	
Wolverhampton Wanderers	v	Liverpool	

#### Wednesday 22 January 2020

Chelsea	v	Arsenal	
Crystal Palace	v	Southampton	20:00
Tottenham Hotspur	v	Norwich City	

#### Saturday 1 February 2020

A.F.C. Bournemouth	v	Aston Villa
Burnley	v	Arsenal
Crystal Palace	v	Sheffield United
Leicester City	v	Chelsea
Liverpool	v	Southampton
Manchester United	v	Wolverhampton Wanderers
Newcastle United	v	Norwich City
Tottenham Hotspur	v	Manchester City
Watford	v	Everton
West Ham United	v	Brighton & Hove Albion

#### Saturday 8 February 2020 (Five matches will be played on 15 February 2020)

Arsenal	v	Newcastle United
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## Premier League

### Fixture List Season 2019/20

Aston Villa	v	Tottenham Hotspur
Brighton & Hove Albion	v	Watford
Chelsea	v	Manchester United
Everton	v	Crystal Palace
Manchester City	v	West Ham United
Norwich City	v	Liverpool
Sheffield United	v	A.F.C. Bournemouth
Southampton	v	Burnley
Wolverhampton Wanderers	v	Leicester City

#### Saturday 22 February 2020

Arsenal	v	Everton
Burnley	v	A.F.C. Bournemouth
Chelsea	v	Tottenham Hotspur
Crystal Palace	v	Newcastle United
Leicester City	v	Manchester City
Liverpool	v	West Ham United
Manchester United	v	Watford
Sheffield United	v	Brighton & Hove Albion
Southampton	v	Aston Villa
Wolverhampton Wanderers	v	Norwich City

#### Saturday 29 February 2020

A.F.C. Bournemouth	v	Chelsea
Aston Villa	v	Sheffield United
Brighton & Hove Albion	v	Crystal Palace
Everton	v	Manchester United
Manchester City	v	Arsenal
Newcastle United	v	Burnley
Norwich City	v	Leicester City
Tottenham Hotspur	v	Wolverhampton Wanderers
Watford	v	Liverpool
West Ham United	v	Southampton

#### Saturday 7 March 2020

Arsenal	v	West Ham United
Burnley	v	Tottenham Hotspur
Chelsea	v	Everton



## Premier League

### Fixture List Season 2019/20

Crystal Palace	v	Watford
Leicester City	v	Aston Villa
Liverpool	v	A.F.C. Bournemouth
Manchester United	v	Manchester City
Sheffield United	v	Norwich City
Southampton	v	Newcastle United
Wolverhampton Wanderers	v	Brighton & Hove Albion

#### Saturday 14 March 2020

A.F.C. Bournemouth	v	Crystal Palace
Aston Villa	v	Chelsea
Brighton & Hove Albion	v	Arsenal
Everton	v	Liverpool
Manchester City	v	Burnley
Newcastle United	v	Sheffield United
Norwich City	v	Southampton
Tottenham Hotspur	v	Manchester United
Watford	v	Leicester City
West Ham United	v	Wolverhampton Wanderers

#### Saturday 21 March 2020

Burnley	v	Watford
Chelsea	v	Manchester City
Leicester City	v	Brighton & Hove Albion
Liverpool	v	Crystal Palace
Manchester United	v	Sheffield United
Newcastle United	v	Aston Villa
Norwich City	v	Everton
Southampton	v	Arsenal
Tottenham Hotspur	v	West Ham United
Wolverhampton Wanderers	v	A.F.C. Bournemouth

#### Saturday 4 April 2020

A.F.C. Bournemouth	v	Newcastle United
Arsenal	v	Norwich City
Aston Villa	v	Wolverhampton Wanderers
Brighton & Hove Albion	v	Manchester United
Crystal Palace	v	Burnley

## Premier League

### Fixture List Season 2019/20

Everton	v	Leicester City
Manchester City	v	Liverpool
Sheffield United	v	Tottenham Hotspur
Watford	v	Southampton
West Ham United	v	Chelsea

#### Saturday 11 April 2020

Burnley	v	Sheffield United
Chelsea	v	Watford
Leicester City	v	Crystal Palace
Liverpool	v	Aston Villa
Manchester United	v	A.F.C. Bournemouth
Newcastle United	v	West Ham United
Norwich City	v	Brighton & Hove Albion
Southampton	v	Manchester City
Tottenham Hotspur	v	Everton
Wolverhampton Wanderers	v	Arsenal

#### Saturday 18 April 2020

A.F.C. Bournemouth	v	Tottenham Hotspur
Arsenal	v	Leicester City
Aston Villa	v	Manchester United
Brighton & Hove Albion	v	Liverpool
Crystal Palace	v	Chelsea
Everton	v	Southampton
Manchester City	v	Newcastle United
Sheffield United	v	Wolverhampton Wanderers
Watford	v	Norwich City
West Ham United	v	Burnley

#### Saturday 25 April 2020

A.F.C. Bournemouth	v	Leicester City
Aston Villa	v	Crystal Palace
Brighton & Hove Albion	v	Manchester City
Liverpool	v	Burnley
Manchester United	v	Southampton
Norwich City	v	West Ham United
Sheffield United	v	Chelsea





## Premier League Fixture List Season 2019/20

Tottenham Hotspur	v	Arsenal
Watford	v	Newcastle United
Wolverhampton Wanderers	v	Everton

### Saturday 2 May 2020

Arsenal	v	Liverpool
Burnley	v	Wolverhampton Wanderers
Chelsea	v	Norwich City
Crystal Palace	v	Manchester United
Everton	v	Aston Villa
Leicester City	v	Sheffield United
Manchester City	v	A.F.C. Bournemouth
Newcastle United	v	Tottenham Hotspur
Southampton	v	Brighton & Hove Albion
West Ham United	v	Watford

### Saturday 9 May 2020

A.F.C. Bournemouth	v	Southampton
Aston Villa	v	Arsenal
Brighton & Hove Albion	v	Newcastle United
Liverpool	v	Chelsea
Manchester United	v	West Ham United
Norwich City	v	Burnley
Sheffield United	v	Everton
Tottenham Hotspur	v	Leicester City
Watford	v	Manchester City
Wolverhampton Wanderers	v	Crystal Palace

### Sunday 17 May 2020

Arsenal	v	Watford
Burnley	v	Brighton & Hove Albion
Chelsea	v	Wolverhampton Wanderers
Crystal Palace	v	Tottenham Hotspur
Everton	v	A.F.C. Bournemouth
Leicester City	v	Manchester United
Manchester City	v	Norwich City
Newcastle United	v	Liverpool
Southampton	v	Sheffield United
West Ham United	v	Aston Villa

## England's International Fixture List 2019/20 (all dates subject to change) UEFA Euro 2020 Qualifier

England	v	Bulgaria	Saturday 7 September 2019
England	v	Kosovo	Tuesday 10 September 2019
Czech Republic	v	England	Friday 11 October 2019
Bulgaria	v	England	Monday 14 October 2019
England	v	Montenegro	Thursday 14 November 2019
Kosovo	v	England	Sunday 17 November 2019

## The Football Association Challenge Cup (all dates subject to change) Dates for Matches in Competition Proper - Season 2019/20

Round One	Saturday* 9 November 2019
Round Two	Saturday* 30 November 2019
Round Three	Saturday* 4 January 2020
Round Four	Saturday* 25 January 2020
Round Five	Saturday* 4 March 2020
Round Six	Saturday* 21 March 2020
Semi-finals	Saturday 18 and Sunday 19 April 2020
Final	Saturday 23 May 2020

\* games played over a range of days

## The English Football League Cup (all dates subject to change) Season 2019/20

Round One	week commencing 12 August 2019
Round Two	week commencing 26 August 2019
Round Three	week commencing 23 September 2019
Round Four	week commencing 28 October 2019
Round Five	week commencing 16 December 2019
Semi-finals (First Leg)	week commencing 6 January 2020
Semi-finals (Second Leg)	week commencing 27 January 2020
Final	Sunday 1 March 2020



## UEFA Club Competition Dates 2019/20 (all dates subject to change)

### English Representatives

UEFA Champions League – Manchester City, Liverpool, Chelsea, Tottenham Hotspur

UEFA Europa League – Arsenal, Manchester United, Wolverhampton Wanderers

### UEFA Super Cup

Liverpool v Chelsea Wednesday 14 August 2019

### UEFA Champions League

First Qualifying Round (First Leg)	Tues/Wed 9/10 July 2019
First Qualifying Round (Second Leg)	Tues/Wed 16/17 July 2019
Second Qualifying Round (First Leg)	Tues/Wed 23/24 July 2019
Second Qualifying Round (Second Leg)	Tues/Wed 30/31 July 2019
Third Qualifying Round (First Leg)	Tues/Weds 6/7 August 2019
Third Qualifying Round (Second Leg)	Tues/Wed 13/14 August 2019
Play-Off (First Leg)	Tues/Wed 20/21 August 2019
Play-Off (Second Leg)	Tues/Wed 27/28 August 2019
Group Stage - Match 1	Tues/Wed 17/18 September 2019
Group Stage - Match 2	Tues/Wed 1/2 October 2019
Group Stage - Match 3	Tues/Wed 22/23 October 2019
Group Stage - Match 4	Tues/Wed 5/6 November 2019
Group Stage - Match 5	Tues/Wed 26/27 November 2019
Group Stage - Match 6	Tues/Wed 10/11 December 2019
Round of 16 (First Leg)	Tues/Wed 18/19 and 25/26 February 2020
Round of 16 (Second Leg)	Tues/Wed 10/11 and 17/18 March 2020
Quarter Finals (First Leg)	Tues/Wed 7/8 April 2020
Quarter Finals (Second Leg)	Tues/Wed 14/15 April 2020
Semi Finals (First Leg)	Tues/Wed 28/29 April 2020
Semi Finals (Second Leg)	Tues/Wed 5/6 May 2020
Final	Saturday 30 May 2020

### UEFA Europe League

First Qualifying Round (First Leg)	Thursday 11 July 2019
First Qualifying Round (Second Leg)	Thursday 18 July 2019
Second Qualifying Round (First Leg)	Thursday 25 July 2019
Second Qualifying Round (Second Leg)	Thursday 1 August 2019
Third Qualifying Round (First Leg)	Thursday 8 July 2019
Third Qualifying Round (Second Leg)	Thursday 15 August 2019
Play-Off (First Leg)	Thursday 22 August 2019
Play-Off (Second Leg)	Thursday 29 August 2019
Group Stage – Match 1	Thursday 19 September 2019
Group Stage – Match 2	Thursday 3 October 2019
Group Stage – Match 3	Thursday 24 October 2019
Group Stage – Match 4	Thursday 7 November 2019
Group Stage – Match 5	Thursday 28 November 2019
Group Stage – Match 6	Thursday 12 December 2019
Round of 32 (First Leg)	Thursday 20 February 2020
Round of 32 (Second Leg)	Thursday 27 February 2020
Round of 16 (First Leg)	Thursday 12 March 2020
Round of 16 (Second Leg)	Thursday 19 March 2020
Quarter Finals (First Leg)	Thursday 9 April 2020
Quarter Finals (Second Leg)	Thursday 16 April 2020
Semi Finals (First Leg)	Thursday 30 April 2020
Semi Finals (Second Leg)	Thursday 7 May 2020
Final	Wednesday 27 May 2020



# Premier League Rules



# Rules of the Premier League

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## Contents



# Definitions and Interpretation

## Section A: Definitions and Interpretation

## Section A: Definitions and Interpretation

Definitions	
A.1.	In these Rules:
A.1.1.	<b>“Accounting Reference Period”</b> means the period in respect of which Annual Accounts are prepared;
A.1.2.	<b>“Activity”</b> means any activity or series of activities, organised or arranged by or in the name of a Club, for Children and/or Adults at Risk (and/or to be attended by such individual(s));
A.1.3.	<b>“the Act”</b> means the Companies Act 2006 (save for in Section X of these Rules, where it shall have the meaning set out in Rule X.1.1);
A.1.4.	<b>“the 1986 Act”</b> has the meaning set out in Rule E.30.1;
A.1.5.	<b>“Adjusted Earnings Before Tax”</b> means Earnings Before Tax adjusted to exclude costs (or estimated costs as the case may be) in respect of the following: <ul style="list-style-type: none"> <li>(a) depreciation and/or impairment of tangible fixed assets, amortisation or impairment of goodwill and other intangible assets (but excluding amortisation of the costs of Players’ registrations);</li> <li>(b) Women’s Football Expenditure;</li> <li>(c) Youth Development Expenditure; and</li> <li>(d) Community Development Expenditure.</li> </ul> <p>Each of Youth Development Expenditure, Women’s Football Expenditure and Community Development Expenditure shall only be excluded from the calculation of Adjusted Earnings Before Tax if separately disclosed:</p> <ul style="list-style-type: none"> <li>(e) by way of notes to the Annual Accounts; or</li> <li>(f) by way of supplementary information which reconciles to the Annual Accounts and which has been subject to independent audit;</li> </ul>
A.1.6.	<b>“Adult at Risk”</b> means an adult who has needs for care and support (whether or not the local authority is meeting any of those needs) and is experiencing, or is at risk of, abuse or neglect and as a result of those care and support needs is unable to protect himself from either the risk of or the experience of abuse or neglect. This may include (but is not limited to) people with learning disabilities, sensory impairments, mental health needs, elderly people and people with a physical disability or impairment. It may also include people who are affected by the circumstances that they are living in, for example, experiencing domestic violence;
A.1.7.	<b>“Amateur Player”</b> means any player (other than an Academy Player) who is registered to play or intends to be registered to play for a Club and who is registered with The Football Association as an amateur in accordance with the FIFA Regulations on the Status and Transfer of Players;

A.1.8.	<b>“Annual Accounts”</b> means: <ul style="list-style-type: none"> <li>(a) the accounts which each Club’s directors are required to prepare pursuant to section 394 of the Act; or</li> <li>(b) if the Club considers it appropriate or the Board so requests, the Group Accounts of the Group of which the Club is a member and which it is required to prepare pursuant to section 399 of the Act, or which it is required to deliver to the Registrar of Companies pursuant to section 400(2)(e) or section 401(2)(f) of the Act,</li> </ul> <p>provided that in either case the accounts are prepared to an accounting reference date (as defined in section 391 of the Act) which falls between 31 May and 31 July inclusive. If the accounting reference date falls at any other time, separate accounts for the Club or the Group (as appropriate) must be prepared for a period of twelve months ending on a date between 31 May and 31 July inclusive, and in such a case “Annual Accounts” means those accounts.</p> <p>Annual Accounts must be prepared and audited in accordance with all legal and regulatory requirements applicable to accounts prepared pursuant to section 394 of the Act;</p>
A.1.9.	<b>“Appeal Board”</b> means the body having appellate jurisdiction under these Rules appointed by the Chair of the Judicial Panel under the provisions of Rule W.57;
A.1.10.	<b>“Appeals Panel”</b> means the panel of individuals of that name appointed in accordance with the terms of reference of the Judicial Panel, set out at Appendix 13 to these Rules;
A.1.11.	<b>“Articles”</b> means the Articles of Association of the League and reference to a number following the word ‘Article’ is a reference to an article so numbered in the Articles;
A.1.12.	<b>“Artificial Surface”</b> means any playing surface which is not or not intended to be predominantly natural grass;
A.1.13.	<b>“Associate”</b> means, in relation to an individual, any other individual who is: <ul style="list-style-type: none"> <li>(a) the spouse or civil partner of that individual;</li> <li>(b) a relative of that individual or of his spouse or civil partner; or</li> <li>(c) the spouse or civil partner of a relative of that individual or of their spouse or civil partner;</li> </ul>
A.1.14.	<b>“Associated Person”</b> has the meaning given to it in Rule S.14;
A.1.15.	<b>“Associated Undertaking”</b> means an undertaking in which another undertaking has a participating interest and over whose operating and financial policy it exercises a significant influence, and which is not a Parent Undertaking or Subsidiary Undertaking;



## Section A: Definitions and Interpretation

## Section A: Definitions and Interpretation

A.1.16.	<b>“Authorised Signatory”</b> means an Official of a Club duly authorised by a resolution of its board of directors to sign Forms either as required by these Rules or in connection with a Club’s application for a UEFA Club Licence, whose particulars shall have first been submitted to the Board in Form 1;
A.1.17.	<b>“Averaged Three Year Player Trading Profit”</b> means the average profit from player trading realised by the Club over the three Contract Years: T; T-1; and T-2, as disclosed in the Club’s Annual Accounts;
A.1.18.	<b>“Bankruptcy Order”</b> means an order adjudging an individual bankrupt;
A.1.19.	<b>“Bankruptcy Restriction Order”</b> and <b>“Interim Bankruptcy Restriction Order”</b> mean orders made under the provisions of Schedule 4A of the 1986 Act;
A.1.20.	<b>“Basic Award Fund”</b> means the fund established out of UK Broadcast Revenue and distributed in accordance with Rule D.17.1;
A.1.21.	<b>“Board”</b> means the board of directors for the time being of the League (or its designee);
A.1.22.	<b>“Broadcaster”</b> means a Radio Broadcaster, a UK Broadcaster or an International Broadcaster;
A.1.23.	<b>“Cash Losses”</b> means aggregate Adjusted Earnings Before Tax after: <ul style="list-style-type: none"> <li>(a) write back of:           <ul style="list-style-type: none"> <li>(i) amortisation and/or impairment of Players’ registrations; and</li> <li>(ii) profit or loss on the transfer of Players’ registrations; and</li> </ul> </li> <li>(b) inclusion of net cash flow in respect of transfers of Players’ registrations;</li> </ul>
A.1.24.	<b>“Chair of the Judicial Panel”</b> means the individual appointed to that position in accordance with Rule W.14 and the terms of reference of the Judicial Panel, set out at Appendix 13 to these Rules;
A.1.25.	<b>“Central Funds”</b> has the meaning set out in Rule E.26.1;
A.1.26.	<b>“Chairman”</b> means the Person appointed as the Chairman pursuant to Article 42 of the Articles or any acting Chairman appointed pursuant to Article 57.1;
A.1.27.	<b>“Champions’ Features”</b> has the meaning set out in Rule K.105;
A.1.28.	<b>“Child”</b> and <b>“Children”</b> mean any Person or Persons under the age of 18 years;
A.1.29.	<b>“clear days”</b> in relation to the period of a notice means that period excluding the day when the notice is given or deemed to be given and the day for which it is given or on which it is to take effect;
A.1.30.	<b>“Close Season”</b> means the period between the end of one Season (ie, from the end of the relevant Club’s final League Match of the Season or, if the relevant Club qualifies for the FA Cup Final in that Season, the end of the FA Cup Final) and the commencement of the next Season (ie, midnight on the day before the first League Match in that Season);

A.1.31.	<b>“Club”</b> means an association football club in membership of the League and: <ul style="list-style-type: none"> <li>(a) for the purposes of Rules E.40 to E.49 inclusive includes any club which is entitled to be promoted from The Football League to the League;</li> <li>(b) for the purposes of Rules A.1.50, A.1.56, A.1.192, and Sections F and H of these Rules (including any Forms prescribed therein) includes any Associated Undertaking, Fellow Subsidiary Undertaking, Group Undertaking, or Parent Undertaking of such Club; and</li> <li>(c) for the purposes of Section G of these Rules, Rules I.1 to I.7 and Rule J.3 (and including any Forms prescribed therein) includes any Associated Undertaking, Fellow Subsidiary Undertaking, Group Undertaking, Parent Undertaking or Subsidiary Undertaking of such Club;</li> </ul>
A.1.32.	<b>“club”</b> means an association football club not in membership of the League;
A.1.33.	<b>“Club Own Revenue Uplift”</b> means any increase in a Club’s revenue in a Contract Year when compared with its revenue in either: (1) the prior Contract Year; or (2) Contract Year 2012/13, as elected by the Club in accordance with Rule E.18 (in each case, excluding Central Funds fee payments from its revenue in both relevant Contract Years). The Board may if necessary adjust the calculation of a Club Own Revenue Uplift: <ul style="list-style-type: none"> <li>(a) to ensure that it is calculated on a like-for-like basis; and/or</li> <li>(b) to restate to Fair Market Value any consideration which arises from a Related Party Transaction.</li> </ul> <p>The Board shall not make any such adjustment without first having given the Club reasonable opportunity to make submissions as to whether such adjustment is necessary and/or (where paragraph (b) above applies) what constitutes the Fair Market Value of the said consideration;</p>
A.1.34.	<b>“Club Radio Contract”</b> means any contract upon terms complying in all respects with any directive issued by the League pursuant to Rule D.6 and made between any Club and the local or regional independent radio station or BBC local radio station within whose transmission area the Club’s Stadium is situated;
A.1.35.	<b>“Club Shirt Sponsor Contract”</b> means any contract between any Club and any Person (not being the manufacturer, producer or distributor of that Club’s Strip) providing for the exhibition upon that Club’s Strip of the agreed prime brand of that Person in accordance with Rule M.30;
A.1.36.	<b>“Commercial Contract”</b> means any contract entered into by the League relating to sponsorship or like transactions or other matters materially affecting the commercial interests of Clubs other than an International Broadcast Contract, a UK Broadcast Contract or a Radio Contract;
A.1.37.	<b>“Commercial Contract Revenue”</b> means revenue received by the League under any Commercial Contract;
A.1.38.	<b>“Commission”</b> means a commission appointed by the Chair of the Judicial Panel under the provisions of Rule W.16;



## Section A: Definitions and Interpretation

## Section A: Definitions and Interpretation

A.1.39.	<b>“Community Development Expenditure”</b> means: (a) net expenditure by a Club directly attributable to activities (whether in the United Kingdom or abroad) for the public benefit to promote participation in sport and advance social development; and (b) donations made by the Club: (i) to United Kingdom charities in a form recognised by such charities; and/or (ii) for foreign charitable purposes in a form which (had the donations been made to registered United Kingdom charities) would have been recognised as charitable;
A.1.40.	<b>“Company Secretary”</b> means the Person whose particulars are registered or registrable as the secretary of the League pursuant to section 276 of the Act, and shall include any joint, assistant or deputy secretary;
A.1.41.	<b>“Compensation Fee”</b> means any sum of money or other consideration (exclusive of value added tax) payable by a Transferee Club to a Transferor Club upon the permanent transfer of the registration of a Contract Player or in respect of an Out of Contract Player;
A.1.42.	<b>“Compensation Fee Account”</b> means the account bearing that name at Barclays Bank Plc into which Compensation Fees, Loan Fees (including, in both cases, instalments thereof) and Contingent Sums are payable as set out in Rule V.29;
A.1.43.	<b>“Concert Party”</b> means any Person with which any relevant Person is acting in concert within the meaning of paragraphs (2) to (5) (inclusive) of the definition of “acting in concert” in the City Code on Takeovers and Mergers, or would be so acting in concert if the City Code on Takeovers and Mergers applied in the relevant case;
A.1.44.	<b>“Conditional Contract”</b> means a playing contract between a Club and a Player which is determinable by the Player at any time;
A.1.45.	<b>“Connected Person”</b> means any Person who directly or indirectly possesses or is entitled to acquire more than 30 per cent of: (a) the issued ordinary share capital of the company; (b) the loan capital (save where loan capital was acquired in the ordinary course of the business of lending money) and issued share capital of the company; or (c) the assets of the company which would be available for distribution to equity holders in the event of winding up of the company;
A.1.46.	<b>“Content Session”</b> has the meaning set out in Rule K.90;
A.1.47.	<b>“Contingent Sum”</b> means any sum of money (exclusive of value added tax) additional to a Compensation Fee, payable upon the happening of a contingent event by a Transferee Club to a Transferor Club consequent upon the transfer of the registration of a player (whether that transfer is permanent or temporary);

A.1.48.	<b>“Contract Player”</b> means any player (other than an Academy Player) who has entered into a written contract of employment with a Club;
A.1.49.	<b>“Contract Year”</b> means the period beginning on 1 July in any year and ending on the following 30 June;
A.1.50.	<b>“Control”</b> means the power of a Person to exercise, or to be able to exercise or acquire, direct or indirect control over the policies, affairs and/or management of a Club, whether that power is constituted by rights or contracts (either separately or in combination) and having regard to the considerations of fact or law involved, and, without prejudice to the generality of the foregoing, Control shall be deemed to include: (a) the power (whether directly or indirectly and whether by the ownership of share capital, by the possession of voting power, by contract or otherwise including without limitation by way of membership of any Concert Party) to appoint and/or remove all or such of the members of the board of directors of the Club as are able to cast a majority of the votes capable of being cast by the members of that board; and/or (b) the holding and/or possession of the beneficial interest in, and/or the ability to exercise the voting rights applicable to, Shares in the Club (whether directly, indirectly (by means of holding such interests in one or more other persons) or by contract including without limitation by way of membership of any Concert Party) which confer in aggregate on the holder(s) thereof 30 per cent or more of the total voting rights exercisable at general meetings of the Club.  For the purposes of the above, any rights or powers of a Nominee for any Person or of an Associate of any Person or of a Connected Person to any Person shall be attributed to that Person;
A.1.51.	<b>“Conviction”</b> means a finding by a court anywhere in the world that a Person has committed an offence or carried out the act for which he was charged, and Convicted shall be construed accordingly;
A.1.52.	<b>“Countdown to Kick-Off”</b> means, in respect of each League Match, the document agreed between the Home Club and the Match Manager (and approved by the League) in advance, setting out the timings according to which (among other things) the participating Clubs should line up in the tunnel area and process onto the pitch;

### Guidance

The Countdown to Kick-Off in respect of each League Match must be approved by the Premier League in advance. Where Clubs wish to engage in in-Stadium activity of any kind: (a) in the period between 15 minutes prior to kick-off and the kick-off itself; (b) during half-time and/or (c) in the period between the final whistle and 15 minutes following the conclusion of the League Match (whether by way of remembrance, tribute, celebration or otherwise), such activity must be notified to the League as far in advance of the League Match as reasonably practicable (and, in any event, no later than seven days prior to the League Match). Any such activity that is not notified to the League within that deadline will only be approved by the Board in exceptional circumstances.

A.1.53. **“Crowd Doctor”** means the Official described in Rules O.9 to O.11;



## Section A: Definitions and Interpretation

A.1.54.	<b>“DBS”</b> means the Disclosure and Barring Service, being a non-departmental public body of the Home Office which, amongst other things, processes requests for criminal records checks and barred list information, or any successor body which carries out its functions;
A.1.55.	<b>“Declaration”</b> means a declaration in Form 5;
A.1.56.	Subject to Rule A.1.57, <b>“Director”</b> means any Person occupying the position of director of a Club whose particulars are registered or registrable under the provisions of section 162 of the Act and includes a shadow director, that is to say, a Person in accordance with whose directions or instructions the directors of the Club are accustomed to act, or a Person having Control over the Club, or a Person exercising the powers that are usually associated with the powers of a director of a company;
A.1.57.	For the purposes of Rules H.1 to H.9: (a) a Person shall be excluded from the definition of Director set out in Rule A.1.56 if (and only if): (i) he falls within the said definition of Director solely because Rule A.1.50(b) applies to him; (ii) his aggregate interest (of the kind set out in Rule A.1.50(b)) in the Shares conferring voting rights exercisable at general meetings of the Club is less than 50%; and (b) the Official referred to in Rule J.1.1 shall be included in that definition;
A.1.58.	<b>“Disciplinary Panel”</b> means the panel of individuals of that name appointed in accordance with the terms of reference of the Judicial Panel, set out at Appendix 13 to these Rules;
A.1.59.	<b>“Disclosure”</b> means the service provided by the DBS to Persons registered with it;
A.1.60.	<b>“Earnings Before Tax”</b> means profit or loss after depreciation and interest but before tax, as shown in the Annual Accounts;
A.1.61.	<b>“Equal Share Distribution Method”</b> means, in respect of the League’s distribution of any element of Central Funds, the distribution of such funds in equal shares, with one share distributed to each Club;
A.1.62.	<b>“Events of Insolvency”</b> means the events set out in Rule E.30;
A.1.63.	<b>“Facility Fees Fund”</b> means the fund established out of UK Broadcast Revenue and distributed in accordance with Rule D.17.3;
A.1.64.	<b>“Faculty”</b> has the meaning set out in Rule O.10;
A.1.65.	<b>“F.A. Cup”</b> means the Football Association Challenge Cup competition;
A.1.66.	<b>“Fair Market Value”</b> means the amount for which an asset could be sold, licensed or exchanged, a liability settled, or a service provided, between knowledgeable, willing parties in an arm’s length transaction;
A.1.67.	<b>“Feature Session”</b> has the meaning set out in Rule K.103;

## Section A: Definitions and Interpretation

A.1.68.	<b>“Fellow Subsidiary Undertaking”</b> has the meaning set out in section 1161(4) of the Act;
A.1.69.	<b>“FIFA”</b> means the Fédération Internationale de Football Association;
A.1.70.	<b>“Financial Institution”</b> means any entity which is incorporated in, or formed under the law of any part of the United Kingdom, and which has permission under Part 4a of the Financial Services and Markets Act 2000 to carry on the regulated activity of accepting deposits (within the meaning of section 22 of that statute, taken with Schedule 2 and any order under section 22) but such definition shall not include: (a) a building society (within the meaning of section 119 of the Building Societies Act 1986); or (b) a credit union (within the meaning of section 31 of the Credit Unions Act 1979);
A.1.71.	<b>“Fixed Central Funds Distribution Ratio”</b> means a ratio reflecting the fact that, in respect of any one Season, the maximum possible Central Funds distribution that one Club could receive is an amount equal to 180% of the minimum possible Central Funds distribution that one Club could receive;

### Guidance

For the purposes of calculating the Fixed Central Funds Distribution Ratio, the ‘maximum’ referred to is the total that a Club would receive if it finished the Season as League Champions and received the highest possible number of facility fees. The ‘minimum’ is the total that a Club would receive if it finished in 20th position and received the lowest possible number of facility fees.

A.1.72.	<b>“The Football Association”</b> means The Football Association Limited;
A.1.73.	<b>“The Football Association Rules”</b> means the rules and regulations for the time being of The Football Association;
A.1.74.	<b>“Football Creditor”</b> has the meaning set out in Rule E.36;
A.1.75.	<b>“The Football League”</b> means The Football League Limited and/or the league competitions organised by it, as appropriate;
A.1.76.	<b>“The Football League Cup”</b> means the cup competition organised by the board of The Football League;
A.1.77.	<b>“Form”</b> means the appropriate form or substantially the same form as that prescribed in these Rules;
A.1.78.	<b>“Future Financial Information”</b> has the meaning set out in Rule E.11;
A.1.79.	<b>“Gambling Related Agreement”</b> means any agreement: (i) which concerns any advertising, marketing, promotion, supply or provision of betting, gaming, lottery or other gambling related products, services, brands or facilities (whether as part of a Club Shirt Sponsor Contract, the appointment of a gambling partner or otherwise); and/or (ii) where the business activities of any of the parties (or of an Associated Undertaking or Group Undertaking of any of the parties) to such agreement include the provision of betting, gaming, lottery or other gambling related products, services or facilities;



## Section A: Definitions and Interpretation

A.1.80.	<b>“General Meeting”</b> means any meeting of the members of the League duly called in accordance with the provisions of Article 18;
A.1.81.	<b>“Goal Line Technology”</b> means all necessary equipment for the purpose of assisting the referee to determine whether, in a League Match, a goal has been scored;
A.1.82.	<b>“Group Accounts”</b> mean accounts that a Club is required to prepare pursuant to section 399 of the Act, or which its Parent Undertaking is required to deliver to the registrar of companies pursuant to section 400(2)(e) or section 401(2)(f) of the Act;
A.1.83.	<b>“Group Undertaking”</b> has the meaning set out in section 1161(5) of the Act;
A.1.84.	<b>“Hardwiring”</b> means the permanent installation of cabling, to the League’s specification, to enable the uninterrupted live Transmission of League Matches and “Hardwired” shall be construed accordingly;
A.1.85.	<b>“Head of Safeguarding”</b> means the member of Staff appointed to that role by each Club in accordance with Rule S.4;
A.1.86.	<b>“HMRC”</b> means Her Majesty’s Revenue and Customs or such other government department(s) that may replace the same;
A.1.87.	<b>“Holding”</b> means the holding and/or possession of the beneficial interest in, and/or the ability to exercise the voting rights applicable to, Shares in the Club (whether directly, indirectly (by means of holding such interests in one or more other Persons) or by contract including without limitation by way of membership of any Concert Party) which confer any voting rights exercisable at general meetings of the Club.  For the purposes of the above, any rights or powers of a Nominee for any Person shall be attributed to that Person, that is to say any rights or powers which another Person possesses on his behalf or may be required to exercise at his direction or on his behalf and any rights or powers of any other Person which is a Connected Person to any Person shall be attributed to that Person;
A.1.88.	<b>“Home Club”</b> means the Club at whose Stadium a League Match is or was or should be or should have been played or, where the Clubs participating in that League Match share a Stadium, the Club whose name first appears in respect of that League Match on the League’s fixture list;
A.1.89.	<b>“Home Grown Player”</b> means a Player who, irrespective of his nationality or age, has been registered with any Club (or club) affiliated to The Football Association or the Football Association of Wales for a period, continuous or not, of three Seasons or 36 months prior to his 21 <sup>st</sup> birthday (or the end of the Season during which he turns 21) and, for the purposes of this definition of “Home Grown Player”, a Season will be deemed to commence on the date on which the relevant Summer Transfer Window closes and expire on the date of the final League Match of the Season;
A.1.90.	<b>“Host Broadcaster”</b> has the meaning set out in Rule K.112.1;
A.1.91.	<b>“Image Contract”</b> means any contract whereby a Player transfers to any Person the right to exploit his image or reputation either in relation to football or non-footballing activities;

## Section A: Definitions and Interpretation

A.1.92.	<b>“Image Contract Payment”</b> means any payment made or liability incurred by or on behalf of a Club to such a Person in order to acquire that right;
A.1.93.	<b>“Individual Voluntary Arrangement”</b> means an arrangement made under the provisions of Part VIII of the 1986 Act;
A.1.94.	<b>“Intermediary”</b> means any Person who qualifies as an Intermediary for the purposes of the FA Regulations on Working with Intermediaries (as amended from time to time);
A.1.95.	<b>“International Broadcaster”</b> means a Person with which the League has entered into an International Broadcast Contract and which is entitled to effect the Transmission of League Matches in accordance with the terms of that contract;
A.1.96.	<b>“International Broadcast Contract”</b> means any contract entered into by the League for the Transmission of League Matches outside the United Kingdom, the Republic of Ireland, the Isle of Man and the Channel Islands;
A.1.97.	<b>“International Broadcast Revenue”</b> means revenue received by the League under any International Broadcast Contract;
A.1.98.	<b>“International Broadcast Revenue Excess”</b> means, in respect of any one Season, the Net Distributable International Broadcast Revenue in excess of the International Broadcast Threshold Amount;
A.1.99.	<b>“International Broadcast Threshold Amount”</b> means the figure notified to Clubs each Season, calculated to reflect an increase from the Season three years prior in accordance with the Three-Year Compound CPI Formula;
A.1.100.	<b>“International Content Session”</b> has the meaning set out in Rule K.98;
A.1.101.	<b>“International Transfer”</b> means the transfer of the registration of a player to a Club in respect of which an international transfer certificate is required under the provisions of the FIFA Regulations on the Status and Transfer of Players;
A.1.102.	<b>“International TV Commentary Positions”</b> means the commentary positions more particularly described in Rules K.53 and K.54;
A.1.103.	<b>“Interview Backdrops”</b> means backdrops against which interviews must, where specified by these Rules, be conducted. The Interview Backdrops will be provided to Clubs from time to time by the League;
A.1.104.	<b>“Judicial Panel”</b> means the panel of individuals, comprising the Disciplinary Panel and Appeals Panel, appointed in accordance with the terms of reference of the Judicial Panel, set out at Appendix 13 to these Rules;
A.1.105.	<b>“Lead Disclosure Officer”</b> means the member of Staff appointed to that role by each Club in accordance with Rule S.21;
A.1.106.	<b>“League”</b> means The Football Association Premier League Limited;
A.1.107.	<b>“League Champions”</b> has the meaning set out in Rule C.11;

## Section A: Definitions and Interpretation

A.1.108.	<b>“League Match”</b> means a first team match played under the jurisdiction of the League;
A.1.109.	<b>“League Office”</b> means the registered office for the time being of the League;
A.1.110.	<b>“Licensing Manual”</b> means the manual in which are set out procedures agreed between The Football Association and the League relating to applications for and the granting of licences enabling Clubs (or clubs) to play in UEFA Club Competitions;
A.1.111.	<b>“Loan Fee”</b> means any sum of money (exclusive of value added tax) payable by a Transferee Club to a Transferor Club upon a Temporary Transfer;
A.1.112.	<b>“Manager”</b> means the Official of a Club responsible for selecting the Club’s first team;
A.1.113.	<b>“Managers’ Arbitration Tribunal”</b> has the meaning set out in Rule Y.1;
A.1.114.	<b>“Mandatory Medical Equipment Form”</b> means the document referred to Rule O.8, in such form as prescribed by the Board from time to time;
A.1.115.	<b>“Match Day Information Sheet”</b> means, in respect of each League Match, the administrative document produced by the League and distributed to the Home Club and Visiting Club in advance, containing relevant information for match day operations including (but not limited to) approved Strips, the identity of the relevant Match Officials, the Countdown to Kick-Off and the identities and contact details of the Match Manager and other League representatives;
A.1.116.	<b>“Match Day Medical Requirements Form”</b> means the document referred to Rule O.7, in such form as prescribed by the Board from time to time;
A.1.117.	<b>“Match Manager”</b> means a representative of the League who may be appointed to act in relation to a League Match and whose responsibilities include (without limitation): <ul style="list-style-type: none"> <li>(a) liaising with Clubs, Match Officials, Broadcasters and any Person with whom the League has entered into a Commercial Contract to promote the delivery by the League of all match day requirements and entitlements of Broadcasters and such Persons pursuant to these Rules;</li> <li>(b) assisting Clubs to comply with their obligations pursuant to Rule D.3 insofar as those obligations must be fulfilled at League Matches; and</li> <li>(c) working with Clubs and Broadcasters to enable the referee to ensure that the kick-off, and re-start after half-time, of each League Match take place promptly;</li> </ul>

### Guidance

The appointment of a Match Manager in relation to a League Match does not absolve Clubs from compliance with their responsibilities under Rules L.29 and L.30 (which provide for prompt kick-offs and re-starts of League Matches) or with any of the provisions of Section K concerning Broadcaster access requirements.

A.1.118.	<b>“Match Officials”</b> means referees, assistant referees, video assistant referees and assistant video assistant referees and includes reserve officials and fourth officials;
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## Section A: Definitions and Interpretation

A.1.119.	<b>“Material Transactions”</b> has the meaning set out in Rule H.1;																																												
A.1.120.	<b>“Medical Coordinator”</b> means the Official described in Rule O.7;																																												
A.1.121.	<b>“Memorandum”</b> means the Memorandum of Association of the League;																																												
A.1.122.	<b>“Mental and Emotional Wellbeing Action Plan”</b> means a document setting out internal roles and responsibilities regarding mental and emotional wellbeing, internal initiatives and processes for support, education and monitoring the mental and emotional wellbeing needs of employees (including Players) and such other matters as advised by the Board from time to time;																																												
A.1.123.	<b>“Mental and Emotional Wellbeing Lead”</b> means the board-level Official designated that role in accordance with Rule S.23;																																												
A.1.124.	<b>“Merit Based Distribution Method”</b> means, in respect of the League’s Distribution of UK Broadcast Revenue and (if applicable) International Broadcast Revenue, the distribution of such funds in shares in accordance with the following table: <table border="1" style="margin-left: 40px;"> <thead> <tr> <th>End of Season</th> <th>Number of shares</th> </tr> </thead> <tbody> <tr> <td>League position</td> <td></td> </tr> <tr><td>1</td><td>20</td></tr> <tr><td>2</td><td>19</td></tr> <tr><td>3</td><td>18</td></tr> <tr><td>4</td><td>17</td></tr> <tr><td>5</td><td>16</td></tr> <tr><td>6</td><td>15</td></tr> <tr><td>7</td><td>14</td></tr> <tr><td>8</td><td>13</td></tr> <tr><td>9</td><td>12</td></tr> <tr><td>10</td><td>11</td></tr> <tr><td>11</td><td>10</td></tr> <tr><td>12</td><td>9</td></tr> <tr><td>13</td><td>8</td></tr> <tr><td>14</td><td>7</td></tr> <tr><td>15</td><td>6</td></tr> <tr><td>16</td><td>5</td></tr> <tr><td>17</td><td>4</td></tr> <tr><td>18</td><td>3</td></tr> <tr><td>19</td><td>2</td></tr> <tr><td>20</td><td>1</td></tr> </tbody> </table>	End of Season	Number of shares	League position		1	20	2	19	3	18	4	17	5	16	6	15	7	14	8	13	9	12	10	11	11	10	12	9	13	8	14	7	15	6	16	5	17	4	18	3	19	2	20	1
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A.1.125.	<b>“Merit Payments Fund”</b> means the fund established out of UK Broadcast Revenue and distributed in accordance with Rule D.17.2;																																												



## Section A: Definitions and Interpretation

A.1.126.	<b>“Mixed Zone”</b> means the area in which media interviews with Players and Managers may be conducted after the conclusion of a League Match, as more particularly described in Rules K.69 and K.70;
A.1.127.	<b>“Monthly Contract”</b> has the meaning set out in Rule T.11.2;
A.1.128.	<b>“Net Distributable International Broadcast Revenue”</b> means, in respect of any one Season, the total sum that is distributed to Clubs and Relegated Clubs out of International Broadcast Revenue (ie, following the deductions referred to at Rules D.18.1 and D.18.2 and adjusted to take account of any foreign exchange and/or gain);
A.1.129.	<b>“New Registration”</b> has the meaning set out in Rule U.14;
A.1.130.	<b>“Nominee”</b> means, in connection to any Person, another Person who possesses rights or powers on his behalf, or which he may be required to exercise at his discretion;
A.1.131.	<b>“Official”</b> means any director, secretary, servant or representative of a Club, excluding any Player, Intermediary or auditor;
A.1.132.	<b>“Out of Contract Player”</b> means a Contract Player whose contract of employment with a Club has expired;
A.1.133.	<b>“Outside Broadcast Compound”</b> means the area for the exclusive use of TV Broadcasters’ vehicles more particularly described at Rules K.79 to K.81;
A.1.134.	<b>“Parent”</b> means a Person who has parental responsibility for a Child;
A.1.135.	<b>“Parent Undertaking”</b> has the meaning set out in section 1162 of the Act;
A.1.136.	<b>“PAYE and NIC”</b> means any and all payments required to be made by a Club in respect of income tax and national insurance contributions;
A.1.137.	<b>“Person”</b> includes any natural person, legal entity, firm or unincorporated association and in the case of a Person which is incorporated any of its Associated Undertaking, Fellow Subsidiary Undertaking, Group Undertaking, Parent Undertaking or Subsidiary Undertaking;
A.1.138.	<b>“PGB”</b> has the meaning set out in Rule B.23;
A.1.139.	<b>“PGMOL”</b> means the Professional Game Match Officials Limited;
A.1.140.	<b>“Player”</b> means any Contract Player, Out of Contract Player, Amateur Player or Academy Player who is registered to play for a Club;
A.1.141.	<b>“Player Services Costs”</b> means: <ol style="list-style-type: none"> <li>the total of all gross remuneration and benefits payable by a Club to or in respect of its Contract Players;</li> <li>(where applicable) employer’s national insurance contributions thereon; and</li> <li>any direct contributions made by a Club for a Player’s benefit to a pension scheme or to an employee benefit trust or an employer-financed retirement benefit scheme;</li> </ol>

## Section A: Definitions and Interpretation

A.1.142.	<b>“Player’s Image”</b> means the Player’s name, nickname, fame, image, signature, voice and film and photographic portrayal, virtual and/or electronic portrayal image or representation, reputation, replica and all other characteristics of the Player including his shirt number;
A.1.143.	<b>“Post-Match Media Conference”</b> has the meaning set out in Rules K.128 to K.131;
A.1.144.	<b>“Pre-Match Media Conference”</b> has the meaning set out in Rule K.106;
A.1.145.	<b>“Pre-Match Positions”</b> has the meaning set out in Rule K.108;
A.1.146.	<b>“Premier League Appeals Committee”</b> means the committee constituted in accordance with Rule Z.2;
A.1.147.	<b>“Premier League Match Centre”</b> means the facility, staffed by representatives of the League and PGMOL during each League Match, that provides support for all on-field football and the League’s match day operational matters;
A.1.148.	<b>“Premier League Safeguarding Standards”</b> means the document by that name published by the League from time to time;
A.1.149.	<b>“Pre-Season Content Session”</b> has the meaning set out in Rule K.139;
A.1.150.	<b>“Professional Football Compensation Committee”</b> means the committee constituted in accordance with the Regulations of the Professional Football Compensation Committee;
A.1.151.	<b>“Professional Footballers’ Pension Scheme”</b> means the pension scheme organised by the Professional Footballers’ Association which provides benefits for Players and their dependants during their playing career and after they retire;
A.1.152.	<b>“Professional Game Youth Fund”</b> means the fund of that name managed by the League which shall award grants from the fund’s resources to qualifying Clubs and Football League clubs;
A.1.153.	<b>“Promoted Club”</b> means a Club which became a member of the League at the end of the previous Season pursuant to Rule B.5;
A.1.154.	<b>“Radio Commentary Positions”</b> means the commentary positions more particularly described in Rule K.55;
A.1.155.	<b>“Radio Contract”</b> means any contract entered into by the League other than an International Broadcast Contract or a UK Broadcast Contract for the Radio Transmission of League Matches;
A.1.156.	<b>“Radio Contract Revenue”</b> means revenue received by the League under any Radio Contract;
A.1.157.	<b>“Radio Broadcaster”</b> means a Person with which the League has entered into a Radio Contract and which is entitled to effect the Radio Transmission of League Matches in accordance with the terms of that contract;

## Section A: Definitions and Interpretation

A.1.158.	<b>“Radio Transmission”</b> means any terrestrial or satellite broadcast or transmission by cable of sounds of and/or commentary upon any League Match or inclusion thereof in a cable programme service and/or on the Internet and/or any relay of sound of and/or commentary upon any League Match whether to an open or closed user group by any means now existing or hereafter invented not consisting solely of storage and distribution of recorded sounds in tangible form whether such radio transmission is on a live or recorded basis in whole or as excerpts;
A.1.159.	<b>“Relegated Club”</b> means a Football League club which was relegated under the provisions of Rule C.14 at the end of any of the three previous Seasons and which remains relegated;
A.1.160.	<b>“Relegated Club Shares”</b> means: (a) one share of the Basic Award Fund; and (b) one share of all Net Distributable International Broadcast Revenue distributed to Clubs by the League in accordance with the Equal Share Distribution Method for the relevant Season. For the avoidance of doubt, it does not include any element of any International Broadcast Revenue distributed to Clubs by the League in accordance with the Merit Based Distribution Method;
A.1.161.	<b>“Related Party Transaction”</b> means a transaction disclosed in a Club’s Annual Accounts as a related party transaction or which would have been disclosed as such except for an exemption under the accounting standards under which the Annual Accounts were prepared;
A.1.162.	<b>“Representation Contract”</b> means an agreement to which a Club and an Intermediary are party and pursuant to which the Intermediary acts for the Club or a Player in the context of either the registration or transfer of the registration of a Player or the employment of a Player by a Club;
A.1.163.	<b>“Resolution”</b> has the meaning set out in Article 1;
A.1.164.	<b>“Respondent”</b> has the meaning set out in Rule W.19.2;
A.1.165.	<b>“Retired Player”</b> means a Player who has stopped playing competitive football;
A.1.166.	<b>“Rules”</b> means the rules for the time being of the League and a letter and a number following a reference to a Rule identifies the Section in which it is comprised and its number within that Section;
A.1.167.	<b>“Safeguarding Officer”</b> means the member of Staff to whom safeguarding duties may be delegated by the Head of Safeguarding in accordance with Rule S.6;
A.1.168.	<b>“Scout”</b> means any Person employed or engaged by a Club (whether on a full-time or part-time basis and whether or not he is remunerated in any way for his services) whose duties include identifying to his Club players whose registration his Club may wish to secure;
A.1.169.	<b>“Season”</b> means the period commencing on the date of the first League Match on the fixture list of the League’s first team competition and ending on the date of the last;

## Section A: Definitions and Interpretation

A.1.170.	<b>“Season 2019/20 Contract Extension”</b> means an agreement which extends the terms of a contract of employment between a Club and a Player, which is otherwise due to expire on 30 June 2020, to midnight on the day after the Club’s last Season 2019/20 match in any of the competitions listed in Rule L.9. A Season 2019/20 Contract Extension must be agreed by the Player and the Club (and submitted to the League) by no later than 23 June 2020 and must not increase any element of the remuneration payable to the Player (whether in terms of basic wage or otherwise) above that payable under the contract which was in place before the extension was agreed;
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### Guidance

Whilst a Season 2019/20 Contract Extension must not increase any element of the remuneration previously payable to the Player, it may include provision for additional and/or alternative insurance cover for the benefit of the Player.

A.1.171.	<b>“Season 2019/20 Loan Extension”</b> means a contract that extends the term of a loan agreement (whether that agreement relates to a Temporary Transfer or international loan) so that it expires on midnight on the day after the Club’s last Season 2019/20 match in any of the competitions listed in Rule L.9. A Season 2019/20 Loan Extension must be agreed by the two Clubs and the Player and submitted to the League at least two days prior to the expiry of the initial loan agreement;
A.1.172.	<b>“Section”</b> means a Section of these Rules;
A.1.173.	<b>“Secure Funding”</b> means funds which have been or will be made available to the Club in an amount equal to or in excess of any Cash Losses which the Club has made in respect of the period from T-2 and is forecast to make up to the end of T+2. Secure Funding may not be a loan and shall consist of: <ul style="list-style-type: none"> <li>(a) contributions that an equity participant has made by way of payments for shares through the Club’s share capital account or share premium reserve account;</li> <li>(b) an irrevocable commitment by an equity participant to make future payments for shares through the Club’s share capital account or share premium reserve account. This irrevocable commitment shall be evidenced by a legally binding agreement between the Club and the equity participant and may if the Board so requires be secured by one of the following: <ul style="list-style-type: none"> <li>(i) a personal guarantee from the ultimate beneficial owner of the Club, provided that the Board is satisfied that (a) he is of sufficient standing and (b) the terms of the guarantee are satisfactory;</li> <li>(ii) a guarantee from the Club’s Parent Undertaking or another company in the Club’s Group, provided that the Board is satisfied that (a) the guaranteeing company is of sufficient standing and (b) the terms of the guarantee are satisfactory;</li> </ul> </li> </ul>



## Section A: Definitions and Interpretation

	(iii)	a letter of credit from a Financial Institution of sufficient standing and an undertaking from the Club's directors to the Premier League to call on the letter of credit in default of the payments from the equity participant being made;
	(iv)	payments into an escrow account, to be paid to the Club on terms satisfactory to the Board;
	(v)	such other form of security as the Board considers satisfactory; or
	(c)	such other form of Secure Funding as the Board considers satisfactory;
A.1.174.		<b>"Senior Safeguarding Lead"</b> means the board-level representative appointed to that role by each Club in accordance with Rule S.3;
A.1.175.		<b>"Shares"</b> means shares or other equity securities;
A.1.176.		<b>"Significant Interest"</b> means the holding and/or possession of the legal or beneficial interest in, and/or the ability to exercise the voting rights applicable to, Shares in the Club which confer in aggregate on the holder(s) thereof 10 per cent or more of the total voting rights exercisable in respect of any class of Shares of the Club. All or part of any such interest may be held directly or indirectly or by contract including, but not limited to, by way of membership of any Concert Party, and any rights or powers held by an Associate, Nominee or Connected Person shall be included for the purposes of determining whether an interest or interests amounts to a "Significant Interest";
A.1.177.		<b>"Signing-on Fee"</b> means a lump sum payment payable under the terms of a contract between a Club and a Contract Player and which is expressed to be a signing-on fee;
A.1.178.		<b>"Spent Conviction"</b> means a conviction in respect of which the offender is treated as rehabilitated for the purposes of the Rehabilitation of Offenders Act 1974 or, where this statute does not apply for any reason, a conviction which would be so treated had the provisions of the statute applied;
A.1.179.		<b>"Squad List"</b> means the list of up to a maximum of 25 Players eligible to participate in League Matches during a Season of whom a maximum of 17 may not be Home Grown Players;
A.1.180.		<b>"Stadium"</b> means the Club's ground registered with the Board pursuant to Rule K.5;
A.1.181.		<b>"Staff"</b> means any employee of a Club or volunteer involved in any Activity on behalf of or with the authorisation of the Club and/or who works directly with (and/or has influence over) Children or Adults at Risk (or acts on their behalf in any way);
A.1.182.		<b>"Stakeholders"</b> has the meaning set out in Rule R.2;
A.1.183.		<b>"Strip"</b> means Players' shirts, shorts and stockings;
A.1.184.		<b>"Subsidiary Undertaking"</b> has the meaning set out in section 1162 of the Act;
A.1.185.		<b>"Suitably Qualified Person"</b> has the meaning given to it in Rule X.10;
A.1.186.		<b>"Summer Transfer Window"</b> has the meaning set out in Rule V.2;

## Section A: Definitions and Interpretation

A.1.187.		<b>"T"</b> means the Club's Accounting Reference Period ending in the year in which assessment pursuant to Rules E.18 to E.22 and E.52 to E.59 takes place, and: (a) <b>"T-1"</b> means the Club's Accounting Reference Period immediately preceding T; (b) <b>"T-2"</b> means the Club's Accounting Reference Period immediately preceding T-1; (c) <b>"T+1"</b> means the Club's Accounting Reference Period immediately following T; and (d) <b>"T+2"</b> means the Club's Accounting Reference Period immediately following T+1;
A.1.188.		<b>"Team Doctor"</b> means the Official described in Rules O.4 to O.5;
A.1.189.		<b>"Technical Specification"</b> means a specification, unique to each Club, showing how that Club will deliver each of the facilities, infrastructure requirements and services required of it pursuant to Rules K.43 to K.89 and K.133 to K.155 on the occasion of League Matches played at its Stadium;

### Guidance

The Technical Specification is the detailed working document showing how the requirements of the Rules will be translated into working facilities at each Club's Stadium on match days. For example, it will show the location of each of the required facilities, such as:

- the television cameras;
- the dedicated rooms for Broadcasters such as the Television Studios;
- the location of the Mixed Zone;
- the location of the dedicated car park spaces; and
- the location of the Outside Broadcast Compound.

A.1.190.		<b>"Television Gantry"</b> means the television gantry more particularly described in Rules K.48 to K.50;
A.1.191.		<b>"Temporary Transfer"</b> has the meaning set out in Rule V.5;
A.1.192.		<b>"Third Party Payment"</b> means any payment made or liability incurred (other than Compensation Fees, remuneration or payments to or for the benefit of Intermediaries referred to in Rule H.1) by or on behalf of a Club in respect of a Player, including an Image Contract Payment;
A.1.193.		<b>"Three-Year Compound CPI Formula"</b> means, in respect of a three-Season period, a calculation compounding the consumer price index figure published by the Office of National Statistics for that three-year period;
A.1.194.		<b>"Transfer Agreement"</b> means an agreement between a Transferor Club and a Transferee Club for the permanent transfer of the registration of a Contract Player;
A.1.195.		<b>"Transfer Window"</b> has the meaning set out in Rule V.1;
A.1.196.		<b>"Transferee Club"</b> means a Club (or club) to which the registration of a Contract Player is, or is to be or has been transferred (including on the basis of a Temporary Transfer) or which, in the case of an Out of Contract Player, effects his New Registration;



## Section A: Definitions and Interpretation

## Section A: Definitions and Interpretation

A.1.197.	<b>“Transferor Club”</b> means a Club (or club) from which the registration of a Contract Player is, or is to be or has been transferred (including on the basis of a Temporary Transfer) or which, in the case of an Out of Contract Player, holds his registration under the provisions of Rule U.29.2;
A.1.198.	<b>“Transmission”</b> means any terrestrial or satellite broadcast of television or other moving pictures with or without sound or transmission by cable of moving pictures with or without sound or inclusion of moving pictures with or without sound in a cable programme service and/or on the Internet and/or relay of moving pictures with or without sound whether to an open or closed user group by any means now existing or hereafter invented not consisting solely of the storage and distribution of recorded pictures with or without sound in tangible form whether the said transmission is on a live or recorded basis in whole or as excerpts. “Transmitted” shall be construed accordingly;
A.1.199.	<b>“TV Broadcaster”</b> means a UK Broadcaster or an International Broadcaster;
A.1.200.	<b>“UEFA”</b> means the Union des Associations Européennes de Football;
A.1.201.	<b>“UEFA Club Competition”</b> means the club competitions organised by UEFA;
A.1.202.	<b>“UEFA Club Licence”</b> means the licence granted by The Football Association in accordance with the procedures set out in the Licensing Manual enabling Clubs (or clubs) to play in UEFA Club Competitions;
A.1.203.	<b>“UK Broadcast Contract”</b> means any contract entered into by the League for the Transmission of League Matches within the United Kingdom, the Republic of Ireland, the Isle of Man and the Channel Islands;
A.1.204.	<b>“UK Broadcaster”</b> means a Person with which the League has entered into a UK Broadcast Contract and which is entitled to effect the Transmission of League Matches in accordance with the terms of that Contract;
A.1.205.	<b>“UK Broadcast Revenue”</b> means revenue received by the League under any UK Broadcast Contract;
A.1.206.	<b>“UK Content Session”</b> has the meaning set out in Rule K.94;
A.1.207.	<b>“UK TV Commentary Positions”</b> means the commentary positions more particularly described in Rule K.52;
A.1.208.	<b>“Under 21 Player”</b> means a Player under the age of 21 as at 1 January in the year in which the Season concerned commences (i.e. for Season 2019/2020 born on or after 1 January 1998);
A.1.209.	<b>“VAR”</b> has the meaning set out in Rule K.25;
A.1.210.	<b>“Visiting Club”</b> means the Club playing, which has played, which should play or which should have played a League Match at the Stadium of a Home Club or, where the Clubs participating in that League Match share a Stadium, the Club whose name last appears in respect of that League Match on the League’s fixture list;
A.1.211.	<b>“Week by Week Contract”</b> means a playing contract between a Club and a Player which is determinable by either party on seven days’ written notice;

A.1.212.	<b>“Winter Transfer Window”</b> has the meaning set out in Rule V.3;
A.1.213.	<b>“Women’s Football Expenditure”</b> means expenditure by a Club directly attributable to activities to train, educate and develop players involved in women’s football teams (including, for the avoidance of doubt such activities as they relate to female players under the age of 18);
A.1.214.	<b>“Working Day”</b> means any day on which the League Office is open for normal business but excluding, unless the Board determines otherwise, a Saturday, a Sunday or a Bank or Public Holiday;
A.1.215.	References to <b>“written”</b> or <b>“in writing”</b> shall be construed to include: <ul style="list-style-type: none"> <li>(a) hard copy;</li> <li>(b) facsimile transmission; and</li> <li>(c) subject to any guidance issued by the Board, email (including any attachment to an email),</li> </ul> but shall not include any form of electronic communication other than those listed in Rules (b) to (c) above. Where a communication is sent by email, the burden of proof of receipt shall be on the sender;
A.1.216.	<b>“Youth Development Expenditure”</b> means expenditure by a Club directly attributable to activities to train, educate and develop Academy Players net of any portion of Central Funds paid to Clubs solely for the purpose of such activities; and
A.1.217.	<b>“Youth Development Rules”</b> means the Youth Development Rules which accompany and are incorporated into these Rules.

Interpretation	
A.2.	Terms defined in Youth Development Rule 1 shall have the meanings set out in that rule.
A.3.	Unless the context otherwise requires: <ul style="list-style-type: none"> <li>A.3.1. words importing the singular number shall include the plural and vice versa; and</li> <li>A.3.2. words importing any particular gender shall include all other genders.</li> </ul>
A.4.	References to statutory provisions shall be construed as references to those provisions as they may be amended or re-enacted.
A.5.	The headings in these Rules are for convenience only and shall not affect their interpretation.
A.6.	Unless otherwise stated, the provisions of the Articles shall prevail in the event of any conflict with these Rules.
A.7.	These Rules shall be governed by and shall be construed in accordance with English law. Strictly without prejudice to the arbitration and other dispute resolution provisions of these Rules, disputes relating to these Rules shall be subject to the exclusive jurisdiction of the English courts.

# The League: Governance, Operations and Finance

## Section B: The League – Governance

Name and Membership	
B.1.	The League's first team competition shall be called the "Premier League".
B.2.	The League's first team competition shall consist of teams of those association football clubs playing in England and Wales not exceeding 20 in number which are from time to time members of the League.
B.3.	Each member Club shall on request give to the League the address of its registered office and shall provide to the League certified true copies of: <ul style="list-style-type: none"> <li>B.3.1. its certificate of incorporation;</li> <li>B.3.2. its memorandum of association;</li> <li>B.3.3. its articles of association; and</li> <li>B.3.4. any amendments to the above documents.</li> </ul>
B.4.	At the end of each Season the Board shall require each of the Clubs relegated in accordance with Rule C.14 to execute an instrument transferring its ordinary share in the League to such of the three clubs promoted to the League from The Football League as the Board directs.
B.5.	Upon such share transfers being registered in accordance with the Articles each of the Promoted Clubs will become a member of the League.
B.6.	A Club shall cease to be entitled to be a member of the League (and upon registration in accordance with the Articles of the transfer of its ordinary share in the League shall cease to be a member thereof) following: <ul style="list-style-type: none"> <li>B.6.1. its relegation in accordance with Rule C.14;</li> <li>B.6.2. the receipt of a notice by the Board under the provisions of Article 10.1;</li> <li>B.6.3. its expulsion under the provisions of Rule B.7; or</li> <li>B.6.4. its resignation under the provisions of Rules B.8.</li> </ul>
B.7.	Notwithstanding the provisions of Article 27, the League may expel a Club from membership upon a special Resolution to that effect being passed by a majority of not less than three-quarters of such members as (being entitled to do so) vote by their representatives or by proxy at a General Meeting of which notice specifying the intention to propose the Resolution has been duly given.
B.8.	Any Club intending to resign as a member of the League may do so only with effect from the end of the Season upon which it is intended that such resignation is to take effect provided that it shall give notice in writing to that effect to the Company Secretary on or before the 31 December preceding the end of such Season.
B.9.	Any Director of a Club giving notice under the provisions of Rule B.8 who represents the League on the Council of The Football Association shall vacate that office forthwith upon the giving of the notice.

## Section B: The League - Governance

- B.10. Not earlier than the 1 March nor later than the 31 March following the giving of a notice under Rule B.8, the Club giving such notice shall notify the Company Secretary in writing whether such notice is confirmed or withdrawn. If no such notice is given, the notice under Rule B.8 shall be deemed to have been withdrawn.
- B.11. Without prejudice to the powers contained in Section W of these Rules (Disciplinary), any Club purporting to resign otherwise than in accordance with Rules B.8 and B.10 shall on demand indemnify the League on behalf of itself and the Clubs remaining in membership of the League against all losses, damages, liabilities, costs or expenses whatsoever suffered or incurred by the League or such Clubs resulting directly or indirectly from such purported resignation including without limitation loss of income or profits from any Commercial Contract, UK Broadcast Contract, International Broadcast Contract or Radio Contract.

### Board Powers

- B.12. Where a discretion, right or power is expressed in these Rules to be exercisable by the Board, such discretion, right or power shall, unless otherwise provided in these Rules or the Articles, be exercisable by the Board in its sole and absolute discretion or as a sole right or power of the Board and shall when exercised be final and binding and not subject to appeal.
- B.13. The Board may appoint any Person who is not an Official to deputise for either the Chairman or the chief executive when the Board is required to exercise its function under either Rules T.30, T.31, T.32, W.1 or Youth Development Rules 289, 290 and 292.

### Procedure at General Meetings

- B.14. Subject to the provisions of the Articles and the Act, the Chairman may regulate the procedure for General Meetings as he thinks fit. Unless otherwise determined by the Chairman:
- .1 Clubs must give to the League not less than 28 clear days' notice of any item for inclusion on the agenda of a forthcoming General Meeting; and
  - .2 two representatives from each Club may attend General Meetings, each of whom may speak but only one of whom shall be entitled to vote.

### Relationship between Clubs and the League

- B.15. Membership of the League shall constitute an agreement between the League and Club (both on its own behalf and on behalf of its Officials) and between each Club to be bound by and comply with:
- B.15.1. the Laws of the Game (and any protocols issued by the International Football Association Board);
  - B.15.2. The Football Association Rules;
  - B.15.3. the Articles;
  - B.15.4. these Rules;
  - B.15.5. the statutes and regulations of FIFA;



Section B: The League - Governance

Section B: The League - Governance

B.15.6.	the statutes and regulations of UEFA; and
B.15.7.	the Regulations of the Professional Football Compensation Committee, each as amended from time to time.
B.16.	In all matters and transactions relating to the League each Club shall behave towards each other Club and the League with the utmost good faith.
B.17.	No Person bound by these Rules, including any Club (either by itself, its registered Players, Officials, employees or agents), shall do any of the following: <ul style="list-style-type: none"> <li>(a) conduct itself in an abusive, insulting, intimidating or offensive manner towards any (other) Club or the League or (where applicable in either case) any of its registered Players, Officials, employees or agents;</li> <li>(b) commit any act (or omission) or make any statement that is discriminatory by means of race, religion, gender, sexuality, colour or national or ethnic origin; or</li> <li>(c) commit any act (or omission) or make any statement that brings the League, its competition, a Club, a Broadcaster or a party to a Commercial Contract into disrepute.</li> </ul>
B.18.	A Club shall not, without the Board's prior written consent, either during its membership of the League or at any time after its membership has terminated, disclose or divulge, either directly or indirectly, to any Person whatsoever or otherwise make use of any confidential information as to the business or finances of the League or any other Club or any of their dealings, transactions or affairs or as to any other matters which may come to its knowledge by reason of its membership, save to statutory and regulatory authorities or as may be required by law or to such Officials and Auditors of that Club to whom such disclosure is strictly necessary for the purpose of their duties and then only to the extent so necessary.
B.19.	Without prejudice to the League's powers of inquiry under Rule W.1, each Club shall comply promptly and in full with any request for information made by the League (including, for the avoidance of doubt, any such request made pursuant to a demand from a statutory or regulatory authority).
<b>Football Association Representation</b>	
B.20.	Under the articles of association of The Football Association, the League is entitled to appoint annually six representatives to the Council of The Football Association. Any Person who is an Official or a director or officer of the League shall be eligible for appointment. Five such representatives shall be elected by Clubs in General Meeting and one shall be appointed by the Board subject to ratification by Clubs in General Meeting.

B.21.	Under the articles of association of The Football Association, the League is entitled to appoint annually one member of The Football Association board of directors. Any Person who is a Football Association council representative appointed in accordance with Rule B.20 or, if a representative of a regional division of The Football Association, a Person who is an Official, shall be eligible for appointment. The Board shall appoint the representative subject to ratification by Clubs in General Meeting.
B.22.	Under the articles of association of The Football Association, the League and The Football League are entitled to appoint annually a mutually agreed upon member of The Football Association board of directors. The identity of such individual shall be determined following consultation between the League and The Football League and appointed by the Board subject to ratification by Clubs in General Meeting.
B.23.	Under the articles of association of The Football Association, the League is entitled to appoint four members of the Professional Game Board (the "PGB"), a committee of the board of directors of The Football Association. The Board shall appoint the four members of the PGB (one of whom shall always be the member of the board of directors of The Football Association appointed in accordance with Rule B.21) subject to ratification by Clubs in General Meeting. Provided always that at least two of the appointed PGB members shall be Football Association Council representatives appointed in accordance with Rule B.20, the following shall be eligible for appointment: <ul style="list-style-type: none"> <li>B.23.1. an Official;</li> <li>B.23.2. a Football Association council representative appointed in accordance with Rule B.20; and</li> <li>B.23.3. a director or officer of the League.</li> </ul>



# The League: Governance, Operations and Finance

## Section C: The League Competition

## Section C: The League Competition

### The League Competition

- C.1. Each Club shall play two League Matches against each other Club each Season, being the Home Club in respect of one such League Match and the Visiting Club in respect of the other.
- C.2. The winner of a League Match shall score three points. Each Club participating in a League Match which is drawn shall score one point.
- C.3. The results of League Matches shall be recorded by the Board in a table containing, in respect of each Club, the following information:
  - C.3.1. the number of League Matches played in that Season;
  - C.3.2. the number of League Matches won, drawn and lost as a Home Club in that Season;
  - C.3.3. the number of League Matches won, drawn and lost as a Visiting Club in that Season;
  - C.3.4. the number of goals scored in League Matches by and against that Club in that Season; and
  - C.3.5. the number of points scored in that Season.
- C.4. The position of Clubs in the table shall be determined by the number of points scored in that Season, the Club having scored the highest number of points being at the top of the table and the Club having scored the lowest number of points being at the bottom.
- C.5. If any two or more Clubs have scored the same number of points their position in the table shall be determined on goal difference, that is to say, the difference between the total number of goals scored by and against a Club in League Matches in that Season, and the higher or highest placed Club shall be the Club with the higher or highest goal difference.
- C.6. If any two or more Clubs have scored the same number of points and have the same goal difference the higher or highest placed Club shall be the Club having scored the most goals in League Matches in that Season.
- C.7. Subject to Rule C.17, if any two or more Clubs have scored the same number of points, have the same goal difference and have scored the same number of goals in League Matches in that Season; they shall be deemed to occupy the same position in the table.

### Determination and Accreditation of Goals

- C.8. Goal Line Technology shall be utilised at League Matches (save that, for the avoidance of doubt, a League Match shall proceed even if Goal Line Technology is unavailable for part or all of it). The referee's decision as to whether a goal has been scored shall be final.
- C.9. The League shall keep a record of the scorer of each goal in each League Match.
- C.10. The Board will review all goals scored in every League Match, and if there are any in respect of which the identity of the scoring Player is in doubt, then the issue shall be resolved by such means as the Board determines in advance of each Season.

### The League Championship

- C.11. The Club which is at the top of the table at the end of the Season shall be the League Champions.
- C.12. The League Champions shall receive a trophy which it shall return to the Board in good order and condition not later than three weeks before its final League Match of the next Season.
- C.13. The League Champions shall further receive 40 commemorative medals to be presented by the Club to its Manager and to such of its Players and Officials as it thinks fit provided that any Player who has entered the field of play in a minimum of five of its League Matches that Season shall receive from the Club a commemorative medal. Additional medals may only be presented with the consent of the Board which shall only be given if the total number of Players who have entered the field of play that Season in a minimum of five of the Club's League Matches exceeds 39.

### Relegation

- C.14. Subject to Rule C.15, the bottom three Clubs in the table at the end of the Season shall be relegated to The Football League.
- C.15. If any Club ceases during the Season to be a member of the League, the record of the League Matches in which it has participated that Season shall be expunged from the table and the number of Clubs to be relegated at the end of that Season shall be reduced so as to maintain at 20 (or, if less, as near thereto as may be) the number of Clubs in membership of the League at the beginning of the next Season.
- C.16. If any Club ceases to be a member of the League other than by reason of relegation after the end of the Season but before the Board has fixed the dates of League Matches for the next Season, the Board may invite the relegated club which attained the highest position in the table referred to in Rule C.3 at the end of the previous Season to rejoin the League.

### League Position

- C.17. If at the end of the Season either the League Champions or the Clubs to be relegated or the question of qualification for other competitions cannot be determined because two or more Clubs are equal on points, goal difference and goals scored, the relative position in the table of the Clubs will be determined by the following means:
  - C.17.1. the total points scored by the relevant Clubs in the League Matches in that Season contested by those Clubs ("**Head-to-Head Matches**"), with the Club having scored the highest number of points in Head-to-Head Matches occupying the highest position in the table and the Club having scored the lowest number of points in Head-to-Head Matches occupying the lowest position in the table;
  - C.17.2. if the Clubs cannot be separated by operation of Rule C.17.1, the Club scoring the higher number of goals whilst the Visiting Club in Head-to-Head Matches occupying the higher position in the table; and
  - C.17.3. if two Clubs cannot be separated by operation of Rule C.17.1 and C.17.2, a play-off on a neutral ground, the format, timing and venue of which shall be determined by the Board.

# The League: Governance, Operations and Finance

## Section D: The League – Finance

## Section D: The League – Finance



### Obligations of the League

- D.1. Subject to the provisions of Article 49, the League shall enter into Commercial Contracts, UK Broadcast Contracts, International Broadcast Contracts and Radio Contracts with the intention in the case of each UK Broadcast Contract for the live Transmission of League Matches that each Club shall participate in at least one live televised League Match each Season.
- D.2. Each Club and each Contract Player shall comply with any reasonable request made on behalf of the League to allow the Player's Image to be used to enable the League to fulfil its Commercial Contracts, UK Broadcast Contracts, International Broadcast Contracts and Radio Contracts, provided that, where the size of the product permits, the League shall not use the images of less than four Contract Players, each from a different Club, on any one product.

### Obligations of Clubs

- D.3. Subject to Rule D.7, Clubs shall provide such rights, facilities and services as are required to enable the League to fulfil its Commercial Contracts, UK Broadcast Contracts, International Broadcast Contracts and Radio Contracts and shall not by any act or omission infringe any exclusive rights granted thereunder or otherwise cause any breach thereof to occur. For the avoidance of doubt only the League may enforce this Rule against a Club and no other Person shall have any right under the Contracts (Rights of Third Parties) Act 1999 to so enforce it.
- D.4. Each Club shall indemnify the League against any liability the League may incur in the event of a finding by a court of law or other body of competent jurisdiction that the League induced the Club to breach a contract with a third party as a result of requiring the Club to comply with Rule D.3.
- D.5. Each Club shall provide such reasonable rights, facilities and services at each League Match taking place at its Stadium as are reasonably required and as are authorised by any directive issued by the League pursuant to Rule D.6 to enable the Visiting Club in respect of the said League Match to comply with the terms of any Club Radio Contract to which it is party.
- D.6. The League shall issue from time to time directives to Clubs setting out those rights which may and may not be granted by any Club in any Club Radio Contract and each Club shall comply in all respects with any such directive.
- D.7. In the case of a Commercial Contract a Club shall not be bound to comply with Rule D.3 if:
- D.7.1. to do so would result in the Club being in breach of a contractual obligation entered into before the date of the Article 49 Resolution authorising or approving the Commercial Contract; or
  - D.7.2. such Commercial Contract has not been entered into by the League within six months of the Article 49 Resolution relating to it.

### Accounting Practice

- D.8. Subject to Rule D.9, all income of the League shall be allocated to its financial periods in accordance with generally accepted accounting practice.
- D.9. Notwithstanding the foregoing provisions of Rule D.8, advances received or early payment of other contracted accounts may be treated as income of the financial period in which they are received provided that in each case a Resolution is passed to that effect.

### Operating and Other Expenses

- D.10. The operating and other expenses of the League shall be paid, at the discretion of the Board, out of International Broadcast Revenue, Commercial Contract Revenue, Radio Contract Revenue or any other income of the League excluding UK Broadcast Revenue.
- D.11. Subject to the prior approval of Clubs in General Meeting, the Board shall be empowered to require Clubs to pay to the League from time to time any sum by which its income, excluding UK Broadcast Revenue, falls short of the operating and other expenses of the League.
- D.12. Each Club and Relegated Club shall contribute to the Professional Game Youth Fund and to the Premier League Charitable Fund and other community and charitable initiatives and obligations such sum as is approved by a General Meeting, such contributions to be deducted from the distributions for the Basic Award Fund made pursuant to Rule D.17.1.

### Transmission of League Matches

- D.13. No Transmission shall be made of any League Match except:
- D.13.1. in accordance with any UK Broadcast Contract or International Broadcast Contract;
  - D.13.2. as permitted by Rules K.37 and K.38; or
  - D.13.3. in accordance with the terms of any express licence or permission issued in writing by the League.
- D.14. No Radio Transmission shall be made of any League Match except in accordance with:
- D.14.1. any Radio Contract;
  - D.14.2. any Club Radio Contract; or
  - D.14.3. the terms of any express licence or permission issued in writing by the League.

### Distribution of UK Broadcast Revenue

- D.15. The League shall pay out of UK Broadcast Revenue:
- D.15.1. such sums as may be agreed from time to time shall be payable to the Professional Footballers' Association for Players' educational, insurance and benevolent purposes; and
  - D.15.2. any other sum approved by a Resolution.





## Section D: The League – Finance

- D.16. The balance of UK Broadcast Revenue shall be divided so that:
- D.16.1. one half shall comprise the Basic Award Fund;
  - D.16.2. one quarter shall comprise the Merit Payments Fund; and
  - D.16.3. one quarter shall comprise the Facility Fees Fund.
- Each of the Basic Award Fund and the Merit Payments Fund shall be divided into such number of shares as shall be required in either case to put into effect the provisions of Rules D.17.1, D.17.2 and D.25 and the Facility Fees Fund shall be distributed in accordance with the provisions of Rule D.17.3.
- D.17. In consideration of Clubs providing such rights, facilities and services as are required to enable the League to fulfil any UK Broadcast Contract:
- D.17.1. subject to Rules E.26, E.35 and E.39, the Basic Award Fund shall be distributed by way of fees to Clubs in accordance with the Equal Share Distribution Method and distributed to each Relegated Club in accordance with Rule D.25;
  - D.17.2. as soon as practicable after the end of each Season, subject to Rules E.26 and E.35, the Merit Payments Fund shall be distributed by way of fees to Clubs in accordance with the Merit Based Distribution Method; and
  - D.17.3. the Board shall in respect of each Season determine the amounts to be paid to Clubs by way of facility fees for League Matches which are televised live or of which recorded excerpts are broadcast. During or after the end of each Season, subject to Rules E.26 and E.35, such facility fees shall be paid out of the Facility Fees Fund to those Clubs which have participated in each of such League Matches, whether as a Home Club or a Visiting Club.

### Distribution of International Broadcast Revenue

- D.18. The League shall pay out of International Broadcast Revenue:
- D.18.1. its operating and other expenses in accordance with Rule D.10; and
  - D.18.2. any other sum approved by a Resolution.
- Thereafter, in consideration of Clubs providing such rights, facilities and services as are required to enable the League to fulfil any International Broadcast Contract, as soon as practicable during or after the end of each Season, subject to Rules E.26, E.35, E.39 and K.42, Net Distributable International Broadcast Revenue shall be distributed by way of fees so that each Club and each Relegated Club receives such number of shares as shall be required to put into effect the provisions of Rules D.19 and D.25.
- D.19. In respect of each Season:
- D.19.1. all Net Distributable International Broadcast Revenue up to the International Broadcast Threshold Amount will be distributed to Clubs by way of fees in accordance with the Equal Share Distribution Method;
  - D.19.2. where the Net Distributable International Broadcast Revenue exceeds the International Broadcast Threshold Amount:

## Section D: The League – Finance

- D.19.2.1. the International Broadcast Revenue Excess will be distributed to Clubs by way of fees in accordance with the Merit Based Distribution Method, subject to Rule D.19.2.2; and
- D.19.2.2. where, as a result of the methods of distribution of Central Funds referred to in Rules D.15 to D.25, the Board determines that the Fixed Central Funds Distribution Ratio is reached, any further International Broadcast Revenue Excess will be distributed by the League to Clubs in such shares (whether by the Equal Distribution Method or the Merit Based Distribution Method) so as to ensure that the Fixed Central Funds Distribution Ratio is maintained.

### Distribution of Commercial Contract Revenue

- D.20. The League shall pay out of Commercial Contract Revenue:
- D.20.1. its operating and other expenses in accordance with Rule D.10; and
  - D.20.2. any other sum approved by a Resolution.
- D.21. In consideration of Clubs providing such rights, facilities and services as are required to enable the League to fulfil any Commercial Contract, as soon as practicable during or after the end of each Season, subject to Rules D.22, E.26 and E.35, the balance of Commercial Contract Revenue shall be distributed by way of fees equally between Clubs.
- D.22. Commercial Contract Revenue derived from a Commercial Contract relating to the provision of perimeter advertising boards at Stadia shall be distributed to those Clubs that provide such boards in proportion in each case to the amount of perimeter board inventory provided.

### Distribution of Radio Contract Revenue

- D.23. The League shall pay out of Radio Contract Revenue:
- D.23.1. its operating and other expenses in accordance with Rule D.10; and
  - D.23.2. any other sum approved by a Resolution.
- D.24. In consideration of Clubs providing such rights, facilities and services as are required to enable the League to fulfil any Radio Contract, as soon as practicable during or after the end of each Season, subject to Rule E.26 and E.35, the balance of Radio Contract Revenue shall be distributed by way of fees equally between Clubs.

### Relegated Clubs

- D.25. Subject to Rules D.26, E.26, E.35, and E.39, each Relegated Club shall receive the following fees:
- D.25.1. in the first Season after being relegated, a sum equivalent to 55% of the Relegated Club Shares;

- D.25.2. in the second Season after being relegated, a sum equivalent to 45% the Relegated Club Shares; and
- D.25.3. in the third Season after being relegated, a sum equivalent to 20% of the Relegated Club Shares.
- D.26. A Relegated Club that was in membership of the League for only one Season immediately prior to being relegated will not receive the fee set out in Rule D.25.3.

**Guidance**

For the avoidance of doubt, Rules D.25 and D.26 will not apply to any Relegated Club that was relegated in Season 2014/15, Season 2013/14 or Season 2012/13. Instead, the relevant fees to be received by such Relegated Clubs will be calculated in accordance with the equivalent provisions of the 2014/15, 2013/14 or 2012/13 edition of the Rules, as applicable.

**Value Added Tax**

- D.27. Value added tax shall be added to each fee paid in accordance with Rules D.17, D.18, D.19, D.21, D.24 and D.25.

**Distribution Account**

- D.28. Each distribution made under the provisions of Rules D.17, D.18, D.19, D.21, D.22 and D.25 shall be accompanied by an account showing how it has been computed.

**Assignments of Central Funds**

- D.29. If a Club or a Relegated Club proposes to charge, assign or otherwise grant security over all or part of its entitlement to future distributions of Central Funds, it shall:
- D.29.1. disclose to the League the proposed documentation with the lender giving effect to such charge, assignment or other grant of security;
- D.29.2. not enter into the said proposed documentation without the prior written consent of the League (not to be unreasonably withheld); and
- D.29.3. procure that it and its lender enter into an agreement with the League whereby the lender will confirm that:
- D.29.3.1. it understands that the Club's entitlement to future distributions of Central Funds is subject to the provisions of the Articles and these Rules and in particular (without prejudice to the generality of the foregoing) to Rules E.26, E.35 and E.29;
- D.29.3.2. it waives any and all claims of whatever nature against the League associated in any way with the League's application and/or enforcement of the Rules referred to at Rule D.29.3.1; and
- D.29.3.3. the Club has disclosed to it the Club's current and future liabilities to other Clubs (and clubs) and the League will confirm that such disclosure accords with its records of such liabilities.

- D.30. Rule D.29 shall not apply to any assignment, charge or other grant of security by a Club of its future entitlement to Central Funds as part of a fixed and floating charge over the entirety of its assets and undertaking on usual commercial terms.
- D.31. Without the express, prior consent of the Board, no Club or Relegated Club may charge, assign or otherwise grant security over its entitlement to Central Funds in accordance with Rule D.29 to any Person other than a Financial Institution.
- D.32. Without prejudice to Rule D.31, above, the Board may still refuse to permit any proposed charge, assignment or grant of security under Rule D.29 by a Club or Relegated Club to a Financial Institution, where the ownership or structure of that Financial Institution conflicts with any of these Rules.





# Clubs: Finance and Governance

## Section E: Clubs – Finance

## Section E: Clubs – Finance

### Power to Inspect

E.1. Without prejudice to its powers of inquiry under Rule W.1, the Board either by itself or by any Person appointed by it shall be empowered to inspect the financial records of any Club which it reasonably suspects has acted in breach of these Rules.

### Club Bank Accounts

E.2. Each Club shall submit to the Board Form 2 signed by two Directors of the Club and specifying a bank account (which must be registered with a Financial Institution), to be in the name of and controlled by the Club, into which the League shall pay monies due to the Club from the League in accordance with and subject to these Rules save that if that Club has assigned its entitlement to such monies or any part of them, payment will be made by the League as directed in the assignment.

### Submission of Club Accounts

E.3. Each Club shall by 1 March in each Season, submit to the Board a copy of its Annual Accounts in respect of its most recent financial year or if the Club considers it appropriate or the Board so requests the Group Accounts of the Group of which it is a member (in either case such accounts to be prepared and audited in accordance with applicable legal and regulatory requirements) together with a copy of the directors' report for that year and a copy of the auditors' report on those accounts.

E.4. The accounts referred to in Rule E.3 shall:

- E.4.1. include separate disclosure within the balance sheet or notes to the accounts, or by way of supplementary information separately reported on by its auditors by way of procedures specified by the Board, of the total sums payable and receivable in respect of Compensation Fees, Contingent Sums and Loan Fees; and
- E.4.2. include a breakdown within the profit and loss account or the notes to the accounts, or by way of supplementary information separately reported on by its auditors by way of procedures specified by the Board, of revenue in appropriate categories such as gate receipts, sponsorship and advertising, broadcasting rights, commercial income and other income.

E.5. If the auditors' report on the accounts submitted pursuant to Rule E.3 contains anything other than an unqualified opinion without modification, the Club shall at the Board's request submit such further documentary evidence as the Board shall require (including, but not limited to, Future Financial Information).

E.6. If the Annual Accounts of a Club or Group Accounts submitted pursuant to Rule E.3 are prepared to a date prior to 30 November in the Season of submission, such Club or Group shall by the following 31 March submit to the Board interim accounts covering the period commencing from its accounting reference date and ending on a date between the following 30 November and 1 March.

E.7. The interim accounts shall:

- E.7.1. comprise a balance sheet, a profit and loss account, a cash flow statement and relevant explanatory notes;

- E.7.2. be prepared in accordance with the accounting principles adopted in the preparation of the Club's Annual Accounts;
- E.7.3. be presented in a similar format to the Annual Accounts including as regards the matters set out in Rule E.4;
- E.7.4. include in the profit and loss account and cashflow statement comparative figures for the same period in the preceding year;
- E.7.5. include a balance sheet as of the end of the preceding financial year;
- E.7.6. be approved in writing by the board of directors of the company to which they relate; and
- E.7.7. be reviewed or audited in accordance with applicable regulatory requirements.

E.8. Rule E.5 shall apply to the interim accounts (with appropriate modification) if the auditors have issued anything other than an unqualified opinion without modification on them.

E.9. Each Club must by 7 April (or such later date as the Board shall specify) in each Season prove that, subject to Rule E.10:

- E.9.1. no Compensation Fee, Loan Fee or Contingent Sum payable pursuant to a Transfer Agreement entered into prior to the preceding 31 December; and
- E.9.2. no sum payable to or in respect of an employee in relation to services provided prior to the preceding 31 December (including PAYE and NIC), is or was overdue as at the preceding 31 March.

E.10. For the purpose of Rule E.9:

- E.10.1. **"employee"** means a Player, a Manager, any Official referred to in Rule J.1, an Academy Manager, a Team Doctor and a senior physiotherapist referred to in Rule O.12, an assistant manager or head coach referred to in Rule P.13 and a safety officer; and
- E.10.2. an amount shall not be treated as overdue as at 31 March if by that date it has been paid or the date for payment has been extended by means of a written agreement with the creditor or it is the subject of current litigation or arbitration proceedings or has been submitted to a dispute resolution procedure of the League, The Football Association, UEFA or FIFA.

E.11. By 31 March in each Season, each Club shall submit to the Board in respect of itself (or if the Club considers it appropriate or the Board so requests in respect of the Group of which it is a member) future financial information comprising projected profit and loss accounts, cash flow, balance sheets and relevant explanatory notes commencing from its accounting reference date or, if it has submitted interim accounts pursuant to Rule E.6, from the date to which those interim accounts were prepared and expiring on the next accounting reference date after the end of the following Season ("**Future Financial Information**"). The projected profit and loss accounts, cash flow and balance sheets shall be prepared at a maximum of quarterly intervals.

E.12.	The Future Financial Information shall:
E.12.1.	be prepared in accordance with the accounting principles adopted in the preparation of the Club's Annual Accounts (except where the accounting principles and policies are to be changed in the subsequent Annual Accounts, in which case the new accounting principles and policies should be followed);
E.12.2.	be approved in writing by the board of directors of the company to which they relate;
E.12.3.	include in the explanatory notes thereto principal assumptions and risks; and
E.12.4.	include for comparison profit and loss accounts for the period covered by the Annual Accounts and interim accounts submitted pursuant to Rules E.3 and E.6, a forecast for the current financial year and a balance sheet as at the date of the interim accounts submitted pursuant to Rule E.6.
E.13.	Each Promoted Club shall by 30 June in the year of its promotion submit to the Board:
E.13.1.	copies of the documents and other information that it would have been required to submit to the Board pursuant to Rules E.3, E.6 and E.9 by 1 March of that year had it then been a member of the League;
E.13.2.	Future Financial Information commencing from 1 July in the year of its promotion and expiring on the Club's next accounting reference date after the end of the following Season; and
E.13.3.	any further documentary evidence required pursuant to Rules E.5 and E.8.
E.14.	The Board shall have the powers set out in Rule E.15 if:
E.14.1.	the Club has failed to submit to the Board Annual Accounts as required by Rules E.3 and E.4 or Rule E.13;
E.14.2.	the Club has failed to submit to the Board interim accounts as required by Rule E.6 or Rule E.13;
E.14.3.	the Club has failed to submit to the Board the Future Financial Information as required by Rule E.11 or Rule E.13;
E.14.4.	the Board has asked the Club to submit further documentary evidence pursuant to Rule E.5, Rule E.8 or Rule E.13 and the Club has failed to do so within such reasonable deadline that is specified by the League;
E.14.5.	the Club has failed to satisfy the Board that no sums of the kind set out in Rule E.9 (and subject to Rule E.10) were overdue as at the preceding 31 March;
E.14.6.	the auditors' report on the Annual Accounts or interim accounts of the Club or the Group submitted pursuant to Rule E.3 and Rule E.6 respectively or Rule E.13 contains anything other than an unqualified opinion without modification; or

E.14.7.	as a result of its review of all the documents and information submitted by the Club pursuant to Rules E.3 to E.13, and having taken into account any failure of the Club to supply any such documents or information, in its reasonable opinion it determines that the Club will not over the course of the following Season be able to:
E.14.7.1.	pay its liabilities to the creditors listed in Rule E.28 (in so far as they are or will become creditors of the Club) and to its employees as they fall due;
E.14.7.2.	fulfil its obligation under Rule C.1 to play two League Matches against each other Club; or
E.14.7.3.	fulfil its obligations under Rule D.3 to provide such rights, facilities and services as are required to enable the League to fulfil its Commercial Contracts, UK Broadcast Contracts, International Broadcast Contracts and Radio Contracts.
E.15.	The powers referred to in Rule E.14 are:
E.15.1.	to require the Club to submit, agree and adhere to a budget which shall include, but not be limited to, the matters set out in Rule H.1.1 to H.1.3;
E.15.2.	to require the Club to provide such further information as the Board shall determine and for such period as it shall determine; and
E.15.3.	to refuse any application by that Club to register any Player or any new contract of an existing Player of that Club if the Board reasonably deems that this is necessary in order to ensure that the Club complies with its obligations listed in Rule E.14.7.
E.16.	If any Person proposes to acquire Control of a Club:
E.16.1.	the Club shall submit to the Board up-to-date Future Financial Information prepared to take into account the consequences of the change of Control on the Club's future financial position as far in advance of the change of Control as reasonably possible or, if such submission is not reasonably practicable prior to the change of Control, no later than 10 Working Days thereafter; and
E.16.2.	the Board shall have power to require the Person who proposes to acquire or has acquired Control to appear before it and to provide evidence of the source and sufficiency of any funds which that Person proposes to invest in or otherwise make available to the Club.
E.17.	In relation to any proposed acquisition of Control of a Club by a Person, the Board shall have the powers set out in Rule E.15 and/or the ability to impose such other conditions as in each case it may determine in order to monitor and/or ensure compliance with Sections E, F, G and/or I of these Rules (and their successor or replacement provisions).

### Short Term Cost Control

- E.18. If in any of Contract Years 2016/17, 2017/18 and 2018/19, the sum of a Club's Player Services Costs and Image Contract Payments exceeds £67m, £74m or £81m, respectively, the relevant Club must elect to either: (a) be assessed by the Board on the 'Prior Year Basis' (in which case, Rule E.19 applies); or (b) be assessed by the Board on the '2012/13 Base Year Basis' (in which case, Rule E.20 applies).
- E.19. Where the Club has elected to be assessed on the 'Prior Year Basis', the Club must satisfy the Board of any of the following:
- E.19.1. that the sum of the Club's Player Services Costs and Image Contract Payments has not increased by more than £7m when compared to the previous Contract Year;
  - E.19.2. that the excess increase, over and above the £7m referred to at Rule E.19.1, arises as a result of contractual commitments entered into on or before 31 January 2013, and/or has been funded only by Club Own Revenue Uplift as compared to the previous Contract Year and/or Averaged Three Year Player Trading Profit; or
  - E.19.3. that the excess increase, over and above the figures set out in Rule E.18, as applicable, has been funded only by Club Own Revenue Uplift and/or Averaged Three Year Player Trading Profit.
- E.20. Where the Club has elected to be assessed on the '2012/13 Base Year Basis', the Club must satisfy the Board of any of the following:
- E.20.1. that the sum of the Club's Player Services Costs and Image Contract Payments has not increased by more than £19m (in Contract Year 2016/17), £26m (in Contract Year 2017/18) or £33m (in Contract Year 2018/19), as applicable, when compared with Contract Year 2012/13; or
  - E.20.2. that the excess increase, over and above the figures referred to at Rule E.20.1, arises as a result of contractual commitments entered into on or before 31 January 2013, and/or has been funded only by Club Own Revenue Uplift as compared with the like figures in Contract Year 2012/13 and/or Averaged Three Year Player Trading Profit.

### Guidance

Pursuant to Rules E.18 to E.20, the Board may require further information from the Club including (but not limited to):

- a) confirmation that Club Own Revenue Uplift has been calculated on a like-for-like basis; and
- b) satisfactory evidence that revenue included within the calculation of Club Own Revenue Uplift has not been artificially inflated.

In addition, the Board may adjust a Club Own Revenue Uplift by assessing any revenue within it from Related Party Transactions to Fair Market Value. As set out in the definition of Club Own Revenue Uplift (Rule A.1.33), the Board must give the Club the opportunity to make submissions before it does so.

- E.21. On or before 1 March in each Season, each Club shall submit Form 3 to the Board.

### Guidance

The first reporting via Form 3 under the revised Short Term Cost Control Rules, as adopted for Seasons 2016/17, 2017/18 and 2018/19, will take place in March 2018 in respect of Contract Year 2016/17.

Clubs' attention is drawn to Rule T.15 with regard to the failure to submit Form 3.

- E.22. When requested by the League, the information set out in Form 3 shall be reported upon by the Club's auditors and/or its board of directors, in accordance with procedures specified by the League from time to time.

### HMRC

- E.23. Each Club shall provide quarterly certification in such form as the Board may request from time to time to confirm that its liabilities to HMRC in respect of PAYE and NIC are no more than 28 days in arrears.
- E.24. Each Club shall promptly on request from the Board:
- E.24.1. provide confirmation (to be signed by two Directors) as to whether it has any outstanding liabilities to HMRC, and if it has it shall provide the Board with full details thereof (including details of any agreements which are in place with HMRC as regards such liabilities); and
  - E.24.2. provide HMRC with written permission in such form as HMRC may require for HMRC to share information about the Club's liabilities to HMRC with the League.
- E.25. Where the Board reasonably believes that a Club's liabilities in respect of PAYE & NIC are more than 28 days in arrears it may exercise the powers set out in Rule E.15.

### Power to Deduct

- E.26. If the Board is reasonably satisfied that a Club or Relegated Club ("**the debtor Club**") has failed to make any payment due to any creditor of the description set out in Rule E.28, the Board shall be empowered to:
- E.26.1. deduct the amount of any such payment from any distribution of UK Broadcast Revenue, International Broadcast Revenue, Commercial Contract Revenue or Radio Contract Revenue ("**Central Funds**") payable to the debtor Club, paying the same to the creditor to which it is due; and
  - E.26.2. withhold any distribution of Central Funds otherwise due to the debtor Club to the extent of any liabilities falling due from the debtor Club to any creditor of the description set out in Rule E.28 within the period of 60 days after the due date of the distribution of the Central Funds to the debtor Club, and pay the same to the creditor on the date when it is due to that creditor should the debtor Club fail to do so.
- E.27. The Board shall only have the powers set out in Rule E.26.2 if the debtor Club has failed to make any payment when due (whether or not paid thereafter) to a creditor of the description set out in Rule E.28 within the period of 120 days immediately prior to the due date of distribution of the Central Funds to the debtor Club.

- E.28. The creditors to which Rule E.26 applies are:
- E.28.1. another Club (or club);
  - E.28.2. the League;
  - E.28.3. any Associated Undertaking, Fellow Subsidiary Undertaking, Group Undertaking, or Subsidiary Undertaking of the League;
  - E.28.4. any pension or life assurance scheme administered by or on behalf of the League;
  - E.28.5. The Football League;
  - E.28.6. any Associated Undertaking, Fellow Subsidiary Undertaking, Group Undertaking, or Subsidiary Undertaking of The Football League; or
  - E.28.7. the Football Foundation.
- E.29. If any Transferee Club acts in breach of Rules V.29 or V.32 to V.36 inclusive:
- E.29.1. Rule V.37 shall apply; and
  - E.29.2. out of any monies held by the Board for or on behalf of or to the order of that Transferee Club (whether in the Compensation Fee Account or otherwise), the Board shall have power to pay to its Transferor Club any amount not exceeding the sum due to it from the Transferee Club under the provisions of this Section of these Rules.

### Events of Insolvency

- E.30. Subject to Rule E.38, the Board shall have power to suspend a Club by giving to it notice in writing to that effect if it or its Parent Undertaking suffers an Event of Insolvency, that is to say:
- E.30.1. it enters into a ‘Company Voluntary Arrangement’ pursuant to Part 1 of the Insolvency Act 1986 (“**the 1986 Act**”) or a compromise or arrangement with its creditors under Part 26 of the 1986 Act or enters into any compromise agreement with its creditors as a whole;
  - E.30.2. it or its shareholders or Directors lodge a ‘Notice of Intention to Appoint an Administrator’ or ‘Notice of Appointment of an Administrator at the Court’ in accordance with paragraph 26 or paragraph 29 of Schedule B1 to the 1986 Act or where it or its shareholders or Directors make an application to the court for an ‘Administration Order’ under paragraph 12 of Schedule B1 to the 1986 Act or where an Administrator is appointed or an ‘Administration Order’ is made in respect of it (‘Administrator’ and ‘Administration Order’ having the meanings attributed to them respectively by paragraphs 1 and 10 of Schedule B1 to the 1986 Act);
  - E.30.3. an ‘Administrative Receiver’ (as defined by section 251 of the 1986 Act), a ‘Law of Property Act Receiver’ (appointed under section 109 of the Law of Property Act 1925) or any ‘Receiver’ appointed by the court under the Supreme Court Act 1981 or any other ‘Receiver’ is appointed over any of its assets which, in the opinion of the Board, are material to the Club’s ability to fulfil its obligations as a member of the League;

- E.30.4. its shareholders pass a resolution pursuant to section 84(1) of the 1986 Act to voluntarily wind it up;
- E.30.5. a meeting of its creditors is convened pursuant to section 95 or section 98 of the 1986 Act;
- E.30.6. a winding up order is made against it by the court under section 122 of the 1986 Act or a provisional liquidator is appointed over it under section 135 of the 1986 Act;
- E.30.7. it ceases or forms an intention to cease wholly or substantially to carry on its business save for the purpose of reconstruction or amalgamation or otherwise in accordance with a scheme of proposals which have previously been submitted to and approved in writing by the Board; or
- E.30.8. it enters into or is placed into any insolvency regime in any jurisdiction outside England and Wales which is analogous with the insolvency regimes detailed in Rules E.30.1 to E.30.6 hereof.

- E.31. A Club shall forthwith give written notice to the Board upon the happening of any of the events referred to in Rule E.30.
- E.32. At the discretion of the Board exercised in accordance with Rule E.38, a suspension may take effect from the giving of the notice or it may be postponed subject to:
- E.32.1. a condition that while the suspension is postponed the Club may not apply to register or have transferred to it the registration of any Player; and
  - E.32.2. such other conditions as the Board may from time to time during the postponement of the suspension think fit to impose.
- E.33. Unless a suspension is postponed, a suspended Club shall not play in:
- E.33.1. any League Match;
  - E.33.2. any matches organised as part of the Games Programmes or matches in the Professional Development Leagues (as those terms are defined in the Youth Development Rules);
  - E.33.3. any of the competitions set out in Rules L.9; or
  - E.33.4. any other match.
- E.34. For the purposes of the League competition, the Board shall have power to determine how the cancellation of a League Match caused by the suspension of one of the Clubs which should have participated in it shall be treated.
- E.35. While pursuant to this Section of these Rules a Club is suspended or its suspension is postponed, the Board shall have power, subject to Rule E.38, to make such payments as it may think fit to the Club’s Football Creditors out of:
- E.35.1. any UK Broadcast Revenue payable to the suspended Club under the provisions of Rule D.17;
  - E.35.2. any International Broadcast Revenue payable to the suspended Club under the provisions of Rules D.18 and D.19;

E.35.3.	any Commercial Contract Revenue payable to the suspended Club under the provisions of Rule D.21; and
E.35.4.	any Radio Contract Revenue payable to the suspended Club under the provisions of Rule D.24.
E.36.	For the purposes of this Section of these Rules, Football Creditors shall comprise: <ul style="list-style-type: none"> <li>E.36.1. The Football Association and clubs in full or associate membership thereof;</li> <li>E.36.2. Affiliated Associations (as defined by the articles of association of The Football Association);</li> <li>E.36.3. the League and any subsidiary of it;</li> <li>E.36.4. The Football League, the National League, the Northern Premier League, the Southern Premier League and the Isthmian Football League;</li> <li>E.36.5. the Professional Footballers' Association;</li> <li>E.36.6. the Football Foundation;</li> <li>E.36.7. any employee or former employee of the suspended Club to whom arrears of wages or salary are due, to the extent of such arrears; and</li> <li>E.36.8. any pension provider to which a pension contribution payable by the suspended Club in respect of its employees or former employees is due, to the extent of such contribution.</li> </ul>
E.37.	Upon being reasonably satisfied that a suspended Club's liabilities to its Football Creditors have been settled, the Board shall have power, subject to Rule E.38, to withdraw the suspension of that Club by giving to it notice in writing to that effect.
E.38.	In exercising its powers under Rules E.30, E.35, E.37 and E.40 and its discretion under Rule E.32, the Board shall have regard to all the circumstances of the case and to: <ul style="list-style-type: none"> <li>E.38.1. such of the provisions of the 1986 Act, the Competition Act 1998 and the Enterprise Act 2002 as are relevant and then in force;</li> <li>E.38.2. the consideration (if any) given by the insolvent Club under the provisions of Rules D.17, D.18, D.19, D.21 and D.24;</li> <li>E.38.3. the interests of the insolvent Club's Officials, Players, supporters, shareholders and sponsors;</li> <li>E.38.4. the interests of the insolvent Club's other Football Creditors;</li> <li>E.38.5. the need to protect the integrity and continuity of the League competition;</li> <li>E.38.6. the reputation of the League and the need to promote the game of association football generally; and</li> <li>E.38.7. the relationship between the Club and its Parent Undertaking, in the event that the Parent Undertaking suffers the Event of Insolvency.</li> </ul>

E.39.	Any distribution to a Relegated Club under the provisions of Rules D.17 or D.18 may be deferred if, on or before the date of the distribution, the Relegated Club has been given notice under article 4.5 of the articles of association of The Football League which has been suspended. Upon such notice being withdrawn the deferred distribution shall be paid but if in consequence of the notice the club to which it was due ceases to be a member of The Football League its amount shall be added to the next distribution made in accordance with these Rules.
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### Sporting Sanction

E.40.	Upon a Club or its Parent Undertaking suffering an Event of Insolvency the Board shall have the power to impose upon the Club a deduction of nine points scored or to be scored in the League competition. If the Board exercises this power it shall forthwith give written notice to the Club to that effect.
E.41.	Subject to Rule E.42, the Club may appeal against the deduction of points by sending or delivering to the Board Form 4 so that it receives the same together with a deposit of £1,000 within seven days of the date of the notice given under the provisions of Rule E.40.
E.42.	The only ground upon which a Club may appeal in accordance with Rule E.41 is that: <ul style="list-style-type: none"> <li>E.42.1. the Event of Insolvency was caused by and resulted directly from circumstances, other than normal business risks, over which it could not reasonably be expected to have had control; and</li> <li>E.42.2. its Officials had used all due diligence to avoid the happening of such circumstances.</li> </ul>
E.43.	An appeal under the provisions of Rule E.41 shall lie to an appeal tribunal which shall hear the appeal as soon as reasonably practicable. The appeal tribunal shall be appointed by the Chair of the Judicial Panel and shall comprise three members of the Judicial Panel including: <ul style="list-style-type: none"> <li>E.43.1. an authorised insolvency practitioner; and</li> <li>E.43.2. a legally qualified member who shall sit as chairman of the tribunal.</li> </ul>
E.44.	The chairman of the appeal tribunal shall have regard to the procedures governing the proceedings of Commissions and Appeal Boards set out in Section W of these Rules (Disciplinary) but, subject as aforesaid, shall have an overriding discretion as to the manner in which the appeal is conducted.
E.45.	The Club shall have the burden of proving the matters set out in the appeal. The standard of proof shall be the balance of probabilities.
E.46.	The appeal tribunal shall make its decision unanimously or by majority. No member of the appeal tribunal may abstain.
E.47.	The appeal tribunal shall give written reasons for its decision.

## Section E: Clubs – Finance

- E.48. The appeal tribunal shall have the following powers:
- E.48.1. to allow or dismiss the appeal;
  - E.48.2. to order the deposit to be forfeited to the League or repaid to the appellant Club; and
  - E.48.3. to order the appellant Club to pay or contribute to the costs of the appeal including the fees and expenses of members of the appeal tribunal.
- E.49. The decision of the appeal tribunal shall be final and binding on the appellant Club.

### General

- E.50. Each Club shall notify the League forthwith of any circumstances which may materially and adversely affect any of the information or representations submitted to the League pursuant to this Section E, and on consideration of those circumstances the Board may, if it considers it appropriate, amend any decision or determination that it made based on such information or representations.
- E.51. The information and representations referred to in Rule E.50 include, without limitation:
- E.51.1. Future Financial Information;
  - E.51.2. the estimated profit and loss account submitted pursuant to Rule E.52.2; and
  - E.51.3. information and undertakings provided to the League in connection with Secure Funding.

### Profitability and Sustainability

- E.52. Each Club shall by 1 March in each Season submit to the Board:
- E.52.1. copies of its Annual Accounts for T-1 (and T-2 if these have not previously been submitted to the Board) together with copies of the directors' report(s) and auditors' report(s) on those accounts;
  - E.52.2. its estimated profit and loss account and balance sheet for T which shall:
    - E.52.2.1. be prepared in all material respects in a format similar to the Club's Annual Accounts; and
    - E.52.2.2. be based on the latest information available to the Club and be, to the best of the Club's knowledge and belief, an accurate estimate as at the time of preparation of future financial performance; and
  - E.52.3. if Rule E.55 applies to the Club, the calculation of its aggregated Adjusted Earnings Before Tax for T, T-1 and T-2 in Form 4A.

### Guidance

The Board will in due course consider the Annual Accounts for the Accounting Reference Period in respect of which information pursuant to Rule E.52.2 is submitted and in particular examine whether any material variances indicate that the estimated financial information was not prepared in accordance with Rule E.52.2.2.

## Section E: Clubs – Finance

- E.53. The Board shall determine whether consideration included in the Club's Earnings Before Tax arising from a Related Party Transaction is recorded in the Club's Annual Accounts at a Fair Market Value. If it is not, the Board shall restate it to Fair Market Value.
- E.54. The Board shall not exercise its power set out in Rule E.53 without first having given the Club reasonable opportunity to make submissions as to:
- E.54.1. whether the said consideration should be restated; and/or
  - E.54.2. what constitutes its Fair Market Value.
- E.55. If the aggregation of a Club's Earnings Before Tax for T-1 and T-2 results in a loss, any consideration from Related Party Transactions having been adjusted (if appropriate) pursuant to Rule E.53, then the Club must submit to the Board the calculation of its Adjusted Earnings Before Tax for each of T, T-1 and T-2.
- E.56. If the aggregation of a Club's Adjusted Earnings Before Tax for T, T-1 and T-2 results in a loss of up to £15m, then the Board shall determine whether the Club will, until the end of T+1, be able to pay its liabilities described in Rule E.14.7.1 and fulfil the obligations set out in Rules E.14.7.2 and E.14.7.3.
- E.57. If the aggregation of a Club's Adjusted Earnings Before Tax for T, T-1 and T-2 results in a loss of in excess of £15m then the following shall apply:
- E.57.1. the Club shall provide, by 31 March in the relevant Season, Future Financial Information to cover the period commencing from its last accounting reference date (as defined in section 391 of the Act) until the end of T+2 and a calculation of estimated aggregated Adjusted Earnings Before Tax until the end of T+2 based on that Future Financial Information;
  - E.57.2. the Club shall provide such evidence of Secure Funding as the Board considers sufficient; and
  - E.57.3. if the Club is unable to provide evidence of Secure Funding as set out in Rule E.57.2, the Board may exercise its powers set out in Rule E.15.
- E.58. If the aggregation of a Club's Adjusted Earnings Before Tax for T, T-1 and T-2 results in losses of in excess of £105m:
- E.58.1. the Board may exercise its powers set out in Rule E.15; and
  - E.58.2. the Club shall be treated as being in breach of these Rules and accordingly the Board shall refer the breach to a Commission constituted pursuant to Section W of these Rules.
- E.59. The sum set out in Rule E.58 shall be reduced by £22m for each Season covered by T-1 and T-2 in which the Club was in membership of The Football League.





## Clubs: Finance and Governance

### Section F: Owners' and Directors' Test

### Section F: Owners' and Directors' Test

#### Disqualifying Events

- F.1. A Person shall be disqualified from acting as a Director and no Club shall be permitted to have any Person acting as a Director of that Club if:
- F.1.1. in relation to the assessment of his compliance with Rule F.1 (and/or any similar or equivalent rules of The Football League or The Football Association) at any time, he has:
- F.1.1.1. failed to provide all relevant information (including, without limitation, information relating to any other individual who would qualify as a Director but has not been disclosed, including where he or they are acting as a proxy, agent or nominee for another Person); or
- F.1.1.2. provided false, misleading or inaccurate information;
- F.1.2. either directly or indirectly he is involved in or has any power to determine or influence the management or administration of another Club or Football League club;
- F.1.3. either directly or indirectly he holds or acquires any Significant Interest in a Club while he either directly or indirectly holds any interest in any class of Shares of another Club;
- F.1.4. he becomes prohibited by law from being a director (including without limitation as a result of being subject to a disqualification order as a director under the Company Directors Disqualification Act 1986 (as amended or any equivalent provisions in any jurisdiction which has a substantially similar effect) ("**the CDDA**"), or being subject to the terms of an undertaking given to the Secretary of State under the CDDA unless a court of competent jurisdiction makes an order under the CDDA permitting an appointment as a Director);
- F.1.5. he has a Conviction (which is not a Spent Conviction) imposed by a court of the United Kingdom or a competent court of foreign jurisdiction:
- F.1.5.1. in respect of which an unsuspended sentence of at least 12 months' imprisonment was imposed;
- F.1.5.2. in respect of any offence involving any act which could reasonably be considered to be dishonest (and, for the avoidance of doubt, irrespective of the actual sentence imposed); or
- F.1.5.3. in respect of an offence set out in Appendix 1 (Schedule of Offences) or a directly analogous offence in a foreign jurisdiction (and, for the avoidance of doubt, irrespective of the actual sentence imposed);
- F.1.6. in the reasonable opinion of the Board, he has engaged in conduct outside the United Kingdom that would constitute an offence of the sort described in Rules F.1.5.2 or F.1.5.3, if such conduct had taken place in the United Kingdom, whether or not such conduct resulted in a Conviction;

- F.1.7. he becomes the subject of:
- F.1.7.1. an Individual Voluntary Arrangement (including any fast track voluntary arrangement);
- F.1.7.2. a debt relief order (in accordance with the provisions of Part 7A of the 1986 Act);
- F.1.7.3. an administration order (in accordance with Part 6 of the County Courts Act 1984);
- F.1.7.4. an enforcement restriction order (in accordance with the provisions of Part 6A of the County Courts Act 1984);
- F.1.7.5. a debt management scheme or debt repayment plan (in accordance with provisions of Chapter 4 of Part 5 of the Tribunals, Courts and Enforcement Act 2007),
- or any equivalent provision in any other jurisdiction which has a substantially similar effect, and in each case as may be amended from time to time;
- F.1.8. he becomes the subject of an Interim Bankruptcy Restriction Order, a Bankruptcy Restriction Order or a Bankruptcy Order (or any equivalent provisions in any jurisdiction which has a substantially similar effect);
- F.1.9. he is or has been a Director of a Club which, while he has been a Director of it, has suffered two or more unconnected Events of Insolvency in respect of each of which a deduction of points was imposed (and for the purposes of this Rule F.1.9 and Rule F.1.10 a Person shall be deemed to have been a Director of a Club which has suffered an Event of Insolvency if such Event of Insolvency occurred in the 30 days immediately following his having resigned as a Director of that Club);
- F.1.10. he has been a Director of two or more Clubs (or clubs) each of which, while he has been a Director of them, has suffered an Event of Insolvency in respect of each of which a deduction of points was imposed;
- F.1.11. he is subject to a suspension or ban from involvement in the administration of a sport by any ruling body of a sport that is recognised by the International Olympic Committee, UK Sport, or Sport England, another of the home country sports councils, or any other national or international sporting association or governing body, whether such suspension or ban is direct or indirect (for example a direction to Persons subject to the jurisdiction of the ruling body that they should not employ, contract with or otherwise engage or retain the services of an individual);
- F.1.12. he is subject to any form of suspension, disqualification or striking-off by a professional body including, without limitation, the Law Society, the Solicitors' Regulation Authority, the Bar Council or the Institute of Chartered Accountants of England and Wales or any equivalent body in any jurisdiction outside England and Wales, whether such suspension, disqualification or striking-off is direct or indirect (for example a direction to Persons subject to the jurisdiction of the professional body that they should not employ, contract with or otherwise engage or retain the services of an individual);

## Section F: Owners' and Directors' Test

- F.1.13. he is required to notify personal information pursuant to Part 2 of the Sexual Offences Act 2003; or
- F.1.14. he is found to have breached (irrespective of any sanction actually imposed), or has admitted breaching (irrespective of whether disciplinary proceedings were brought or not):
  - F.1.14.1. Rule J.6; or
  - F.1.14.2. any other rules in force from time to time in relation to the prohibition on betting on football (whether in England or Wales or elsewhere);
- F.1.15. he is an Intermediary and/or is registered as an intermediary or agent pursuant to the regulations of any national member association of FIFA.

### Submission of Declaration

- F.2. Not later than 14 days before the commencement of each Season each Club shall submit to the Board a duly completed Declaration in respect of each of its Directors signed by the Director to which it refers and by an Authorised Signatory, who shall not be the same Person.
- F.3. Within 21 days of becoming a member of the League each Club promoted from The Football League shall likewise submit to the Board a duly completed Declaration in respect of each of its Directors signed as aforesaid.
- F.4. If any Person proposes to become a Director of a Club (including for the avoidance of doubt by virtue of being a shadow director or acquiring Control of the Club):
  - F.4.1. the Club shall, no later than 10 Working Days prior to the date on which it is anticipated that such Person shall become a Director, submit to the Board a duly completed Declaration in respect of that Person signed by him and by an Authorised Signatory, at which point that Person shall be bound by and subject to the Rules;
  - F.4.2. within five Working Days of receipt thereof the Board shall confirm to the Club whether or not he is liable to be disqualified as a Director under the provisions in Rule F.1, and if he is so liable the Board will take the steps set out in Rule F.6; and
  - F.4.3. he shall not become a Director until the Club has received confirmation from the Board pursuant to Rule F.4.2 above that he is not liable to be disqualified as a Director under the provisions of Rule F.1.

### Change of Director's Circumstances

- F.5. Upon the happening of an event which affects any statement contained in a submitted Declaration:
  - F.5.1. the Director in respect of whom the Declaration has been made shall forthwith give full written particulars thereof to his Club; and
  - F.5.2. the Club shall thereupon give such particulars in writing to the Board.

## Section F: Owners' and Directors' Test

### Disqualification of a Director

- F.6. Upon the Board becoming aware by virtue of the submission of a Declaration or in the circumstances referred to in Rule F.5 or by any other means that a Person is liable to be disqualified as a Director under the provisions of Rule F.1, the Board will:
  - F.6.1. give written notice to the Person that he is disqualified, giving reasons therefore, and (in the case of a Person who is a Director) require him forthwith to resign as a Director; and
  - F.6.2. give written notice to the relevant Club that the Person is disqualified, giving reasons therefore, and (in the case of a Person who is a Director) in default of the Director's resignation, it shall procure that within 28 days of receipt of such notice the Director is removed from his office as such.

### Disciplinary Provisions

- F.7. Any Club which fails to comply with its obligations under the foregoing provisions of this Section of these Rules or which submits a Declaration which is false in any particular shall be in breach of these Rules and will be liable to be dealt with in accordance with the provisions of Section W of these Rules (Disciplinary).
- F.8. Any Director who fails to comply with his obligations under the foregoing provisions of this Section of these Rules or who fails to complete and sign a Declaration and any Director or Authorised Signatory who signs a Declaration which is false in any particular shall likewise be in breach of these Rules and liable to be dealt with as aforesaid.

### Suspension of the Club

- F.9. If a Director who receives a notice under the provisions of Rule F.6.1 fails to resign and his Club fails to procure his removal from office as required, or if a Club proceeds with the appointment as a Director of a Person to whom Rule F.4 applies despite having received a notice under the provisions of Rule F.6.2, the Board shall have power to suspend the Club by giving to it notice in writing to that effect.
- F.10. A suspended Club shall not play in:
  - F.10.1. any League Match;
  - F.10.2. any matches organised as part of the Games Programmes or matches in the Professional Development Leagues (as those terms are defined in the Youth Development Rules);
  - F.10.3. any of the competitions set out in Rule L.9; or
  - F.10.4. any other match.
- F.11. For the purposes of the League competition, the Board shall have power to determine how the cancellation of a League Match caused by the suspension of one of the Clubs which should have participated in it shall be treated.

F.12. Upon being reasonably satisfied that the Director of the suspended Club has resigned or has been removed from office, the Board shall have power to withdraw the suspension by giving to it notice in writing to that effect.

#### Appeal against Disqualification of a Director

F.13. Any Person or Club who receives notice under Rule F.6 has a right to appeal the disqualification notice(s) in accordance with the following Rules. However, for the avoidance of doubt, unless and until any such appeal is upheld, the disqualification notice(s) will remain in full effect.

F.14. Any Person or Club wishing to appeal a disqualification notice must, within 21 days of the date of that notice, send or deliver to the Board a notice of appeal, setting out full details of the grounds of appeal of that Person or Club, together with a deposit of £1,000.

F.15. The only grounds upon which a Person or Club may appeal a disqualification notice are:

- F.15.1. none of the Disqualifying Events set out in Rule F.1 apply;
- F.15.2. in respect of a Conviction of a court of foreign jurisdiction under Rule F.1.5, or a finding of the conduct referred to in Rule F.1.6, or a suspension or ban by a sport ruling body under Rule F.1.11, or a suspension, disqualification or striking-off by a professional body under Rule F.1.12, or a finding of a breach of rule by a ruling body of football pursuant to Rule F.1.14.2, there are compelling reasons why that particular Conviction, suspension, ban, finding, disqualification or striking-off, should not lead to disqualification;
- F.15.3. it can be proven that the Disqualifying Event has, or will within 21 days of the notice of appeal, cease to exist;
- F.15.4. the Disqualifying Event is a Conviction imposed between 19th August 2004 and 5 June 2009 for an offence which would not have led to disqualification as a Director under the Rules of the League as they applied during that period; or
- F.15.5. the Disqualifying Event is a Conviction which is the subject of an appeal which has not yet been determined and in all the circumstances it would be unreasonable for the individual to be disqualified as a Director pending the determination of that appeal.

F.16. An appeal under the provisions of Rule F.13 shall lie to an appeal tribunal which shall hear the appeal as soon as reasonably practicable. The appeal tribunal shall be appointed by the Chair of the Judicial Panel and shall comprise three members of the Judicial Panel including a legally qualified member who shall sit as chairman of the tribunal.

F.17. The chairman of the appeal tribunal shall have regard to the procedures governing the proceedings of Commissions and Appeal Boards set out in Section W of these Rules (Disciplinary) but, subject as aforesaid, shall have an overriding discretion as to the manner in which the appeal is conducted.

F.18. The Person or Club advancing the appeal shall have the burden of proving the complaint. The standard of proof shall be the balance of probabilities.

F.19. The appeal tribunal shall make its decision unanimously or by majority. No member of the appeal tribunal may abstain.

F.20. The appeal tribunal shall give written reasons for its decision.

F.21. The appeal tribunal shall have the following powers:

- F.21.1. to allow the appeal in full;
- F.21.2. to reject the appeal;
- F.21.3. if it determines that a Disqualifying Event exists, to determine that the individual concerned should not be banned for that period during which they will remain subject to it and substitute such period as it shall reasonably determine, having regard to all of the circumstances of the case;
- F.21.4. to declare that no Disqualifying Event ever existed or that any Disqualifying Event has ceased to exist;
- F.21.5. to order the deposit to be forfeited to the League or to be repaid to the appellant person or Club; and
- F.21.6. to order the appellant Person or Club to pay or contribute to the costs of the appeal including the fees and expenses of members of the appeal tribunal.

F.22. The decision of the appeal tribunal shall be final and binding on the appellant Person and Club.

#### Persons Prohibited by Law from entering the United Kingdom etc

F.23. No Person may acquire any Holding in a Club if, pursuant to the law of the United Kingdom or the European Union:

- F.23.1. he is prohibited from entering the United Kingdom; or
- F.23.2. no funds or economic resources may be made available, directly or indirectly, to or for his benefit.

## Clubs: Finance and Governance

### Section G: Disclosure of Ownership and Other Interests

#### Disclosure of Ownership and Other Interests

- G.1. A Club shall forthwith give notice in Form 6 to the Board if any Person either directly or indirectly:
- G.1.1. holds;
  - G.1.2. acquires; or
  - G.1.3. having held or acquired, ceases to hold, any Significant Interest in the Club.
- G.2. A Club shall forthwith give notice to the Board if it either directly or indirectly:
- G.2.1. holds;
  - G.2.2. acquires; or
  - G.2.3. having held or acquired, ceases to hold, any Significant Interest in any other Club (or club) and in this Rule G.2, the definition of Significant Interest shall be deemed to apply to clubs in the same way as to Clubs.
- G.3. A Club shall forthwith give notice to the Board if it is aware or if it becomes aware that any holder of a Significant Interest in it either directly or indirectly:
- G.3.1. holds;
  - G.3.2. acquires; or
  - G.3.3. having held or acquired, ceases to hold, any Significant Interest in any other Club (or club) and in this Rule G.3, the definition of Significant Interest shall be deemed to apply to clubs in the same way as to Clubs.
- G.4. A notice given pursuant to the provisions of Rule G.1, G.2 and G.3 shall:
- G.4.1. identify the Person holding, acquiring or ceasing to hold the Significant Interest in question;
  - G.4.2. set out all relevant details of the Significant Interest including without limitation the number of Shares, their description and the nature of the interest; and
  - G.4.3. set out where appropriate the proportion (expressed in percentage terms) which the relevant Shares in respect of which the Significant Interest exists bear to the total number of Shares of that class in issue and of the total issued Shares.
- G.5. Each Club shall publish the identities of the ultimate owner of each Significant Interest in the Club.
- G.6. The Board shall maintain a register which shall include the particulars set out in Rule G.4 and the said register shall be available for inspection by any Club by prior appointment.
- G.7. Each Club shall forthwith give notice in writing to the Board if any Person identified in a notice given in accordance with Rule G.1.1 or Rule G.1.2 either directly or indirectly holds acquires or ceases to hold any Holding in the Club.

### Section G: Disclosure of Ownership and Other Interests

- G.8. The Board shall have power to suspend a Club if either directly or indirectly a Person acquires a Significant Interest in that Club while such Person either directly or indirectly holds any Holding in any class of Shares of another Club.
- G.9. At the discretion of the Board, a suspension may take effect forthwith or it may be postponed subject to such conditions as the Board may think fit to impose.
- G.10. Unless a suspension is postponed, a suspended Club shall not play in:
- G.10.1. any League Match;
  - G.10.2. any matches organised as part of the Games Programmes or matches in the Professional Development Leagues (as those terms are defined in the Youth Development Rules);
  - G.10.3. any of the competitions set out in Rules L.9; or
  - G.10.4. any other match.
- G.11. For the purposes of the League competition, the Board shall have power to determine how the cancellation of a League Match caused by the suspension of one of the Clubs which should have participated in it shall be treated.
- G.12. The Board shall have power to remove a Club's suspension imposed under Rule G.8 upon being satisfied that the circumstances giving rise to it are no longer extant.

### Material Transactions

- H.1. For the purposes of these Rules, Material Transactions shall comprise any payment or financial obligation (or any series of connected payments or financial obligations relating to the same transaction) made or undertaken by or to or in favour of a Club and recorded in its accounting and administration records which relates to any of the following:
- H.1.1. Compensation Fees, Contingent Sums or Loan Fees;
  - H.1.2. remuneration of Players (including, for this purpose, any benefits they are entitled to receive);
  - H.1.3. payments to or for the benefit of Intermediaries; or
  - H.1.4. Third Party Payments,
- and remuneration of and payments to or for the benefit of Players or Intermediaries shall in each case include payments made by or on behalf of a Club to or for the benefit of a Player or Intermediary (as the case may be) including, for this purpose, to any company or trust in which the Player or Intermediary (as the case may be) has an interest.

### Record of Material Transactions

- H.2. Brief particulars of each Material Transaction sufficient to identify its date(s), its amount(s), the payer, the payee and the nature of it shall be recorded by a Club and the record shall be made available on demand to its Directors, its auditors and the League.
- H.3. Directors of a Club (including non-executive Directors) shall take such steps as are reasonably necessary to satisfy themselves that their Club's record of Material Transactions is complete and correct.

### Transfer Policy

- H.4. Each Club shall formally adopt, and make available to the League at its request, a written transfer policy identifying who on its behalf has authority to negotiate and approve Material Transactions.
- H.5. Each Club shall ensure that all its Material Transactions are:
- H.5.1. negotiated and approved in accordance with its written transfer policy; and
  - H.5.2. documented and recorded as required by relevant provisions of these Rules and The Football Association Rules.

- H.6. Each Club shall, if requested to do so by the League, submit to the League Form 7 signed and dated by each of the Directors of the Club.
- H.7. Any Director who for any reason is unwilling to sign Form 7 shall nevertheless submit Form 7 to the League, noting his unwillingness to sign and giving full reasons.
- H.8. Any Director signing a Form 7 who knows or ought reasonably to know that it or any part of it is false or misleading in any way and any Director noting his unwillingness to sign a Form 7 knowing that such note or the reasons given by him are false or misleading in any way will, in either case, be in breach of these Rules and will be liable to be dealt with in accordance with the provisions of Section W of these Rules (Disciplinary).
- H.9. Managers, Players and Officials shall cooperate fully with the Directors of their Club in the preparation of Form 7.

## Clubs: Finance and Governance

### Section I: Associations and Influence

#### Associations between Clubs

- I.1. A Club shall not either directly or indirectly:
- I.1.1. apply to hold or hold any Holding in another Club or Football League club;
  - I.1.2. issue any of its Shares or grant any Holding to another Club or Football League club;
  - I.1.3. lend money to or guarantee the debts or obligations of another Club or Football League club;
  - I.1.4. borrow money from another Club or Football League club or permit another Club or Football League club to guarantee its debts or obligations;
  - I.1.5. be involved in or have any power to determine or influence the management or administration of another Club or Football League club; or
  - I.1.6. permit any other Club or Football League club to be involved in or have any power to determine or influence its management or administration.

#### Club Officials

- I.2. An Official of a Club shall not:
- I.2.1. be an Official of another Club or Football League club; or
  - I.2.2. either directly or indirectly be involved in or have any power to determine or influence the management or administration of another Club or Football League club.
- I.3. A Club shall not appoint as an Official anybody who:
- I.3.1. is an Official of another Club or Football League club; or
  - I.3.2. either directly or indirectly is involved in or has any power to determine or influence the management or administration of another Club or Football League club.

#### Dual Interests

- I.4. No Person may either directly or indirectly be involved in or have any power to determine or influence the management or administration of more than one Club.
- I.5. No Person may either directly or indirectly hold or acquire any Significant Interest in a Club while such Person either directly or indirectly holds any Holding in another Club.

### Section I: Associations and Influence

- I.6. A Club shall not either directly or indirectly issue Shares of any description or grant any Holding to any Person that either directly or indirectly already holds a Significant Interest in another Club.

#### Club Contracts

- I.7. No Club shall enter into a contract which enables any other party to that contract to acquire the ability materially to influence its policies or the performance of its teams in League Matches, any matches in the Professional Development Phase Games Programme or the Professional Development Leagues (as those terms are defined in the Youth Development Rules) or in any of the competitions set out in Rule L.9.

## Clubs: Finance and Governance

### Section J: Miscellaneous

#### Employment of Officials

- J.1. Without limitation to the requirements to employ specific members of staff found elsewhere in these Rules, each Club shall employ and provide written terms of reference to:
- J.1.1. an Official who shall be responsible for running the daily business of the Club with the support of a sufficient number of administrative staff in suitable and appropriately equipped offices, who can be contacted during normal office hours;
  - J.1.2. an Official who holds a nationally recognised qualification as an accountant or auditor, or who has sufficient experience to demonstrate his competence as such, who shall be responsible for the Club's finances;
  - J.1.3. a press or media officer who holds a nationally recognised qualification in journalism or who has sufficient experience to demonstrate his competence as a press or media officer;
  - J.1.4. one or more supporter liaison officer(s), whose roles and responsibilities are set out in Rule R.1; and
  - J.1.5. one or more disability access officer(s), whose roles and responsibilities are set out in Rule R.4.
- J.2. Each Club shall bind each of its Officials:
- J.2.1. to comply with these Rules during the period of their appointment or employment and in the case of Rule B.18 at all times thereafter; and
  - J.2.2. to seek its permission before contributing to the media (whether on television, radio, online or otherwise).
- J.3. Save as otherwise permitted by these Rules, no Club shall directly or indirectly induce or attempt to induce any Player, Manager, assistant manager, head coach or other senior first team football coach of another Club (or Football League club) to terminate a contract of employment with that other Club (or Football League club) (whether or not by breach of that contract) or directly or indirectly approach any such employee with a view to offering employment without the consent of that other Club (or Football League club).
- J.4. Each Club shall adopt and each Club, Manager, Official, Player and Academy Player shall observe, comply with and act in accordance with the Inclusion and Anti-Discrimination Policy set out in Appendix 2 to these Rules.

#### Betting

- J.5. Prior to entering into (or performing any aspect of) a Gambling Related Agreement, the Club shall procure that the other party (or parties) to the Gambling Related Agreement shall enter into an agreement with the League pursuant to which it shall agree with the League in the terms set out in Rules J.5.1 to J.5.2:
- J.5.1. it will provide accurate and complete information forthwith to the League in the event that the League is exercising its powers to enquire into any suspected or alleged breach of these Rules; and

### Section J: Miscellaneous

- J.5.2. it will not permit any form of gambling on any game referred to in Youth Development Rules 1.16(b)(ii), 1.16(b)(iii), and 1.16(c) to (e) or on any match including a Club in the UEFA Youth League.
- J.6. No Club, Official or Player may, in connection with betting on an event in, or on the result of, a League Match or a match in a competition which forms part of the Games Programmes or Professional Development Leagues (as those terms are defined in the Youth Development Rules):
- J.6.1. offer or receive a payment or any form of inducement to or from any Club or the Official or Player of any Club; or
  - J.6.2. receive or seek to receive any payment or other form of inducement from any Person.

#### UEFA Club Licence Applicants

- J.7. Any Club, Authorised Signatory or other Official making a false statement (whether made verbally or in writing) in or in connection with an application for a UEFA Club Licence or falsifying a document produced in support of or in connection with such an application shall be in breach of these Rules and shall be liable to be dealt with in accordance with the provisions of Section W of these Rules (Disciplinary).

#### Football Foundation

- J.8. Each Club must make available one half page of advertising or editorial material in match programmes for the benefit of The Football Foundation.



## Clubs: Operations

### Section K: Stadium Criteria and Broadcasters' Requirements

#### Safety Certificate

- K.1. Subject to Rule K.2, each Club shall hold a current safety certificate for its Stadium issued in accordance with the provisions of the Safety of Sports Grounds Act 1975.
- K.2. If a Club has a ground-sharing agreement in respect of its Stadium it shall be a term thereof that either the Club or the other party to the agreement shall hold a current safety certificate for that Stadium.

#### Ownership of Ground and Training Facilities

- K.3. Each Club shall either own its Stadium and training facilities or have a legally enforceable agreement with its owner for its use by the Club, expiring not earlier than the end of the current Season.

#### Ground Sharing

- K.4. No Club shall have or enter into a ground-sharing agreement in respect of its Stadium unless the agreement contains legally enforceable provisions to the effect that:
- K.4.1. the playing of the Club's League Matches at the Stadium shall always take precedence over the activities of the other party to the agreement; and
- K.4.2. the Club shall have the ability to postpone other activities scheduled to take place on the pitch in the 48 hours immediately preceding the kick-off of a League Match where, in the reasonable opinion of the Club, there is a risk that such activity might result in the subsequent postponement or abandonment of the League Match.

#### Ground Registration

- K.5. Each Club shall register its Stadium with the Board and must play all matches in the competitions listed in Rule L.9 for which it is the Home Club at the Stadium. No Club shall remove to another Stadium (either on a permanent or temporary basis) without first obtaining the written consent of the Board, in accordance with Rule K.6, below.
- K.6. In considering whether to give any such consent, the Board shall have regard to all the circumstances of the case (including, but not limited to, the factors set out in this Rule K.6) and shall not consent unless reasonably satisfied that such consent:
- K.6.1. would be consistent with the objects of the League as set out in the Memorandum;
- K.6.2. would be appropriate having in mind the relationship (if any) between the locality with which by its name or otherwise the applicant Club is traditionally associated and that in which such Club proposes to establish its Stadium;
- K.6.3. would not to any material extent adversely affect such Club's Officials, Players, supporters, shareholders, sponsors and others having an interest in its activities;
- K.6.4. would not have a material adverse effect on Visiting Clubs;

### Section K: Stadium Criteria and Broadcasters' Requirements

- K.6.5. would not to any material extent adversely affect Clubs (or Football League clubs) having their registered grounds in the immediate vicinity of the proposed location; and
- K.6.6. would enhance the reputation of the League and promote the game of association football generally.

#### All Seater Grounds

- K.7. Spectators admitted to a Stadium shall be offered only seated accommodation, the majority of which shall be covered, and there shall be no standing terraces.

#### Ground Regulations

- K.8. Each Club shall ensure that sufficient copies of the official notice entitled "Ground Regulations" published by the League are displayed prominently at its Stadium.

#### Covered Stadia

- K.9. Any Club applying for planning permission to cover or partially cover the playing area of its Stadium with a fixed or moveable roof shall provide to the Board a copy of its application together with copies of all submitted plans.
- K.10. No League Match shall take place at any Stadium where during the playing of the League Match the playing area is covered or partially covered by a fixed or moveable roof without the prior written approval of the Board. Before giving or refusing to give any such approval the Board shall consult with all Clubs and shall take into account their representations.

#### Dressing Rooms

- K.11. Each Club shall provide two dressing rooms for Players (one for the Home Club and one for the Visiting Club) the minimum area of which in each case (excluding showers, baths and toilets) shall be 30 square metres. In addition, each Club shall provide one or more additional dressing room(s) for Match Officials, ensuring suitable separate accommodation for any female Match Official appointed.

#### Drug-testing Room

- K.12. Each Club shall provide accommodation capable of being used as a drug-testing room which shall be near the Players' and Match Officials' dressing rooms and inaccessible to the public and media.

#### Security

- K.13. In order to safeguard the Players, Directors and Officials of each Club and Match Officials upon their arrival at and departure from a League Match, each Home Club shall procure that:
- K.13.1. the Visiting Club's team coach is able to park adjacent to the Players' entrance;
- K.13.2. barriers are placed so as to prevent members of the public gaining access to the area between the team coach and the Players' entrance;





## Section K: Stadium Criteria and Broadcasters' Requirements

- K.13.3. a parking area is provided for Officials of the Visiting Club and Match Officials close to their respective points of entry to the Stadium;
- K.13.4. the Players' entrance as well as the parking area and the points of entry referred to are adequately policed or stewarded; and
- K.13.5. access to the Match Officials dressing room is controlled in compliance with guidance as issued by PGMOL and approved by the Board.

- K.14. Each Home Club shall further procure that Players and Match Officials are provided with a safe and secure:
- K.14.1. means of access to and egress from the Stadium prior to and after the League Match;
  - K.14.2. environment in which to play the League Match; and
  - K.14.3. means of access to and egress from the pitch prior to the kick-off of a League Match, at the beginning and end of the half-time interval and upon the conclusion of the League Match.

### The Pitch

- K.15. Unless otherwise permitted by the Board, in League Matches the length of the pitch shall be 105 metres and its breadth 68 metres.
- K.16. The Board shall only give permission to a Club for the dimensions of its pitch to be other than as set out in Rule K.15 if it is impossible for it to comply with Rule K.15 due to the nature of the construction of its Stadium.
- K.17. A Club shall register the dimensions of its pitch before the commencement of each Season by giving written notice thereof in Form 8 to the Board.
- K.18. The Board may at any time require a Club to obtain and submit to the Board a report by an independent expert certifying its pitch dimensions.
- K.19. No Club shall alter the dimensions of its pitch during the Season without the prior written consent of the Board.
- K.20. The height of the pitch grass shall not exceed 30mm and the entire playing surface must be cut to the same height. The grass shall be cut so as to display straight, parallel lines across the entire width of the pitch, perpendicular to the touchlines. No other form of pitch presentation (such as circular or diagonal patterns) is permitted.
- K.21. Each Club shall take all reasonable steps to maintain its pitch in good condition throughout the Season and the Board may require a Club to take such steps as the Board shall specify if it is not satisfied that the pitch is being maintained to an adequate standard.
- K.22. Each Club shall provide and maintain at its Stadium an under-soil heating system for its pitch and shall ensure, so far as is reasonably possible, that the pitch is playable on the occasion of each home League Match.

## Section K: Stadium Criteria and Broadcasters' Requirements

### Pitch Protection

- K.23. In order to protect the pitch, unless otherwise mutually agreed between both participating Clubs, the following procedures shall be adopted by Players and Officials in the periods immediately before and after a League Match and at half time:
- K.23.1. the pitch shall only be used for warming up or warming down by Players named on Form 9 plus an additional goalkeeper;
  - K.23.2. pre-match warming up by either team shall not commence until 45 minutes before the kick-off time at the earliest, shall not last for more than 30 minutes, and shall end no later than 10 minutes before the kick-off time;
  - K.23.3. if portable goals are provided they shall be used for all goalkeeping drills other than crossing practice;
  - K.23.4. the goalmouth area shall be used by goalkeepers only if portable goals are not provided or for crossing practice and then only for not more than 20 minutes;
  - K.23.5. for the purposes of warming up and warming down each team shall use only part of the pitch between the edge of a penalty area and the half way line or as otherwise directed by the groundsmen;
  - K.23.6. all speed and stamina work shall be undertaken off the pitch parallel to the touchline opposite the side to be patrolled by the assistant referee or, in the absence of sufficient space, in that part of the pitch described in Rule K.23.5 above or as otherwise directed by the groundsmen;
  - K.23.7. Players using the pitch at half time shall give due consideration to any other activity or entertainment taking place on the pitch at the same time;
  - K.23.8. the Home Club may water the pitch and/or carry out any remedial or repair work to the pitch at half time provided that it gives reasonable notice to the referee and the other Club that it intends to do so and that any such watering and/or remedial or repair work is carried out evenly over the entire length and width of the pitch; and
  - K.23.9. any warming down after the conclusion of the League Match shall last for no longer than 15 minutes and for that purpose neither penalty area shall be used.

### Artificial Surfaces

- K.24. No League Match shall be played on an Artificial Surface.

### Goal Line Technology and Video Assistant Refereeing

- K.25. Each Club's Stadium must have installed such Goal Line Technology as the Board shall specify from time to time and, in respect of each League Match, facilitate the installation of such equipment so as to enable the use of video assistant refereeing in accordance with any protocol issued by the International Football Association Board and/or the Board from time to time ("VAR").



## Section K: Stadium Criteria and Broadcasters' Requirements

## Section K: Stadium Criteria and Broadcasters' Requirements

- K.26. Each Club shall:
- K.26.1. ensure that the Goal Line Technology and VAR installed at its Stadium is properly maintained in accordance with all applicable requirements insofar as such maintenance is the responsibility of the Club and not the responsibility of any Person appointed by the League pursuant to Rule K.26.2;
  - K.26.2. give all necessary cooperation to such Person appointed by the League to supply, install, maintain and operate such Goal Line Technology and VAR and to any Person properly authorised by the League or FIFA to test or certify the Club's Goal Line Technology or VAR; and
  - K.26.3. use Goal Line Technology and VAR only as specified by the Board from time to time..
- K.27. For the avoidance of doubt, ownership of the Goal Line Technology installed and operated at each Club, and of all rights arising therefrom or in connection therewith, shall not belong to the Club.

### Trainers' Bench Facilities

- K.28. Each Club shall provide separate trainers' benches adjacent to the pitch for the sole use of team officials, medical staff and substitute Players of each of the Home Club and the Visiting Club. Such trainers' benches shall be clearly marked 'Home' and 'Away', shall have direct access onto the pitch, shall be located equidistant from the halfway line, shall be under cover and shall each contain 14 seats.
- K.29. In addition to the 14 positions situated in the Visiting Club's trainers' bench, each Club shall provide at each League Match played at its Stadium eight positions for the sole use of coaching and medical staff of the Visiting Club. These positions must be in one self-contained area with access to the Visiting Club's trainers' bench.

### Guidance

Prior to the start of Season 2019/20, a Club may apply to the Board for dispensation from Rule K.29, which will be granted where it can demonstrate that its pre-sale of tickets to supporters in the area surrounding the trainers' benches renders compliance impracticable. Such dispensation will (if granted) last only for the duration of Season 2019/20.

- K.30. The individuals occupying the trainers' benches shall display throughout the League Match such identification as is required and provided by the Premier League.

### Technical Areas

- K.31. The technical areas shall include the trainers' benches required by Rule K.28 and shall extend one metre either side of each and to within one metre of the touchline.
- K.32. The boundaries of each of the technical areas shall be clearly marked.

### Sanitary Facilities

- K.33. Each Club shall provide sufficient, bright, clean and hygienic toilet and washing facilities for male and female spectators in accordance with any local authority requirements and having regard to guidance issued by the Sports Ground Safety Authority.

### Facilities for Disabled Supporters

- K.34. Each Club shall provide sufficient and adequate facilities for disabled supporters.

### CCTV

- K.35. A Home Club may arrange for any League Match in which its team participates to be relayed by closed circuit television to other locations within its Stadium.
- K.36. Except at any time when any live Transmission of any League Match pursuant to a UK Broadcast Contract is in progress, a Visiting Club may arrange by agreement with the Home Club for the closed circuit television signal of a League Match in which it participates to be relayed to its Stadium only. In all such circumstances, the Visiting Club shall ensure that any such relay of any such signal shall be encrypted.

### Giant Screens

- K.37. Except with the prior written consent of the Board, giant screens or the like at a Club's Stadium shall not be used to relay to spectators closed circuit pictures of the League Match at which they are present.
- K.38. Any consent given under the provisions of the above Rule shall be subject to the following conditions:
- K.38.1. the screen shall be located so that it does not interfere with the League Match at which it is used or distract the Players and Match Officials;
  - K.38.2. it shall be operated by a responsible Person who is fully aware of the conditions governing its use;
  - K.38.3. the Club has installed (to the League's specification) such equipment as necessary to ensure that the 'VAR information' feed can be used on the giant screen;
  - K.38.4. the screen may be used to show:
    - K.38.4.1. live action;
    - K.38.4.2. when the ball is not in play, action replays of positive incidents; or
    - K.38.4.3. replays or still images of incidents determined by the video assistant referee, in accordance with any guidance issued by the Board,
  - K.38.5. subject to Rule K.38.4.3 the screen shall not be used to show:
    - K.38.5.1. action replays of negative or controversial incidents;
    - K.38.5.2. any incident which may bring into question the judgment of a Match Official;
    - K.38.5.3. the area of the trainers' bench;
    - K.38.5.4. until substitute boards have been displayed, pictures of any substitute Player warming up or preparing to enter the field of play; or
    - K.38.5.5. any pictures which may tend to criticise, disparage, belittle or discredit the League, any Club or any Official, Player or Match Official or to bring the game into disrepute.

**Media Facilities – General**

- K.39. Each Club shall provide to the League such information and access to its Stadium as the League may reasonably require in order to assess whether the Club complies, or will in due course comply, with the requirements of Rules K.43 to K.89 and Rules K.133 to K.155.

**Guidance**

Assessment of compliance will be undertaken via self-assessment, inspections by the League or its appointees, and, if there is disagreement as to whether a Club complies with a particular requirement, by an independent audit.

- K.40. Where a Club demonstrates to the League that it is unable to comply with one or more of the requirements of Rules K.43 to K.89 or Rules K.133 to K.155, despite its best endeavours, due to the nature of the construction and configuration of its Stadium, the League may suspend action for breach of such Rules for such period of time and subject to such further order as the League considers appropriate.

**Guidance**

If the existing nature of a Club's Stadium is such that it necessitates a longer lead time to put in place a facility required by these Rules, then it may apply to the Board for temporary dispensation from the relevant Rule. In extreme cases, it is recognised that it may be physically impossible to comply with a particular requirement. In such a case, the Board may waive compliance without the Club attracting sanction pursuant to Rule K.42 subject to whatever further action the Board considers appropriate to comply as much as reasonably practicable with the intent of the Rules.

Any application for dispensation from any of the requirements in Rules K.43 to K.89 or Rules K.133 to K.155 will be judged on its own facts.

- K.41. The details of how each Club will, subject to Rule K.42, comply with Rules K.43 to K.89 and Rules K.133 to K.155 shall be recorded in its Technical Specification.
- K.42. If a Club fails to comply with any of Rules K.43 to K.89 and Rules K.133 to K.155, the Board may:
- K.42.1. withhold from that Club part or all of its share of International Broadcast Revenue to which it would otherwise be entitled pursuant to Rule D.18 until such time as it has demonstrated compliance; and/or
  - K.42.2. require the Club to undertake such works as the Board considers necessary by such date as the Board may specify; and
  - K.42.3. in the event of any continuing breach or failure to implement works as required by the Board pursuant to Rule K.42.2, deal with the matter under the provisions of Section W of these Rules.

- K.43. The League will inform each Club no later than 14 days before the date of each League Match to be played at its Stadium of the Match Manager appointed to act at that League Match and whether, and if so to what extent, the Club is required to comply with the following Rules:

- K.43.1. Rules K.53 and K.54 (International TV Commentary Positions);
- K.43.2. Rule K.64 (Television Studios);
- K.43.3. Rule K.65 (seats for TV Broadcasters: Observer Seats); and
- K.43.4. Rule K.78 (car park spaces for the use of Broadcasters).

- K.44. Access to the facilities, areas and rooms described in this Section of the Rules shall, on the date of each League Match, be restricted to such personnel as are accredited by the League or Home Club and each Home Club shall ensure that such facilities, areas and rooms are stewarded in such a manner as to enforce this restriction.

- K.45. Each Club shall ensure that for each League Match played at its Stadium:
- K.45.1. the Stadium is supplied with internet connectivity with a total bandwidth capacity of 750 megabits per second, for the exclusive use of Broadcasters, accredited representatives of the media, data partners and representatives of the League; and
  - K.45.2. within that total bandwidth, the Club provides connections to the internet and permits the installation and maintenance by the League of connectivity in accordance with the specification notified to the Club in advance of each Season.

**Guidance**

The League shall notify Clubs of the connectivity specifications for the forthcoming Season by no later than the preceding 30 June.

- K.46. Each Club shall give the Match Manager all such assistance, and access to such facilities, areas and rooms, as may be reasonably required.
- K.47. Each Club shall:
- K.47.1. provide at its Stadium for the use of the League in relation to this Section K a network access facility within its Outside Broadcast Compound and provide such rights and access as is needed for its installation and maintenance; and
  - K.47.2. ensure that for at least three hours before kick-off and two hours after the final whistle of each League Match at its Stadium, an appropriately competent Official is available to ensure as far as reasonably practicable uninterrupted use of the services set out at Rule K.45.

**Television Gantry**

- K.48. Subject to Rule K.50, each Club shall ensure that its Stadium has a television gantry which:
- K.48.1. is situated so that cameras can be positioned on the half-way line;
  - K.48.2. (where the gantry is constructed after 5 June 2019) is, subject to any dispensation granted by the Board, no higher than 18 metres from pitch level and no further than 30 metres behind the relevant touchline;
  - K.48.3. is at least 19 metres wide and at least two metres deep;
  - K.48.4. is able to accommodate at least three UK TV Commentary Positions and five cameras, allowing at least two metres by two metres per camera (in accordance with Rule K.60 and Appendix 3);
  - K.48.5. permits the cameras to have a full and clear view of the whole pitch; and
  - K.48.6. permits each camera position and UK Commentary Position to be easily accessible by technical personnel during the League Match without disturbing the cameramen or commentators.

**Guidance**

When considering the location of the television gantry, Clubs should be aware of the need to position the gantry so as to ensure that the cameras positioned on it do not face directly into the sun.

- K.49. Each UK TV Commentary Position and each camera position on the Television Gantry shall be Hardwired.
- K.50. A Club may fulfil the requirements set out in Rule K.48 across two gantries in close proximity to each other provided that:
- K.50.1. one is at least 12 metres wide and two metres deep and able to accommodate at least two UK Commentary Positions and three cameras (allowing at least two metres by two metres per camera), in which case Rule K.48.1 shall apply to this gantry; and
  - K.50.2. the other is at least seven metres wide and two metres deep and able to accommodate at least one UK Commentary Position and two cameras (allowing at least two metres by two metres per camera).

**UK TV Commentary Positions**

- K.51. Each Club shall provide at each League Match played at its Stadium at least three UK TV Commentary Positions on the Television Gantry, for use by UK Broadcasters' commentators.
- K.52. Each UK TV Commentary Position shall:
- K.52.1. consist of three seats;
  - K.52.2. be no less than three metres wide and one metre deep;
  - K.52.3. have internet connectivity as set out in Rule K.45 and mains power;
  - K.52.4. have a full and clear view of the whole pitch; and
  - K.52.5. have a desk large enough to hold a monitor, two laptop computers and such commentary equipment as UK Broadcasters may reasonably require.

**Guidance**

A Club will not be penalised for a failure to provide a full and clear view of the whole pitch under these Rules if the permanent infrastructure of its Stadium is such that this is not possible (for example due to the presence of stanchions supporting the roof of a stand), provided that its inability to provide such a full and clear view is communicated to the Board in the Technical Specification. Notwithstanding this, there must be no temporary or movable installations restricting the view.

**International TV Commentary Positions**

- K.53. Subject to Rule K.43, each Club shall provide at each League Match played at its Stadium:
- K.53.1. at least 15 International TV Commentary Positions (which need not be on the Television Gantry, provided that they are situated on the same side of the pitch as the Television Gantry and are sufficiently Hardwired for the receipt of the Broadcasters' feeds to monitors), of which five must have capacity for video and audio to be transmitted via a mini-camera to the Outside Broadcast Compound; and
  - K.53.2. no fewer than five additional seats for the use of International Broadcasters' technical staff.

**Guidance**

The mini-cameras referred to in Rule K.53.1 will be used to film commentators and not Match footage.

- K.54. Each International TV Commentary Position shall:
- K.54.1. be situated as close to the half-way line as reasonably practicable;
  - K.54.2. consist of two seats for the use of commentators;
  - K.54.3. be at least two metres wide and one metre deep;
  - K.54.4. be Hardwired;
  - K.54.5. have internet connectivity as set out in Rule K.45 and mains power;
  - K.54.6. have a full and clear view of the whole pitch; and
  - K.54.7. have a desk large enough to hold a monitor, two laptop computers and such commentary equipment as International Broadcasters may reasonably require.

**Guidance**

Where the Rules specify that different Persons are entitled to each be placed as near to the half-way line as reasonably practicable, the Match Manager shall allocate actual positions.

**Radio Commentary Positions**

- K.55. Each Club shall provide at each League Match played at its Stadium at least 15 Radio Commentary Positions for use by Radio Broadcasters and (subject to the priority over such seats of the Radio Broadcasters) by any radio broadcasters with whom the Home Club or the Visiting Club has entered into a Club Radio Contract, and each such position shall:



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- K.55.1. comprise one seat;
- K.55.2. be situated as close to the half-way line as reasonably practicable and in any event no further than 25m either side of it;
- K.55.3. have a clear view of a television monitor; and
- K.55.4. have mains power and a desk large enough to hold such commentary equipment as Radio Broadcasters may reasonably require.

### TV Broadcasters' Pitchside Presentation Positions

- K.56. Each Club shall provide at each League Match played at its Stadium at least seven pitchside presentation positions (two for UK Broadcasters and five for International Broadcasters), each of which shall be:
  - K.56.1. Hardwired;
  - K.56.2. as close to the touchline as reasonably practicable;
  - K.56.3. at least three metres wide; and
  - K.56.4. available from at least four hours before kick-off until five minutes before kick-off, during half-time until at least five minutes before the re-start, and for at least one hour after the final whistle.

### Tunnel Interview Positions

- K.57. Each Club shall provide at each League Match played at its Stadium at least five Hardwired tunnel interview positions, two of which shall be for the use of UK Broadcasters, and three of which shall be for the use of International Broadcasters, save that:
  - K.57.1. where the League confirms to the Home Club no later than seven days prior to a League Match to be played at its Stadium that more than 12 International Broadcasters will be in attendance, the Club must provide at least six tunnel interview positions for the use of TV Broadcasters (five of which must be Hardwired); and
  - K.57.2. where the League confirms to the Home Club no later than seven days prior to a League Match to be played at its Stadium that more than 15 International Broadcasters will be in attendance, the Club must provide at least seven tunnel interview positions for the use of TV Broadcasters (five of which must be Hardwired).

#### Guidance

Where a Club is regularly required to provide additional tunnel interview positions, in accordance with Rules K.57.1 and K.57.2, it is recommended that it installs permanent Hardwiring to those positions, to be used as necessary.

- K.58. The tunnel interview positions shall be:
  - K.58.1. located in the same stand as, and in close proximity to, the tunnel and the Players' dressing rooms;
  - K.58.2. designed so that television interviews within them can be conducted against the Interview Backdrops; and

## Section K: Stadium Criteria and Broadcasters' Requirements

- K.58.3. configured and designed in such way so as to ensure that each position can be used simultaneously and without causing noise disturbance of any kind to the other positions.

K.59. The following additional requirements apply in respect of any tunnel interview positions created by Clubs after 30 June 2016:

- K.59.1. one tunnel interview position must measure at least 2.5 metres by 2.5 metres; and
- K.59.2. with the exception of those interview positions required by Rules K.57.1 and K.57.2, all additional tunnel interview positions must measure at least 2 metres by 1.6 metres.

#### Guidance

Tunnel interview positions should be configured in such a way that the largest position is the one that Players and Managers arrive at first, where reasonably practicable.

Clubs should use such sound proofing and/or partitions as is/are necessary to satisfy the requirement set out at Rule K.58.3.

The size requirements of the additional tunnel interview positions required by Rules K.57.1 and K.57.2 will be agreed by the League and the relevant Club in each case.

### Camera Positions: Match Coverage

- K.60. Each Club shall provide at each League Match played at its Stadium positions for television cameras in accordance with the requirements of Appendix 3, and each such position shall be Hardwired.
- K.61. Each Club shall:
  - K.61.1. provide such pods and hoists as are necessary in order to ensure that all camera equipment can be installed in the required camera positions; and
  - K.61.2. ensure there is safe access to and egress from (including in case of emergency) the required camera positions for all persons and equipment.

#### Guidance

A pod is a pair of scaffolding tubes fixed (at an equal distance apart) to the front of the camera position to support a camera mount. A hoist is a rope and pulley system for lifting equipment from floor level to working height. When fitting pods, Clubs should consult the League who will offer guidance on the dimensions required.

### Camera Positions: Team and Supporter Arrivals

- K.62. Each Club shall provide at its Stadium a sufficient number of separate and static Hardwired camera positions to enable the filming of the arrivals of each team before each League Match.

#### Guidance

With respect to Rule K.62, ordinarily a 'sufficient number' of camera positions will be achieved by the provision of two separate camera positions per entry point to the Stadium (so if the Home Club and the Visiting Club arrive at the same point, two positions will be required, and if they arrive at different points, four positions will be required).



## Section K: Stadium Criteria and Broadcasters' Requirements

K.63. Each Club shall permit TV Broadcasters to film coverage of supporters outside its Stadium before each League Match.

### Television Studios

K.64. Subject to Rules K.40 and K.43, each Club shall provide at each League Match played at its Stadium at least two Hardwired studios for the use of Broadcasters and each such studio shall:

K.64.1. measure at least five metres by five metres;

K.64.2. be at least three metres high; and

K.64.3. have a window which is at least three metres wide (or, if constructed after 1 August 2014, 4.5 metres wide) by 1.5 metres high and which gives a full and clear view of the majority of the pitch and the crowd, unobstructed by any permanent Stadium structure, such as the giant screen.

### Guidance

With regard to the studio window, ideally the bottom of the window should be 50cm from the floor and the top of the window should be two metres from the floor.

### TV Broadcasters: Observer Seats

K.65. Subject to Rule K.43, each Club shall make available at each League Match played at its Stadium at least 25 seats for the use of accredited representatives of TV Broadcasters, to be situated in close proximity to the half-way line, with easy access to the tunnel area and Mixed Zone and a clear view of a television monitor throughout the League Match.

### Guidance

These seats will be for the use of working personnel of TV Broadcasters. The tickets for these seats will be distributed by the League who will also monitor their use.

Where necessary, Clubs shall take appropriate steps to ensure that any television monitors installed for accredited representatives of TV Broadcasters cannot be observed during the League Match by supporters of either participating Club.

### Reporter, Floor Manager and Match Manager Positions

K.66. Each Club shall provide at least eight seats (the positions of which shall be Hardwired) at each League Match played at its Stadium for the use of accredited representatives of UK Broadcasters, International Broadcasters and the League. Such seats shall be situated as near to the trainers' benches as practicable and must provide a full, clear view of the whole pitch.

K.67. Each Club shall provide one position at each League Match played at its Stadium for the use of the Match Manager, which must be situated:

K.67.1. sufficiently close to the position of the fourth official to enable the Match Manager to easily communicate with the fourth official during the League Match without needing to enter either technical area to do so; and

## Section K: Stadium Criteria and Broadcasters' Requirements

K.67.2. so as to enable the Match Manager to easily communicate with the floor manager(s) of the League and the host broadcaster (where applicable) during a League Match. If the Club is unable to fulfil this requirement at its Stadium, it must permit the League to install a system to facilitate such communication.

### Guidance

Where reasonably possible, Clubs should provide additional positions for the floor managers of the host broadcaster (where applicable) and the League, located in close proximity to the Match Manager's position and so as to enable easy communication with the fourth official.

It is envisaged that Broadcasters may use some of the seats allocated for reporters for technical equipment.

References to "the League" in Rules K.66 and K.67 mean Premier League Productions, the League's appointed production partner, which undertakes the broadcast of all League Matches on behalf of the League.

### Visiting Club Analyst Positions

K.68. Each Club shall provide at each League Match played at its Stadium three dedicated positions for the use of analysts of the Visiting Club, each of which shall:

K.68.1. consist of one seat situated as near to the half-way line, the tunnel and the Visiting Club's dressing room as reasonably practicable and provide a clear view of the whole pitch;

K.68.2. be sufficiently Hardwired for the receipt of three separate Broadcaster feeds (the 'world feed', the 'tactical feed' and one 'high behind' feed) by monitors in place at the relevant position;

K.68.3. have internet connectivity in accordance with Rule K.45 and mains power; and

K.68.4. have a desk large enough to hold a monitor and a laptop computer (and such other equipment as the analyst(s) may reasonably require).

### Guidance

Where, due to the configuration of the Stadium, a Club is unable to provide three positions for the use of analysts of the Visiting Club, it may seek dispensation from the League to provide two such positions.

### Mixed Zone

K.69. Each Club shall provide at each League Match played at its Stadium a Mixed Zone in which media interviews with Players and Managers may be conducted.

K.70. The Mixed Zone shall:

K.70.1. be located between the Players' dressing rooms and the Players' point of exit from the Stadium;

K.70.2. be accessible to Players, Managers, coaching staff and accredited representatives of Broadcasters;



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- K.70.3. be large enough to accommodate at least 20 representatives of Broadcasters; and
- K.70.4. have lighting of a sufficient level to provide suitable conditions for the Transmission of interviews.

- K.71. Each Home Club:
- K.71.1. shall permit into the Mixed Zone:
    - K.71.1.1. accredited representatives of Broadcasters who wish to conduct interviews in the Mixed Zone (up to a maximum of 20), who shall have priority entry into the Mixed Zone over those listed in Rules K.71.1.2 and K.71.1.3;
    - K.71.1.2. accredited representatives of radio broadcasters with whom it or the Visiting Club has entered into a Club Radio Contract; and
    - K.71.1.3. such authorised representatives of it or the Visiting Club as either may reasonably require in order to provide commentary or reports on media services such as its website, social media accounts or television channel; and
  - K.71.2. may, at its discretion, permit into the Mixed Zone such other accredited representatives of the media as it considers appropriate.

### Guidance

Further discussions will be undertaken with Clubs about the branding of the Mixed Zone. The League's preference is that Interview Backdrops should be used in Mixed Zones.

Accreditation of representatives of the media will be undertaken by the League or its appointee (currently Football DataCo Limited) on behalf of the League and Clubs.

### Access to Tunnel Interview Positions

- K.72. Each Club shall at each League Match played at its Stadium permit accredited representatives of TV Broadcasters access to the tunnel interview positions referred to in Rule K.57 to K.59 to prepare for, set up and carry out all activity permitted by these Rules. The Match Manager will manage all such access to ensure that, as far as reasonably practicable, the Persons referred to in this Rule only have access to the tunnel interview positions when needed.

### Guidance

TV Broadcasters' representatives are only permitted access to the tunnel interview positions for the filming of the exchange of team sheets, interviews, team arrivals, match reports, and to conduct unfilmed, informal discussions with coaching staff where the latter choose to speak to Broadcasters (and for the avoidance of doubt they are not obliged to engage in such informal discussions although they are encouraged to do so), and all other activities required by these Rules.

### Hardwiring

- K.73. Each Club shall:
  - K.73.1. ensure that, where required to do so by these Rules, it installs Hardwiring to the League's specification;
  - K.73.2. ensure that all Hardwiring at its Stadium is properly maintained and in good working order at all times when its use is required; and
  - K.73.3. provide to the League a certificate in writing in advance of each Season confirming that the Hardwiring at its Stadium is in compliance with Rule K.73.1, such certificate to be provided by an independent Person experienced in the design and installation of permanent outside broadcast cable infrastructure.
- K.74. Each Club shall permit the installation of temporary cabling by Broadcasters sufficient to ensure the continuous Transmission of League Matches played at its Stadium in the event of the failure of any Hardwiring required by these Rules (in addition to any other measures that the League may specify in order to ensure such continuous Transmission).

### Transmission of Pre-Match Media Conference

- K.75. Each Club shall permit the League to install such facilities as are required to allow Broadcasters to enable the Transmission of the Club's Pre-Match Media Conference, where such facilities are not already in place (subject to any embargo implemented in accordance with Rule K.107).

### Power Supply

- K.76. Each Club shall provide at its Stadium and make available to Broadcasters, at their request, access to electricity supply on the day of each League Match sufficient to power the Broadcasters' match day operations.
- K.77. At each League Match, the Home Club shall provide such facilities and access as is required by a Broadcaster to establish its own power supply for an Outside Broadcast Compound.

### Car Park Spaces

- K.78. Subject to Rule K.43, each Club shall make available to the League a minimum of 20 car park spaces as close to the Outside Broadcast Compound as reasonably practicable for each League Match played at its Stadium for the use by TV Broadcasters.

### Guidance

Car park spaces that are not required by Broadcasters will be released back to the League no later than fourteen days before the date of the League Match pursuant to Rule K.43.



## Section K: Stadium Criteria and Broadcasters' Requirements

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### Outside Broadcast Compound

- K.79. At each League Match, the Home Club shall provide a secure, level area (with a hard surface suitable for the parking of TV Broadcasters' vehicles) outside and adjacent to the Stadium of at least 1500m<sup>2</sup> for the exclusive use of the League's and TV Broadcasters' vehicles.
- K.80. The Outside Broadcast Compound shall:
- K.80.1. have sufficient drainage, toilets and waste disposal facilities; and
  - K.80.2. include sufficient working lights to enable complete illumination of the area above the League's and TV Broadcasters' vehicles,
- and each Club shall ensure that Broadcasters are given all requested access to the network access facility within the Outside Broadcast Compound located at its Stadium.
- K.81. The Outside Broadcast Compound shall have an unobstructed view of the southern horizon such as to allow satellite uplinking or if the Outside Broadcast Compound does not have such unobstructed view, the Club must provide an additional area as close as reasonably practicable to the Outside Broadcast Compound to enable satellite uplinking.

#### Guidance

The identity of the suppliers of the relevant "network access facility" for the purpose of Rule K.80 will be notified to Clubs by the League in advance of each Season.

With regard to Rule K.81, if an additional area is needed because satellite uplinking is not reasonably practicable from the Outside Broadcast Compound, then the additional area must be sufficiently large (approximately 120 m<sup>2</sup>) to accommodate six satellite news gathering trucks.

Clubs should be aware of the additional provisions regarding the Outside Broadcast Compound at Rule K.47.

### Official Club Team Sheets

- K.82. Each Home Club shall provide to the Match Manager the official team sheets of both the Home Club and the Visiting Club as soon as reasonably practicable after they have been submitted to the referee pursuant to Rule L.21.

#### Guidance

Rule L.21 provides that at least 75 minutes before the kick-off, a representative of each Club must submit to the referee and their opponents a team sheet.

The Match Manager will give copies of the team sheets to Broadcasters and to the League's data providers. Clubs will remain responsible for distributing it to others (e.g. representatives of the written media).

- K.83. A Club playing in a League Match shall not publish the teams until 60 minutes before kick-off.

#### Guidance

Publication of team sheets is strictly embargoed until 60 minutes before kick-off. The League will ensure that Broadcasters comply with this embargo.

### Media Working Area

- K.84. Each Club shall provide at each League Match played at its Stadium a working area for the use of accredited representatives of the media and Broadcasters, such area to be located in the same stand as the Players' dressing rooms and comprising a room of minimum 50m<sup>2</sup> and supplied with 25 individual or linked work stations, each of which shall have its own desk, chair, electricity supply and internet connectivity as set out in Rule K.45.
- K.85. Refreshment facilities of a standard to be determined by the Home Club shall be made available to accredited representatives of the media and Broadcasters for a reasonable period before and after the League Match and during the half-time interval.

### Media Conference Room

- K.86. Each Club shall provide at each League Match at its Stadium a media conference room with the following minimum facilities:
- K.86.1. seating for 70 persons;
  - K.86.2. lighting of a sufficient level for the filming and live Transmission of the Post-Match Media Conference;
  - K.86.3. a podium at the front of the room and in clear view of the cameras, with table and chairs to seat three people; and
  - K.86.4. a Hardwired camera platform at the rear of the room of sufficient size to accommodate at least two cameras and with an unobstructed view of the podium.

#### Guidance

This can be the same room as the media working area described in Rule K.84.

With regard to Rule K.86.4, ideally the camera platform should be able to accommodate up to 10 cameras.

### Press Seats

- K.87. Each Club shall provide at each League Match played at its Stadium a minimum of 50 seats for the use of accredited representatives of the media and the League's data providers. Such seats must be located: (a) near the media working room; and (b) in a position enabling a clear view of the whole pitch.

#### Guidance

Accreditation of representatives of the media will be undertaken by the League or its appointee (currently Football DataCo Limited) on behalf of the League and Clubs.



K.88. Each such seat shall have a desktop, electricity supply, a clear view of a television monitor, telephone point, and internet connectivity as set out in Rule K.45.

**Facilities for Photographers**

- K.89. Each Club shall provide at each League Match played at its Stadium facilities for photographers to the following minimum standards:
- K.89.1. pitch side access for 20 accredited photographers and messengers and appropriate pitch side wiring and wireless internet connectivity;
  - K.89.2. bibs bearing the word "Photographer" on the rear, numbered consecutively, the numbers appearing on both the front and rear of the bib;
  - K.89.3. bibs of a different colour bearing the word "Messenger" on the rear and similarly numbered; and
  - K.89.4. a working area or wire room of 20 square metres, internet connectivity as set out in Rule K.45, 16 power points, a television monitor, shelves to support laptop computers and refreshment facilities.

**Guidance**

Accreditation of photographers will be undertaken by the League or its appointee (currently Football DataCo Limited) on behalf of the League and Clubs.

**Content Sessions**

- K.90. Unless otherwise agreed by the League, each Club shall ensure that, during the six days preceding the day of each League Match, there is a period of two hours during which TV Broadcasters (including such number of International Broadcasters as the League may determine) may conduct the discussions and/or record the content and/or conduct the interviews with Players and the Manager required by Rules K.94 to K.103 ("**Content Session**").
- K.91. Each Club must ensure that its training ground includes a suitable, dedicated room in which (subject to Rules K.96 and K.102, below) the recording and interviews required by Rules K.94 to K.103 can be carried out. This room must measure no less than 2.5 metres by 2.5 metres and must be equipped with suitable facilities to enable the recording of interviews by TV Broadcasters, including, for example, mains power, sound proofing, black-out blinds and curtains on all windows and isolated air conditioning.
- K.92. At least once per calendar month (with the exception of June and July), each Club must permit TV Broadcasters to film and Transmit live at the TV Broadcasters' request (through the presence of one or more on-site reporters, technicians and/or producers, if required) one uninterrupted period of no less than 15 minutes of a Club training session involving the first team squad. Clubs must give no less than 48 hours' notice to the League of each such session and may limit the proximity of TV Broadcasters to a maximum of 30m from the pitch on which the training session is to take place.
- K.93. Each Club shall ensure that, in each case, its Content Session takes place on a date when its subsequent first team match is a League Match.

**Guidance**

The League may waive or vary the requirements set out in Rule K.93 (at its absolute discretion) in exceptional circumstances and upon request from a Club if, for example, the proximity in time between a match in the UEFA Europa League competition and the subsequent League Match and/or the location of the relevant UEFA Europa League Match makes it impracticable for the Club to arrange its Content Session at a time when its subsequent first team match is a League Match. A Club seeking a waiver or variation of these requirements from the League in respect of a particular Content Session must notify the League of that fact in good time and abide by the League's decision as to whether or not to grant the Club's request.

In lieu of a conventional interview, any Broadcaster entitled to attend a Content Session may apply to the League for permission to use its allotted time in that Content Session for a background briefing with the Player(s) and/or the Manager who will be made available. Such an application will only be granted by the League with the permission of the Club concerned.

**UK Content Sessions**

- K.94. In respect of a League Match to be Transmitted live by a UK Broadcaster, each participating Club shall be required to make its Players and/or its Manager available for a Content Session with that UK Broadcaster (a "**UK Content Session**"), in accordance with the following requirements:
- K.94.1. in advance of the League Match to which the UK Content Session relates, the relevant UK Broadcaster will provide each participating Club (with a copy to the League) with a shortlist of two Players that it wishes to be made available for the UK Content Session;
  - K.94.2. subject to Rule K.95, each participating Club must make (at least) one of the two Players included on the shortlist referred to at Rule K.94.1, above, available for the UK Content Session and must inform the relevant UK Broadcaster (with a copy to the League) which of the two Players it has selected when providing the notice referred to at Rule K.94.3;
  - K.94.3. unless otherwise agreed by the League (and subject to Rules K.96 and K.97), each Club shall give the League and the relevant UK Broadcaster at least: (a) six days' notice of the name(s) of the Player(s) who will be made available for the UK Content Session to which the League Match relates, selected in accordance with this Rule K.94; and (b) seven days' notice of the date, time, and location of the UK Content Session;
  - K.94.4. in the event that the Player selected by the Club becomes unable to participate in that UK Content Session due to illness, injury or other exceptional circumstance, the Club must (a) inform the relevant UK Broadcaster (with a copy to the League) as soon as reasonably possible, and (b) ensure that the second Player included on the shortlist referred to at Rule K.94.1, above, is made available as a replacement, or another suitable alternative is provided who is acceptable to the Broadcaster; and
  - K.94.5. each participating Club must make its Manager available for each UK Content Session; and
  - K.94.6. each participating Club must ensure that its Player(s) or Manager who is selected to participate in a UK Content Session is made available for a continuous period of no less than 15 minutes for filming and/or interview by the relevant UK Broadcaster.

### Guidance

Broadcasters will be encouraged to provide the shortlist referred to at Rule K.94.1 as far in advance of the League Match in question as possible to allow Clubs sufficient time to meet their obligations under Rule K.94.3 (and, in any event, such shortlists should be sent to Clubs no later than 24 hours before the deadline set out in Rule K.94.3). Any delay in the submission of such shortlists by Broadcasters will be taken into account by the League when considering Clubs' compliance with Rule K.94.3.

The League recognises that there may be weeks in which Clubs play two (or indeed in exceptional cases more than two) League Matches, e.g. over the Christmas period, and the League will take account of this fact when monitoring compliance with these Rules. The League will monitor Broadcaster access during such times to ensure that unreasonable demands are not being placed on Clubs.

- K.95. The selection of Players to be made available by Clubs for UK Content Sessions throughout the Season is subject to the following:
- K.95.1. subject to Rules K.95.2 and K.95.3, below, each Player listed on a Club's Squad List must be made available by the Club, in accordance with Rule K.94, for no fewer than 75% of the UK Content Sessions for which he is selected (by his inclusion on the shortlists referred to at Rule K.94.1);
  - K.95.2. no Club will be required to make any Player available for two consecutive UK Content Sessions;
  - K.95.3. no Club will be required to make any Player available for UK Content Sessions on more than six occasions per Season; and
  - K.95.4. each Club is entitled to apply to the Board for special dispensation for a Player to be granted an exemption from the requirements of Rule K.94 for a period of up to four weeks. The Board will only grant such special dispensation in exceptional circumstances and only once per Season in respect of each Player. Should a Club wish to make an application for special dispensation in accordance with this Rule, it must do so in writing to the Board, citing reasons (and, where appropriate, supporting evidence) for its application. The Board's decision as to whether or not to grant such special dispensation in each case is final and not subject to challenge. Where such dispensation is granted, the Board will confirm to the Club how that dispensation affects the Player's remaining obligations under Rules K.94 to K.100 for the remainder of the Season.

### Guidance

By way of example, should a Player be shortlisted for UK Content Sessions on five occasions throughout the Season, he must be made available by the Club on four of those occasions. If it is determined at the end of the Season that a Player has been made available by his Club for fewer than 75% of the UK Content Sessions for which he has been shortlisted, that Club will be in breach of Rule K.95.

Clubs are free to exceed the minimum requirements referred to at Rule K.95 (by, for example, making a Player available for more than six UK Content Sessions and/or more than 75% of the UK Content Sessions for which he has been shortlisted), should they wish to do so.

- K.96. Each Club shall ensure that, on no fewer than six occasions per Season, its UK Content Session takes place at a location other than the dedicated room referred to at Rule K.91, above. The date of such UK Content Session and their location in each case shall be subject to the agreement of the Club and the relevant UK Broadcaster.

- K.97. Each Club shall ensure that, on no fewer than five occasions per Season, it makes two or more of its Players available together for a UK Content Session. The date of such Content Session in each case shall be subject to the agreement of the Club and the relevant UK Broadcaster. Where it is agreed between the Club and the relevant UK Broadcaster that two or more Players will be made available together for a Content Session, the identity of the Players to be made available will be determined as follows:
- K.97.1. the relevant UK Broadcaster will provide the Club (with a copy to the League) with a shortlist of two Players, from which the Club will select one Player to be made available for the Content Session;
  - K.97.2. subject to Rule K.95, once the identity of the first Player to be made available is confirmed by the Club to the relevant UK Broadcaster, the UK Broadcaster will then provide a further shortlist of two Players, which may include a Player included on the shortlist referred to at Rule K.97.1 above (with a copy to the League), from which the Club will select one Player to be made available for the Content Session; and
  - K.97.3. in the event that the relevant UK Broadcaster and the Club agree that one or more further Player(s) will be made available for the Content Session, their identity in each case will be determined by means of the process referred to in Rule K.97.2, above.

### International Content Sessions

- K.98. Subject to Rules K.101 and K.102 below, in respect of each League Match:
- K.98.1. both participating Clubs shall ensure the attendance of (at least) one Player and/or the Manager during the Content Session for discussion and/or recording and/or interview by International Broadcasters, non-live UK Broadcasters and the League, for a period of no less than 45 minutes (an "International Content Session");
  - K.98.2. both participating Clubs shall give the League at least one week's notice of the date, time and location of their respective International Content Session (subject to Rules K.101 and K.102) and the name(s) of the individual(s) who will be made available for the International Content Session, which may be amended in each case, subject to the agreement of the League, in exceptional circumstances and provided that no such amendment is made within 72 hours of the League Match to which the International Content Session relates; and
  - K.98.3. any Player(s) to be made available by the Club for an International Content Session must have featured prominently in any of the Club's previous three League Matches (assessed as at the date when the notice referred to in Rule K.98.2 is provided to the League).

### Guidance

There may be occasions in which a Club wishes to make a Player available for an International Content Session who does not meet the criteria specified in Rule K.98.3, but who is nevertheless editorially relevant (for example, a Player who has recently recovered from injury and/or who has been recently signed). In such circumstances, Clubs should consult with the League, which may provide dispensation from the requirements of Rule K.98.3, where it agrees with the editorial relevance of the Player.



K.99. In respect of each League Match, each International Content Session must take place by the following deadlines:

Day of League Match	Deadline for International Content Session
Saturday, Sunday or Monday	Within six days of the League Match, to start no later than 1.30pm on the immediately preceding Friday.
Tuesday	Within six days of the League Match, to start no later than 1.30pm on the immediately preceding Monday.
Wednesday	Within six days of the League Match, to start no later than 1.30pm on the immediately preceding Tuesday.
Thursday	Within six days of the League Match, to start no later than 1.30pm on the immediately preceding Wednesday.
Friday	Within six days of the League Match, to start no later than 1.30pm on the immediately preceding Thursday.

**Guidance**

The League may grant dispensation to Clubs from the deadlines set out in Rule K.99 where training schedules and/or fixtures in other competitions make adhering to such deadline impracticable. In such circumstances, Clubs should seek such dispensation as far in advance of the relevant deadline as reasonably possible to allow the League to consider the request and its effect on Broadcasters.

- K.100. Over the course of each Season, each Club shall ensure that:
- K.100.1. its Manager is made available for International Content Sessions on no fewer than three occasions;
  - K.100.2. each of its Players is made available for International Content Sessions as follows:
    - K.100.2.1. if the Player has been included in his Club's starting line-up in respect of 30 or more League Matches throughout the Season, that Player must have been made available by his Club for no fewer than three International Content Sessions;
    - K.100.2.2. if the Player has been included in his Club's starting line-up in respect of 20 or more League Matches throughout the Season, that Player must have been made available by his Club for no fewer than two International Content Sessions;
    - K.100.2.3. if the Player has been included in his Club's starting line-up in respect of 10 or more League Matches throughout the Season, that Player must have been made available by his Club for at least one International Content Session; and

K.100.3. subject to Rules K.98 and K.100.1, every International Broadcaster that wishes to attend one of the Club's Broadcaster Preview Periods is permitted to do so and is given no less than 10 minutes of access to interview either: (a) one of the Club's Players; or (b) its Manager.

**Guidance**

Regardless of the number of International Broadcasters present, Clubs are only required to provide (at least) one Player and the Manager for the 45 minutes specified in Rule K.98. However, Clubs should be aware that the requirement that the Player and/or Manager be made available for a 45 minute period during the International Content Session remains even in the event that no International Broadcasters are in attendance. In those circumstances, the League may use the full 45 minute entitlement, if necessary.

- K.101. On no fewer than three occasions during each Season (the dates of which are subject to the agreement of the Club and the League), a Club must make two or more of its Players available together for an International Content Session. In such cases, the League will provide the relevant Club with a shortlist of at least three Players (by no later than seven days prior to the date on which the relevant International Content Session is to take place) from which the Club will select the two or more Players who will be made available for the International Content Session.
- K.102. At least once per calendar month (with the exception of June and July), each Club must conduct an International Content Session at a location other than the dedicated room referred to at Rule K.91, above (an **"International Content Session Plus"**). The date and location of each such International Content Session Plus shall be subject to the agreement of the Club and the League in each case.

**Guidance**

The International Content Sessions referred to at Rules K.101 and K.102 may be carried out in parallel, meaning that (subject to the agreement of the League) a Club may make more than one of its Players available for an International Content Session to take place away from the dedicated room referred to in Rule K.91.

**Additional League Content Sessions**

- K.103. On no fewer than two occasions during each Season, in each case in lieu of its requirement to participate in an International Content Session in accordance with Rule K.98, above, each Club shall instead make available one Player or its Manager for a continuous period of no less than 60 minutes for the recording of additional 'in-depth' feature content by the League (the **"Feature Session"**), subject to the following:
  - K.103.1. the Feature Session shall take place on either a Monday or a Tuesday at a date and time mutually agreed by the Club and the League;
  - K.103.2. in advance of the Season, the League shall provide the relevant Club with a shortlist of four individuals (either Players and/or the Manager) from which the Club will select two who will be made available for the two Feature Sessions; and
  - K.103.3. an individual's participation in a Feature Session (whether a Player or the Manager) shall count towards the League's assessment of compliance with Rule K.100.



## Section K: Stadium Criteria and Broadcasters' Requirements

- K.104. During the period covering Seasons 2019/20, 2020/21 and 2021/22, each Club that remains in membership of the League for that entire period shall use its best endeavours to deliver an additional extended content session to the League, the precise details of which (including the number and identity of the Players to be made available and the time, date and location of the session) shall be subject to the agreement of the Club and the League in each case.

### Guidance

Whilst not bound to comply with Rule K.104, Clubs that become members of the League in Seasons 2020/21 and 2021/22 are encouraged nevertheless to participate in a similar content session during their membership of the League.

- K.105. Within a week of the final League Match of each Season, the League Champions for that Season must participate in five additional features with the League and the UK Broadcaster designated by the League (the **"Champions' Features"**) in accordance with the following conditions:
- K.105.1. of the five Champions' Features, no fewer than three must include interviews with one or more Players who have played a significant role in the Club's performance throughout the Season; and
  - K.105.2. the content of each of the Champions' Features must be agreed the Club, the League and the UK Broadcaster designated by the League.

### Guidance

In the event that the League Champions are required to participate in any other competitions during the week following the final League Match of the Season, making compliance with Rule K.105 impractical, the League and the Club will agree revised dates outside the deadline in Rule K.105 but as soon as possible thereafter.

### Pre-Match Media Conference

- K.106. In addition to the requirements of Rules K.94 to K.100, each Club shall ensure that its Manager attends a media conference with Broadcasters and, at its discretion, such other accredited representatives of the media as the Club considers appropriate, to be scheduled as follows:

Day of League Match	Day of Pre-Match Media Conference
Saturday, Sunday or Monday	Thursday or Friday to start no later than 1.30pm (save for exceptional circumstances, to be managed and monitored by the League, e.g. in the case of late return from a fixture in the UEFA Europa League).
Tuesday	Monday to start no later than 1.30pm.
Wednesday	Monday or Tuesday to start no later than 1.30pm.
Thursday	Wednesday to start no later than 1.30pm.
Friday	Thursday to start no later than 1.30pm.

## Section K: Stadium Criteria and Broadcasters' Requirements

- K.107. Each Club must allow UK Broadcasters and the League access to the Pre-Match Media Conference for the Transmission of that conference. Clubs must not delay or otherwise restrict the Transmission of the Pre-Match Media Conference for any longer than 30 minutes after the commencement of that conference.

### Pre-Match Filming

- K.108. In addition to the requirements of Rule K.113, by no later than two weeks prior to each Club's first League Match of the Season, the Club and the League shall agree three positions within the Stadium that may be utilised by Broadcasters for pre-match filming prior to each League Match to be Transmitted live in the UK (**"Pre-Match Positions"**), one of which shall be the Home Club's dressing room.
- K.109. By no later than two weeks prior to each League Match to be Transmitted live in the UK, the Home Club must notify the League:
- K.109.1. which of the Pre-Match Positions will be available to Broadcasters in advance of the League Match; and
  - K.109.2. a continuous period of 60 minutes, within the period between five hours and two hours prior to kick-off (precise details to be agreed between the League and the Club), when filming can take place by Broadcasters at the designated Pre-Match Position.

### Guidance

Examples of suitable Pre-Match Positions include the dugout(s), the Manager's office, the Directors' Box and/or the tunnel area. The League will ensure that only one Broadcaster at a time is permitted to film at the designated Pre-Match Position.

- K.110. Prior to each League Match to be Transmitted live in the UK, the Home Club must agree with the UK Broadcaster the details of a continuous period of 30 minutes, within the period between 120 minutes and 15 minutes prior to kick-off, when it can film and present for a continuous period of no less than 15 minutes from a location on the pitch (the exact pitch position(s) to be mutually agreed between the UK Broadcaster and the Club).

### Guidance

Where by reason of adverse weather conditions (or other exceptional circumstances), the filming referred to in Rule K.110 poses a risk to the condition of the pitch, the requirements of Rule K.110 may be waived with the agreement of the League.

The League will monitor requests by UK Broadcasters to conduct the filming referred to in Rule K.110 to ensure: (a) that requests to do so are made sufficiently in advance of the League Match to enable the Club to properly plan and to ensure that the timing and location of the filming can be recorded in the documents circulated by the relevant Match Manager in the week leading up to the League Match; and (b) that the filming does not in any way impact upon pre-Match warm-ups by either team or negatively affect the quality of the pitch.

### Interviews - General

- K.111. If interpretation into English is required for any interview taking place pursuant to Rules K.94 to K.100 (Content Sessions) or K.112 (Matchday Pre-Match Interviews), then it must be provided by the Club.

### Matchday Pre-Match Interviews

- K.112. Each Club shall ensure that the following are made available for an interview with one TV Broadcaster (or the League) within the period between 45 minutes and 120 minutes before the kick-off of the League Match:
- K.112.1. one of its Players (whose identity shall be confirmed by the Club to the Match Manager and UK Broadcaster filming the League Match (the **"Host Broadcaster"**) at least 15 minutes before the interview) who is to be in the starting line-up of the League Match (but who must not be the Player who was made available for interview prior to the previous League Match) who will be asked no more than three questions, all of which shall be related to that League Match; and
  - K.112.2. its Manager, such interview to take place after the team sheets have been publicly announced, the exact time to be agreed with the TV Broadcaster and Match Manager (and to be adhered to by the Club and Manager once so agreed).

#### Guidance

With regard to Rule K.112.1, it is appreciated that if the pre-match interview takes place before the announcement of the teams, the Club Official nominating a Player to take part may not be aware of the starting line-up due to timing issues. Clubs may accordingly prefer to ensure that such interviews take place after the announcement of the teams. The League reserves the right to investigate a breach of this provision if the nominated Player is one who could reasonably have been anticipated would not start the League Match, and/or if a Club persistently nominates Players none of whom go on to start the League Matches in question.

If the Manager wishes to be interviewed before the announcement of the teams, this will be acceptable provided that the relevant TV Broadcaster (or the League) agrees, and provided that the Manager discloses his team selection to the relevant TV Broadcaster (or the League), who will keep this information strictly confidential until after the teams have been publicly announced which, as noted in Rule K.83, will not occur until 60 minutes before kick-off.

Either of the interviews referred to at Rule K.112, above, may take place in the Club's dressing room or any area proposed by the Host Broadcaster, subject to the agreement of the Club.

### Dressing Room Filming

- K.113. In respect of each League Match to be Transmitted live by a UK Broadcaster, each participating Club shall permit the UK Broadcaster or the League to gain access to and film footage of its dressing room between the time that the Club's Strip has been laid out for the Players and the time that the Players arrive at the Stadium.

#### Guidance

Access to the dressing rooms will be for no longer than five minutes and will be monitored by the Match Manager, who will ensure that only the necessary TV Broadcaster and/or League personnel are present. Any footage will not be Transmitted until after the official team sheets have been published.

### Half-time Interviews

- K.114. In respect of each League Match to be Transmitted live by a UK Broadcaster, the UK Broadcaster may request that the Manager (or a senior member of the coaching staff) of either or each participating Club provides an interview at the end of the half-time interval, before the re-start of the League Match. The Manager may elect to provide the interview requested or decline to do so, at his absolute discretion.

### Post-Match Interviews, Mixed Zone and Post-Match Media Conference

- K.115. After the conclusion of each League Match, each participating Club must ensure that it makes its Player(s) and/or Manager available for interview strictly in accordance with the provisions of Rules K.117 to K.125, below. (For the avoidance of doubt the relevant interviewees must remain so available until the interviews are concluded, even if this is after the times stated below).
- K.116. No Player or Manager who has been sent-off in a League Match or is suspended for a League Match will be required to be made available for interview during or after that League Match. In such circumstances, the media obligations relating to a Club's Manager shall be fulfilled by the Club's assistant manager or another senior member of its coaching staff.

#### 'Super-Flash' interviews

- K.117. Prior to the conclusion of each League Match, the Host Broadcaster may notify a participating Club of a shortlist of three Players who participated in the League Match and who the Host Broadcaster wishes to interview immediately after the conclusion of the League Match (the **"Super-Flash Interview"**).
- K.118. When in receipt of that shortlist, the relevant Club must select at least one of the shortlisted Players to be made available for the Super-Flash Interview, together with one further Player (who may or may not be one of the other Players shortlisted by the Host Broadcaster but must have featured prominently in the League Match) who must also be made available for the Super-Flash Interview.
- K.119. In the event that the Host Broadcaster does not wish to carry out the Super-Flash Interview to which it is entitled, any other UK Broadcaster present at the League Match may exercise that right (and in the event that no UK Broadcaster wishes to do so, the League may do so).

#### UK Broadcasters

- K.120. In respect of each UK Broadcaster that has the right to the Transmission of a League Match, that UK Broadcaster is entitled to interview two Players and the Manager from each participating Club (save where that Club has provided a Super-Flash Interview to that UK Broadcaster in accordance with Rule K.117) following each League Match, in accordance with the following requirements:



## Section K: Stadium Criteria and Broadcasters' Requirements

- K.120.1 prior to the conclusion of the League Match, the UK Broadcaster may notify a participating Club of a shortlist of three Players who participated in the League Match and who the UK Broadcaster wishes to interview following the League Match;
- K.120.2 when in receipt of that shortlist, the relevant Club must select at least one of the shortlisted Players to be made available for interview with the UK Broadcaster, together with one further Player (who may or may not be one of the other Players shortlisted by the UK Broadcaster but must have featured prominently in the League Match) and the Club's Manager; and
- K.120.3 the relevant Players and the Manager must be made available for interview: (a) within 20 minutes of the conclusion of the League Match for interviews with a UK Broadcaster that has Transmitted the League Match live; and (b) within 45 minutes of the conclusion of the League Match for all other UK Broadcasters.

### Guidance

In assessing compliance with the requirements of Rule K.120.3, the League will take account of whether the relevant UK Broadcaster submitted its shortlist to the Club prior to the conclusion of the League Match, as required.

### International Broadcasters and the League

- K.121. In respect of each League Match, each participating Club must ensure that at least one of its Players who featured prominently in the League Match and/or its Manager is made available for interview by International Broadcasters in attendance at the League Match and the League (subject to Rule K.123 below), in accordance with the requirements set out in Rule K.124, below.
- K.122. Each participating Club is required to ensure that each International Broadcaster in attendance at the League Match and the League receive an interview by either a Player or its Manager in accordance with the deadlines set out in Rule K.124, below, save that a Club that has lost the League Match shall be required to provide such interviews to 15 International Broadcasters and the League (or more International Broadcasters, should they wish to do so).
- K.123. The identity/ies of the individual(s) to be made available for interview in accordance with Rule K.121, above, may be determined by the Club concerned, however, where it receives one or more requests from International Broadcasters that its Manager be made available for an interview, it must ensure that it makes its Manager available in accordance with the following requirements:

## Section K: Stadium Criteria and Broadcasters' Requirements

No. of requests by International Broadcasters	Minimum no. of interviews for which Manager must be made available
1	1
2	1
3	2
4	2
5	3
6	3
7 or more	3

- K.124. Each participating Club must make its Players and/or its Manager available for interviews with International Broadcasters and the League by the following deadlines:
  - K.124.1. for each League Match, that is broadcast live by a UK Broadcaster, within 20 minutes of the conclusion of the League Match for the League save that where a Player has provided a Super-Flash Interview to the League, he is not required to provide a further post-match interview to the League, and save that this deadline is extended to 30 minutes for Players/the Manager from a Club that has lost the relevant League Match;
  - K.124.2. within 30 minutes of the conclusion of the League Match for each International Broadcaster Transmitting the League Match live (save that this deadline is extended to 45 minutes for Players/the Manager from a Club that lost the relevant League Match); and
  - K.124.3. within 45 minutes for each other International Broadcaster that has Transmitted the League Match.

### Radio Broadcasters

- K.125. Each Club participating in a League Match must ensure that each Radio Broadcaster that has the right to the Radio Transmission of that League Match is permitted to interview: (a) at least one Player who featured prominently in the League Match; and (b) the Manager, following the League Match.



## Section K: Stadium Criteria and Broadcasters' Requirements

### Guidance

For the avoidance of doubt, all Players selected for doping control following a League Match are still expected to comply with their obligations regarding Broadcaster access (save where the doping control officer refuses to allow the Player to depart from the doping control station as a result of, for example, a lack of available chaperones). However, where selection for doping control affects a Player's ability to make himself available for interview within the deadlines stipulated by these Rules, that will be taken into account by the Board when determining whether a breach has occurred.

With regard to Rule K.121, the League in this context means Premier League Productions, the League's appointed production partner which undertakes the broadcast of all League Matches on behalf of the League. The League then distributes content to International Broadcasters.

The League considers it extremely important that, wherever possible, International Broadcasters receive interviews from Players with relevant language skills. Rule K.121 requires Clubs to ensure that either a Player or the Manager is available after the League Match for interviews with the League and all International Broadcasters present. The League will monitor Broadcaster access to ensure a balance between appropriate language content for International Broadcasters and that unreasonable demands are not being placed on Clubs.

Furthermore, Clubs should ensure that they make a sufficient number of Players available for interview by International Broadcasters and the League to ensure compliance with the deadlines set out at Rule K.124. For example, if a Club makes only one Player available for interview by International Broadcasters and the League, it is unlikely that all such Broadcasters will receive interviews within the relevant deadlines. In such circumstances, where the deadlines are missed as a result of too few Players being made available by a Club, that Club will be in breach of these Rules.

"Radio Broadcasters" means for the purposes of this Rule UK and/or Irish radio broadcasters only.

Interviews with TV Broadcasters which take place pursuant to Rules K.117 to K.121 may take place in any location agreed between the relevant Broadcaster and the relevant Club.

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| K.126.   | Before 31 July each year, each Club must confirm to the League whether, in respect of each League Match throughout the Season:  |
| K.126.1. | each of the Players listed on its team sheet will walk through the Mixed Zone when exiting the Stadium following the League Match; or   |
| K.126.2. | a minimum of six of the Players listed on the team sheet will walk through the Mixed Zone when exiting the Stadium following the League Match and the Club will ensure that each Broadcaster in attendance in the Mixed Zone is able to interview at least one such Player. |

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| K.127. | Having made the election referred to at Rule K.126, above, each Club must ensure that it complies with its chosen approach at each League Match. |
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### Guidance

Clubs may withdraw a Player from walking through the Mixed Zone in exceptional circumstances, e.g. where the Player has suffered injury and needs medical treatment or is subject to doping control.

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| K.128. | Each Home Club shall facilitate a media conference following each League Match (the "Post-Match Media Conference"). |
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## Section K: Stadium Criteria and Broadcasters' Requirements

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| K.129. | The Post-Match Media Conference shall take place in the media conference room referred to in Rule K.86. |
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| K.130. | Each Home Club shall ensure that Broadcasters that wish to do so have access to the Post-Match Media Conference and may at its discretion give such access to accredited representatives of other media. |
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| K.131. | Each Club shall ensure that its Manager attends the Post-Match Media Conference. |
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### League Champions

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| K.132. | Each Season, following the conclusion of each of the League Matches at which: (a) a Club's result in that League Match guarantees that it will become League Champions; and (b) the trophy is awarded to that Club for becoming League Champions, the Club concerned shall grant access to the Host Broadcaster to its dressing room from the period between the conclusion of the League Match and 60 minutes after the conclusion of the League Match. |
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### Guidance

The Club's own media channel may also conduct filming during the period referred to in Rule K.132. Where it chooses to do so, the Club and Host Broadcaster shall engage in good faith discussions in advance to ensure that both are able to carry out their media requirements in co-operation with each other.

### Promotional Photographs and Footage

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| K.133.   | Each Club shall:   |
| K.133.1. | select (and notify the League of) one half day period, no later than 48 hours before the start of each Season, during which its Contract Players and Manager may be photographed and/or filmed by the League or its appointee; and |
| K.133.2. | ensure that each of its Contract Players and its Manager is available for a continuous period of no less than 60 minutes during such half day period for the photography and filming referred to at Rule K.133.1.                  |

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| K.134.   | For the purposes of the photography and filming referred to in Rule K.133:                            |
| K.134.1. | each Contract Player shall wear each of the Strips registered by the Club pursuant to Rule M.17; and  |
| K.134.2. | the Manager shall wear match day attire (such as the Club's official training kit or blazer or suit). |

### Guidance

Club media and broadcast channels are permitted to attend the session referred to in Rule K.133, above, provided that any additional filming or photography by such channels in no way interrupts or inhibits that session.



## Section K: Stadium Criteria and Broadcasters' Requirements

K.135. Each Club shall make available at its Stadium or training ground suitable facilities, the details of which shall be agreed between the Club and the League in advance, with the benefit of mains electric power, for the purposes of the filming and photography referred to in Rule K.133.

K.136. Each Club shall provide to the League by no later than 30 September each year a group photograph of all of the Players included on its Squad List and any Under 21 Players who in the Club's reasonable opinion will play in a significant number of League Matches in the forthcoming Season.

### Guidance

The purpose of this requirement is primarily to provide footage of players to be used in dynamic line-ups by TV Broadcasters. In addition, photographs of players will be used by the League's trading cards partner. The League will hold the copyright in these photographs and licence it to Clubs.

In the event that the League or its appointee is unable to carry out the filming or photography of a Contract Player pursuant to Rule K.133 then the Club should provide to the League a front-on head and body photograph of the Contract Player wearing the Club's home Strip.

As squads change over the Season, the League will ask Clubs to give access to new Players pursuant to Rule K.133.2. While the League will work with Clubs to schedule these further sessions, they will need to be undertaken before any new Player plays in a League Match.

K.137. By no later than its first League Match of the Season, each Club shall submit to the League the results of a questionnaire (the form and content of which shall be determined by the League) completed by each of its Contract Players and its Manager, indicating his hobbies and interests in each case, together with details of each language in which he is able to carry out any media duties required by these Rules.

K.138. Each Club shall ensure that, when reasonably requested to do so by the League, Players and Managers will take part in recordings for the promotional purposes of Broadcasters and the League.

### Guidance

The League will manage the requests for access made by Broadcasters under Rule K.138 to ensure that the demands made of Clubs or of individual Players and Managers are not too onerous.

### Pre-Season Content Session

K.139. Each Club shall make no fewer than four Players and its Manager available for a Content Session, lasting for a continuous period of no less than 60 minutes, prior to the start of each Season ("**Pre-Season Content Session**"). The time, date and location of such Pre-Season Content Session, together with the identities of the Players in attendance shall be determined in accordance with Rules K.140 and K.141, below.

K.140. Each Club must ensure the participation of its captain at its Pre-Season Content Session and must ensure that the remaining Players participating in the Pre-Season Content Session include only Players who were listed in the Club's starting line-up in no fewer than 20 League Matches during the preceding Season (save that the League may grant dispensation from this requirement at its discretion, for example, where the Club registers one or more new Players).

## Section K: Stadium Criteria and Broadcasters' Requirements

K.141. By no later than the 10 July preceding each Season, each Club must:

K.141.1. notify the League of the identities of the Players (in addition to its Manager) who will be made available for the Pre-Season Content Session; and

K.141.2. agree with the League the time, date and location of the Pre-Season Content Session (which may run immediately prior to or following or concurrently with the period referred to in Rule K.133, above, provided that it in no way inhibits the ability of the League and/or any Broadcaster to carry out the photography or filming required under that Rule.

### Guidance

Participation by a Player or Manager in a Pre-Season Content Session will be taken into account by the League in its assessment of Club compliance with Rules K.95 and K.100, as appropriate.

### Floodlights

K.142. On the day of each League Match, each Club shall ensure that its floodlights are operational and comply with the requirements of these Rules for such period as the Board may from time to time specify.

K.143. A Club's Stadium must have floodlights giving a maintained vertical illuminance of:

- K.143.1. an average of at least 1650 lux and a minimum of at least 1000 lux when measured towards the principal camera on the Television Gantry; and
- K.143.2. an average of at least 1000 lux and a minimum of at least 650 lux at any one location on the pitch when measured towards the four vertical planes at 0°, 90°, 180° and 270° as shown in the pitch lighting grid set out below; and
- K.143.3. an average of at least 1650 lux and a minimum of at least 1000 lux on the horizontal reference plane.

### Guidance

The average lux value referred to in Rule K.143.1 is calculated by adding together the readings in each direction taken from each of the 96 measurement points referred to in Rule K.145 and dividing them by 96.

The average lux value referred to in Rule K.143.2 is calculated by adding together the readings taken in the same direction at each of the 96 measurement points referred to in Rule K.145 and dividing the total by 96.

The average lux value referred to in Rule K.143.3 is calculated by adding together the readings taken in the same direction at each of the 96 measurement points referred to in Rule K.145 and dividing the total by 96.

Clubs should also take measurements on the horizontal plane at all 96 measurements as referred to in Rule K.145 for reference. These measurements should be reported in the certificate required by Rule K.154. All measurements should be taken at 1m above the pitch surface.

K.144. The floodlighting must provide uniformity of maintained vertical illuminance at all locations on the pitch such that the minimum illuminance is no less than half of the maximum illuminance and no less than 60% of the average illuminance.



**Guidance**

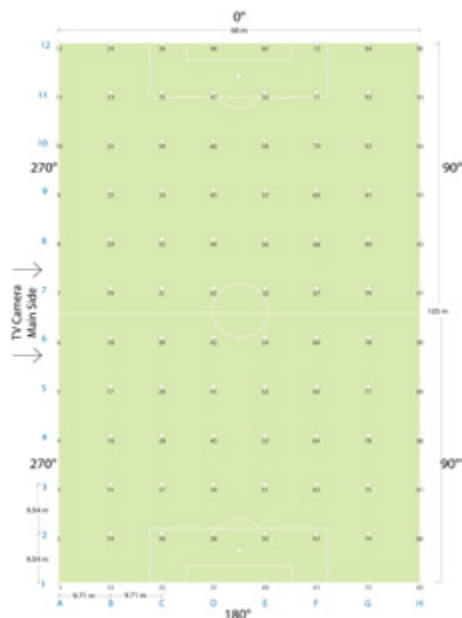
The requirements of Rule K.144 are often expressed by technical experts as "U1 values" and "U2 values" in the following manner:

"Uniformity (U1 [min/max]) > 0.50  
Uniformity (U2 [min/ave]) > 0.60"

- K.145. Calculation, measurement and reporting of the lux values shall be undertaken on the pitch using 96 measurement points in a grid format and at an equal distance from each other on each axis.
- K.146. At each of the 96 measurement points referred to in Rule K.145, five measurements shall be taken at one metre above the pitch and in the following five directions:
  - K.146.1. one measurement shall on the horizontal plane at each reference point as shown in the pitch lighting grid set out below;
  - K.146.2. when necessary, one measurement shall be taken towards the main camera on the Television Gantry (represented at position no. 1 on Plan A of Appendix 3); and
  - K.146.3. four measurements shall be taken in four directions. The measurements shall be taken at 0°, 90°, 180° and 270° planes as shown in the pitch lighting grid set out below.

**Guidance – Pitch Lighting Grid**

To illustrate what is meant by this, Clubs are requested to measure and report lux values using a grid as shown below demonstrating each point on the pitch at which a measurement must be taken and recorded:



The certificate to be provided to the League pursuant to Rule K.154 must contain the outcome of the measurement of the lux values at each point and in each direction on the pitch in this format. As five measurements must be taken at each of the 96 points, a total of 480 measurements must be taken (or 576 if including an assessment of illuminance towards the main camera).

- K.147. The 12 rows of seating nearest to the pitch (save for such rows in the stand where the Television Gantry is situated) shall be illuminated such that they have a minimum vertical illuminance perpendicular to the pitch of at least 200 lux and provide a comfortable, glare-free environment for spectators.
- K.148. The illuminance referred to in Rule K.147 shall be measured by measurements taken at illuminance test reference points located at 10m intervals on the tenth row of seating around the pitch. The illuminance test reference points are required in all seating areas around the perimeter of the pitch save for areas adjacent to the Television Gantry.
- K.149. Floodlighting shall be installed and arranged so as not to cause undue glare to Players.

**Guidance**

This is especially important in the goalmouth area where it is recommended by the International Commission on Illumination that no floodlights are installed in the horizontal zone of 5° of either side of the goal line.

- K.150. Each Club's floodlighting shall have:
  - K.150.1. colour rendering index Re of greater than 80;
  - K.150.2. an average colour temperature of between 5200kelvin and 6000kelvin, being the average of three measurements taken in the middle of each goal-line and on the centre spot; and
  - K.150.3. flicker (as measured by flicker factor) of no more than 6% at any one or more of the 96 measurement points referred to in Rule K.145 when measured towards the principal camera on the Television Gantry.
- K.151. Each Club must have installed at or adjacent to its Stadium an alternative power source for the floodlights such that the floodlighting shall continue with a minimum average illuminance of greater than 800 lux on the horizontal plane in the event of the failure of the primary power source.
- K.152. Details of the alternative power source referred to in Rule K.151, the estimated time before floodlights are available again in the event of failure of the primary power source, and the lux value of the floodlights when powered by the alternative power source must be set out in the annual floodlighting report referred to in Rule K.154 and the procedure referred to in Rule K.156.
- K.153. Each Club shall ensure that the floodlighting installation and supporting services at its Stadium are properly designed and maintained.

- K.154. In advance of each Season, the League will notify each Club whether it is required to undergo an independent assessment of its compliance with the illuminance requirements of Rules K.143 and K.146 by a Person appointed by the League or, alternatively, whether it is required to provide a certificate signed by a Chartered Electrical Engineer, a member of the Institute of Lighting Professionals or a member of the Society of Light and Lighting (in this Rule **"the Signatory"**) certifying:
- K.154.1. the floodlights have been inspected by the Signatory and in his opinion comply with Rules K.143 to K.153;
  - K.154.2. the illuminance meter used to measure compliance with Rule K.143 was:
    - K.154.2.1. cosine corrected;
    - K.154.2.2. suitable for use for measuring the illuminance of floodlighting;
    - K.154.2.3. fitted with a wide-angle receptive light sensor; and
    - K.154.2.4. calibrated at least once in the previous 12 months (and a copy of the most recent certificate of calibration shall be attached to the certificate required to be provided in accordance with this Rule); and
  - K.154.3. the floodlighting installation and its supporting services have been designed to an appropriate standard in compliance with these Rules and have been properly maintained.
- K.155. If works are undertaken at a Club's floodlighting installation and support services after the submission of the certificate referred to in Rule K.154 then the Club must provide a further such certificate to the League within four weeks of those works being concluded.
- K.156. Each Club must devise, implement and make available to the League on request, an operation procedure to ensure the minimum possible level of disruption in the event of a power failure at the Stadium (as referred to in Rule K.151) or a failure in any Stadium electrical system, which complies with such guidance as issued by the League from time to time.

### Arranging Fixtures

- L.1. The Board shall:
  - L.1.1. determine the dates and kick-off times of all League Matches as soon as practicable prior to the commencement of each Season; and
  - L.1.2. have the power at any time thereafter to change the date and kick-off time of a League Match, and before exercising such power the Board will consult with and take into account any representations made by the Clubs participating in the League Match in question and any other Club or Clubs which may be affected thereby.
- L.2. Each Club shall use its best endeavours to ensure that each League Match takes place on the date and at the time fixed for it.
- L.3. No fixtures shall be arranged on or on any of the six days preceding the four dates agreed between the League and The Football Association prior to each Season upon which international matches will be played.
- L.4. League Matches will be played on New Year's Day unless it falls on a Thursday or Friday and F.A. Cup matches are scheduled to be played on the immediately following Saturday.
- L.5. All intellectual property and other rights in the League's fixture list shall belong to the League.
- L.6. A Club engaged in any match played in a UEFA Club Competition on a Thursday evening and a League Match on the following Saturday may rearrange the League Match to the following Sunday, provided that:
  - L.6.1. it gives notice to that effect to the Board and to the relevant opposing Club within 72 hours of the date of the UEFA Club Competition match being fixed (or, if the period of 72 hours expires on a day which is not a Working Day, by close of business on the first Working Day thereafter);
  - L.6.2. there is no police objection;
  - L.6.3. the rearrangement of the League Match does not result in the opposing Club having to play another League Match, F.A. Cup match or UEFA Club Competition match within two days of the rearranged League Match being played; and
  - L.6.4. the kick-off time of the re-arranged League Match is the same as that of one of the League Matches (if any) which have been selected for live Transmission in the United Kingdom on that Sunday, or such other kick-off time as the Board may approve.
- L.7. A Club may apply to the Board for permission to rearrange any fixture so that it is played on a different date or at a different kick-off time.

### Arranging Other Matches

- L.8. A Club shall not arrange to play a friendly match during the Season:
  - L.8.1. until the dates of League Matches for that Season have been fixed and published in accordance with Rule L.1; or
  - L.8.2. so that it adversely affects a League Match.

### Other Competitions

- L.9. Except with the prior written approval of the Board, during the Season a Club shall not enter or play its senior men's first team in any competition other than:
  - L.9.1. the UEFA Champions League;
  - L.9.2. the UEFA Europa League;
  - L.9.3. the F.A. Cup;
  - L.9.4. the F.A. Community Shield;
  - L.9.5. the Football League Cup; or
  - L.9.6. competitions sanctioned by the County Association of which it is a member.
- L.10. Each Club shall enter the F.A. Cup.
- L.11. Qualification for UEFA Club Competitions shall be on sporting merit through domestic competitions controlled or sanctioned by The Football Association. Clubs qualifying for a UEFA Club Competition must apply for a UEFA Club Licence in accordance with the Licensing Manual.

### Postponement of League Matches

- L.12. A League Match shall not be postponed or abandoned except:
  - L.12.1. when on the date fixed for it to be played either the Home Club or the Visiting Club is competing in a competition permitted by Rules L.9.1, L.9.2, and L.9.3;
  - L.12.2. with the approval of or on the instructions of the officiating referee;
  - L.12.3. by order of the police;
  - L.12.4. by order of any other authority exercising its statutory powers to that effect; or
  - L.12.5. on the instructions of or with the prior written consent of the Board.
- L.13. Where it is proposed to postpone a League Match pursuant to Rule L.12.4 on the grounds of safety, the appropriate Official of the Home Club shall:
  - L.13.1. complete and make available on request to the League all relevant risk assessment documentation; and
  - L.13.2. time permitting, consult with the officiating referee, the police and the chairman of the Club's safety advisory group and ensure that the match delegate appointed to attend the League Match pursuant to Rule L.17 is fully briefed as to the reasons for the postponement.

- L.14. Upon a League Match being postponed or abandoned in accordance with Rules L.12.1, L.12.2, L.12.3, or L.12.4 the Home Club shall forthwith inform the Board, and the Board will thereupon exercise its power under Rule L.1.2 and fix a date and kick-off time of the re-arranged League Match.

**Guidance**

Clubs are reminded of their obligation pursuant to Rule L.2 to use their best endeavours to ensure that all League Matches take place on the date and at the kick-off time fixed for them. Pursuant to this, Clubs are expected to do all they can to address any concerns raised by a statutory authority.

**Failure to Play a League Match**

- L.15. Except in the case of a League Match which, without either of the participating Clubs being at fault, is postponed or abandoned under the provisions of Rule L.12, any Club which causes the postponement or abandonment of a League Match on the date fixed under Rule L.1 or to which it is rearranged under Rules L.1.2, L.6 or L.7 will be in breach of these Rules.

**Replaying a League Match**

- L.16. The Board shall have power to order that a League Match be replayed provided that a recommendation to that effect has been made by a Commission in exercise of its powers under Rule W.49.

**Match Delegate**

- L.17. The League will appoint a match delegate to attend each League Match and the Home Club shall ensure that he is allocated a prime seat and allowed access to all areas of the Stadium.
- L.18. The match delegate will act as an official representative of the League at the League Match to which he is appointed and he will report thereon to the League.

**Full Strength Teams**

- L.19. In every League Match each participating Club shall field a full strength team.

**Minimum Age**

- L.20. A Player who for the purpose of Youth Development Rule 2 is placed in an age group below Under 16 shall not be named in a Club's team sheet for or participate in a League Match.

**Team Sheet and Pre-Match Briefing**

- L.21. At least 75 minutes before the time fixed for the kick-off of a League Match, a representative of each participating Club shall submit a team sheet by such method as approved by the Board containing the following particulars:

- L.21.1. the shirt numbers and names of its Players (including substitute Players) who are to take part in that League Match;
- L.21.2. the colour of the Strip to be worn by its Players, including the goalkeeper; and
- L.21.3. the names and job titles of up to seven Officials who will occupy the trainer's bench during that League Match.

- L.22. At least 60 minutes before the time fixed for the kick-off of a League Match, a senior member of the coaching staff and the first team captain of each participating Club shall attend a briefing with the referee.

- L.23. Any Club acting in breach of either Rule L.21 or Rule L.22 will pay a fixed penalty of £2,500 in respect of a first such breach, £5,000 in respect of a second such breach during a Season and £10,000 in respect of a third such breach during a Season. Any subsequent breach shall be dealt with under the provisions of Section W of these Rules (Disciplinary).

- L.24. If any Player (or substitute Player) named on a team sheet is injured or otherwise incapacitated after the submission of the team sheet but before kick-off, upon his Team Doctor or, if he is unavailable, another doctor certifying that the injury or incapacitation is such that the Player in question cannot reasonably be expected to play, the Club may add the name of another Player to the team sheet as a Player or substitute Player.

- L.25. Any amendment to the team sheet pursuant to Rule L.24 shall be communicated forthwith to the referee, the opposing Club and the Match Manager.

- L.26. No Player whose name does not appear on his Club's team sheet shall take the field of play in that League Match.

**Substitute Players**

- L.27. In any League Match a Club may include in its team sheet up to seven substitute Players of whom not more than three may take part in the League Match subject to the conditions set out in Law 3 of the Laws of the Game.

- L.28. Not more than three substitute Players of each Club shall warm up at the same time on the perimeter of a pitch upon which a League Match is being played.

**Kick-Off**

- L.29. Each Club participating in a League Match shall adhere to the kick-off time and the Home Club shall report any delay to the Board together with any explanation therefor.



- L.30. Any Club which without good reason causes to be delayed either the kick-off of a League Match from the time fixed or the re-start after the half-time interval:
- L.30.1. shall in respect of its first breach pay a fixed penalty of £5,000 if the delay does not exceed 15 minutes; and
- L.30.2. where its breach is the second or subsequent such breach in the preceding two years, or if in any case the delay exceeds 15 minutes, be dealt with under the provisions of Section W of these Rules (Disciplinary).

#### Countdown to Kick-Off

- L.31. Each Club participating in a League Match must comply with the terms of the relevant Countdown to Kick-Off.

#### Use of Official Ball

- L.32. In all League Matches the Home Club shall provide and the participating Clubs shall use only the official ball approved from time to time by the League.

#### Occupation of the Technical Area

- L.33. The technical area shall be occupied during a League Match only by substitute Players and Officials whose names appear on the team sheet. Only Officials whose names appear on the team sheet and who are situated in the technical area may communicate instructions to Players during a League Match.
- L.34. Any Player who is dismissed from the field of play shall proceed immediately to the dressing room and shall not occupy the technical area.

#### Duration of League Matches

- L.35. Subject to the provisions of Law 7 of the Laws of the Game and Rule L.36, the duration of a League Match shall be 90 minutes.
- L.36. The Board may order a League Match which for whatever reason lasts for less than 90 minutes to count as a completed fixture or to be replayed either partially or in its entirety.
- L.37. The half-time interval in League Matches shall be 15 minutes.

#### Gate Statements

- L.38. Within 10 Working Days of a League Match the Home Club shall submit Form 10 to the Board duly completed.

#### Penalties

- L.39. Any Club acting in breach of Rule L.31 will pay a fixed penalty of £2,500 in respect of a first such breach, £5,000 in respect of a second such breach during a Season and £10,000 in respect of a third such breach during a Season. Any subsequent breach shall be dealt with under the provisions of Section W of these Rules (Disciplinary).

#### Compensation for Postponed Matches

- L.40. Compensation shall be payable to a Home Club if a League Match in which it should participate is postponed, provided that:
- L.40.1. the postponement is caused by the Visiting Club on the date fixed for the League Match or on a date reasonably proximate thereto being engaged in an F.A. Cup match or a Football League Cup match; and
- L.40.2. on the date fixed for the League Match the Home Club is no longer engaged in the relevant competition.
- L.41. In the case of a postponement caused by an F.A. Cup match compensation shall be paid out of the F.A. Cup pool and in the case of a Football League Cup match out of the Football League Cup pool or in either case as the Board shall determine.
- L.42. In either case the amount of compensation shall be the sum (if any) by which the Home Club's net revenue from the postponed League Match falls short of the Home Club's average net revenue for League Matches played in that Season.

#### Provision of Hospitality for Officials

- L.43. Each Home Club shall provide hospitality arrangements for the Directors and other Officials of the Visiting Club.

## Clubs: Operations

### Section M: Players' Identification and Strip

### Section M: Players' Identification and Strip

#### Player Identification

- M.1. Before the commencement of each Season each Club shall allocate a different shirt number to each member of its first team squad.
- M.2. A Club shall likewise allocate a shirt number to any Player joining its first team squad during the Season.
- M.3. Save with the prior written consent of the Board shirt numbers shall commence with the number one and shall be allocated consecutively.
- M.4. While he remains with the Club a Player will retain his shirt number throughout the Season for which it was allocated.
- M.5. Upon a Player leaving a Club the shirt number allocated to him may be re-allocated.
- M.6. Each Club shall forthwith provide to the Board on Form 11 full details in writing of shirt numbers allocated so that throughout each Season the Board is aware of the names of members of the first team squad of each Club and the shirt numbers allocated to them.
- M.7. When playing in League Matches each Player shall wear a shirt on the back of which shall be prominently displayed his shirt number so as to be clearly visible in accordance with guidelines laid down by the Board from time to time, and above that his surname or such other name as may be approved in writing by the Board.
- M.8. The Player's shirt number shall also appear on the front of the left leg of his shorts.
- M.9. The size, style, colour and design of shirt numbers, lettering and the logo of the League appearing on a Player's shirt or shorts and the material from which such numbers, lettering and logo are made shall be determined by the Board from time to time.
- M.10. The colour and design of the shirt and stockings worn by the goalkeeper when playing in League Matches shall be such as to distinguish him from the other Players and from Match Officials.
- M.11. The captain of each team appearing in a League Match shall wear an armband provided by the League indicating his status as such.
- M.12. Any Club acting in breach of any of Rules M.1 to M.11 inclusive will be liable to pay to the League a fixed penalty of £2,500 for a first breach, £5,000 for a second breach during a Season and £10,000 for a third breach during a Season. Any subsequent breach may be dealt under the provisions of Section W of these Rules (Disciplinary).

#### Home and Alternative Strips

- M.13. Each Club shall have a home Strip and up to a maximum of two alternative Strips which shall be registered with the Board and worn by its Players in League Matches in accordance with the provisions of these Rules.
- M.14. Each Strip registered with the Board by a Club must differ visibly from and contrast with each other Strip registered by the Club in that Season.

- M.15. The logo of the League shall appear on the right sleeve of both home Strip and alternative Strip shirts. Where the relevant Strip does not bear a sponsor's logo on the left sleeve of its shirt, a logo of the League shall appear on that sleeve as well.
- M.16. Neither the home Strip shirt nor the shirt of either of the alternative Strips shall be of a colour or design alike or similar to the outfits of Match Officials.
- M.17. Not later than eight weeks before the commencement of each Season, each Club shall register its Strips (each of which must be available for the Club to wear in each League Match during the Season) by submitting to the Board Form 12 together with samples of its home Strip, alternative Strip(s) and goalkeeper's Strip complying with these Rules and a brief written description of each. The Board having entered the descriptions in a register will cause the same to be printed in the handbook of the League and on the League's website.
- M.18. Each Strip submitted for registration in accordance with Rule M.17 shall have on it:
- M.18.1. the shirt number and name of any Player in the Club's first team squad, displayed as required by Rule M.7; and
  - M.18.2. any advertisement for which the approval of the Board is either sought or has already been given under the provisions of Rule M.30.1.
- M.19. If pursuant to Rule M.17 a Club seeks to register a Strip which does not comply with these Rules:
- M.19.1. the Board shall give to that Club notice in writing to that effect giving full details of the changes required to achieve compliance; and
  - M.19.2. the Strip in question shall not be worn by that Club's Players in a League Match until a further sample has been submitted to and approved in writing by the Board.
- M.20. Subject to Rule M.21, Strips of the description thus registered shall be worn throughout the Season immediately following and no changes to it shall be made except with the prior written permission of the Board. Any request for such permission must be made to the Board no less than 14 days before the League Match in which the Club concerned intends to wear the changed Strip.
- M.21. On the occasion of a Club's last home or away League Match in any Season a further Strip (i.e. not one registered by the Club in accordance with Rule M.17) may be worn provided that:
- M.21.1. at least seven days' prior written notice of intention to do so is given to the Board (such notice to be accompanied by a sample of the Strip intended to be worn) and the opposing Club (such notice to be accompanied by a CAD drawing of the Strip intended to be worn); and
  - M.21.2. the alternative Strip shall be subsequently registered as the Club's home or alternative Strip for the following Season.



## Section M: Players' Identification and Strip

- M.22. Subject to Rules M.21 and M.23, when playing in League Matches the Players of each participating Club shall wear a Strip which is of a sufficient contrast that Match Officials, spectators and television viewers will be able to distinguish clearly between the two teams. In selecting the choice of Strip the following order of precedence shall apply unless authorised by the Board:
- M.22.1. 1st priority: the outfield players of the Home Club who shall wear their home Strip;
  - M.22.2. 2nd priority: the outfield players of the Visiting Club;
  - M.22.3. 3rd priority: the Home Club goalkeeper; and
  - M.22.4. 4th priority: the Visiting Club goalkeeper.
- M.23. The Match Officials shall wear colours that distinguish them from the Strip worn by the two Clubs. In the event of the Match Officials not having distinguishing colours then the Visiting Club goalkeeper must change and if this is not possible the Home Club goalkeeper must do so.
- M.24. At least 10 days prior to each League Match the Visiting Club shall notify the Home Club and the League (by such means as advised by the Board from time to time) of the Strip it intends its Players (including for the avoidance of doubt its goalkeeper) to wear.
- M.25. The League, in consultation with PGMOL acting on behalf of the referee, will determine any disputes arising between Clubs and no later than three working days prior to each League Match notify both Clubs and the Match Officials of the colours to be worn.

### Guidance

In respect of each League Match, the League will notify Clubs of the confirmed Strips to be worn by the Home Club and the Visiting Club (together with the uniform to be worn by the Match Officials) in the form of the Match Day Information Sheet.

For the avoidance of doubt, pursuant to the League's power to resolve disputes arising between Clubs regarding Strips, the League may (if necessary) require one or both Clubs to wear different shirts and/or shorts and/or socks from more than one of their respective registered Strips to ensure sufficient contrast, as required by Rule M.22.

Further, Clubs should be aware that, pursuant to Rule N.6.10, the Match referee is empowered, where there is a clash between the Strip(s) or one or more Clubs participating in a League Match and the ballboys and/or stewards on duty at the League Match, to require that the ballboys and/or stewards change their uniform(s) to remove the clash. Clubs are required to bear this in mind when selecting Strips.

- M.26. In the event of a dispute arising on the day of a League Match in relation to the Strip to be worn then the referee's decision shall be final.
- M.27. Subject to Rule M.21, no Club shall participate in a League Match wearing a Strip other than its registered home Strip or alternative Strip or a combination of the same (in either case as instructed under Rule M.25 or Rule M.26) except with the prior written consent of the Board.

## Section M: Players' Identification and Strip

- M.28. Each Club shall ensure that it has available at each League Match a replacement Strip for each Player named on the team sheet which can be used in the event of a Player requiring to change any part of his Strip. Each Player's replacement Strip shall comply with Rules M.7 and M.8.
- M.29. When participating in a League Match no Player shall reveal undergarments that show political, religious or personal slogans, statements or images, or advertising other than a manufacturer's logo. The Board may proceed under Section W against either the Player or his Club or both for any breach of this Rule.

### Strip Advertising

- M.30. Provided that:
- M.30.1. the content, design and area of the advertisement is approved by the Board; and
  - M.30.2. it complies with The Football Association Rules for the time being in force, advertising on Strips shall be permitted.



## Clubs: Operations

### Section N: Match Officials

#### Appointment of Match Officials

- N.1. Prior to the commencement of each Season, PGMOL will compile and publish a list of Match Officials eligible to be appointed to officiate at League Matches during that Season.
- N.2. PGMOL shall be empowered to remove the name of any Match Official from its list at any time.
- N.3. PGMOL will appoint the Match Officials to officiate at each League Match. PGMOL will give notice of such appointment to the participating Clubs and to the Match Officials so appointed who shall each forthwith acknowledge their appointment to PGMOL.

#### Rules Binding on Match Officials

- N.4. Acknowledgement by a Match Official of an appointment made under Rule N.3 shall constitute an agreement with the League by such Match Official to be bound by and to comply with:
- N.4.1. the Laws of the Game (and any protocols issued by the International Football Association Board);
- N.4.2. The Football Association Rules; and
- N.4.3. these Rules.

#### Payments to Match Officials

- N.5. No Club or Official shall either directly or indirectly make or offer to make any payment to or confer or offer to confer any benefit upon any Match Official.

#### Pre-Match Procedures

- N.6. Prior to the commencement of a League Match at which he has been appointed to officiate, the referee shall:
- N.6.1. together with the other appointed Match Officials, arrive at the Stadium not less than two hours before the advertised time of kick-off;
- N.6.2. decide on the fitness of the pitch for the playing of the League Match and:
- N.6.2.1. if the referee considers it to be unfit, instruct that the League Match be postponed or that the kick-off be delayed; and
- N.6.2.2. if the referee considers it to be necessary, instruct that the pitch be re-marked;
- N.6.3. receive the team sheets of the participating Clubs in accordance with Rule L.21;
- N.6.4. permit the amendment of a team sheet if a Player is injured or otherwise incapacitated as provided in Rule L.24;
- N.6.5. attend the briefing referred to at Rule L.22;
- N.6.6. check and approve any football to be used in the League Match;
- N.6.7. ensure that, if appropriate, the Home Club has made a coloured ball available;

### Section N: Match Officials

- N.6.8. wear one of the match uniforms provided by PGMOL ensuring that it does not clash with the Strip worn by either of the participating teams;
- N.6.9. ensure that the Players' Strip complies with the provisions of Section M of these Rules;
- N.6.10. ensure that the uniform worn by any ballboy or steward does not clash with the Strip worn by either of the participating teams and if in his opinion there is such a clash, he shall be authorised to request such ballboy or steward to change his uniform or to leave the vicinity of the field of play;
- N.6.11. with the assistant referees, lead the participating teams onto the field of play in accordance with the provisions set out in the Countdown to Kick-Off; and
- N.6.12. take such other steps as may be agreed between the League and PGMOL from time to time.

#### Compliance with Instructions

- N.7. Players and Officials shall comply with any lawful instruction given to them by a Match Official officiating at a League Match

#### Post-Match Procedures

- N.8. The referee shall send the team sheets to and make the following reports in writing to the Board as soon as practicable after officiating at a League Match:
- N.8.1. on the standard of facilities for Match Officials provided by the Home Club;
- N.8.2. on the late arrival at the Stadium of any of the Match Officials, giving reasons therefore;
- N.8.3. on the condition of the pitch;
- N.8.4. on the circumstances surrounding the kick-off or re-start being delayed;
- N.8.5. on either team commencing the League Match with less than a full complement of Players;
- N.8.6. on any change of Strip ordered;
- N.8.7. on the failure of a team to process together onto the field of play in accordance with the provisions set out in the Countdown to Kick-Off;
- N.8.8. on any breach of Rule L.33 by either Club;
- N.8.9. on any Player being cautioned or sent-off;
- N.8.10. on either assistant referee taking over as referee and stating the reason therefore;
- N.8.11. on any breach of these Rules by Clubs, Players, Officials, Managers and other Match Officials; and
- N.8.12. any other matter which the referee considers appropriate to bring to the Board's attention.
- N.9. A referee shall likewise report to The Football Association any breach of The Football Association Rules.





# Clubs: Operations

## Section O: Medical

### Doctors – General

- O.1. Nothing in this Section O or elsewhere in these Rules replaces, reduces or affects in any way the obligations imposed on Clubs by statute and/or common law in the fields of medicine, occupational health and/or health and safety.
- O.2. Each Club's Team Doctor, Crowd Doctor and Medical Coordinator, and any other doctor appointed by the Club, shall be a registered medical practitioner licensed to practice by the General Medical Council.
- O.3. References in these Rules to a requirement to hold a current Football Association Advanced Trauma Medical Management in Football qualification ("**ATMMiF**") shall mean that the individual concerned shall:
  - O.3.1. have successfully undertaken the full ATMMiF course (or an equivalent course that is recognised and approved by: (a) the Faculty of Pre-Hospital Care as equivalent to the AREA Certificate; and (b) the Board) in the preceding 36 months; and
  - O.3.2. have successfully undertaken the ATMMiF refresher course (or an equivalent course recognised and approved by the Board) in the preceding 16 months (unless he successfully undertook the full ATMMiF course or an equivalent course recognised and approved by the Board within that period).

### Guidance

The FA has developed a number of new courses to replace the previously required qualifications:

- Advanced Trauma Medical Management in Football ("ATMMiF") replaces the AREA;
- Introduction to First Aid in Football ("IFAiF") replaces EA;
- Emergency First Aid in Football ("EFAiF") replaces BFAS; and
- Intermediate Trauma Medical Management in Football ("ITMMiF") replaces IFAS.

Where an individual is required by these Rules to hold one of the new qualifications referred to above, it will be acceptable to hold the previous qualification referred to until that qualification has expired, at which point the new qualification will be required.

### Team Doctor and Medical Coordinator

- O.4. Each Club shall appoint at least one Team Doctor and at least one Medical Coordinator (who must be a doctor).
- O.5. Each doctor appointed by a Club whose responsibilities include giving medical treatment to Players must:
  - O.5.1. hold a current ATMMiF;
  - O.5.2. comply with any guidance issued by the Board in respect of the identification and notification of concussive injuries; and
  - O.5.3. comply with the General Medical Council's requirements concerning annual appraisal, scope of practice, indemnity and revalidation of doctors.
- O.6. The Team Doctor must hold a diploma in sports medicine or an equivalent or higher professional qualification.

## Section O: Medical

- O.7. In respect of each League Match, the Medical Coordinator of the Home Club shall:
  - O.7.1. complete and sign the Match Day Medical Requirements Form and provide it to the Match Manager in advance of each League Match;
  - O.7.2. liaise with the Visiting Club's Team Doctor prior to each League Match in order to explain to him the Home Club's arrangements for emergency care;
  - O.7.3. on the day of the League Match, be available to deal with any queries of the Visiting Club's Team Doctor and ensure that the latter is given the opportunity to familiarise himself with the Home Club's medical facilities and to meet the paramedics present at the League Match pursuant to Rule O.19.4;
  - O.7.4. at the request of either Team Doctor:
    - O.7.4.1. assist with the treatment of injuries;
    - O.7.4.2. care for and monitor any Player or Match Official who has left the field of play;
    - O.7.4.3. assist with the identification and assessment of concussive injuries, whether through the use of pitch-side video technology or otherwise; and
    - O.7.4.4. act as the lead point of liaison and co-ordination for all Players or Match Officials referred to hospital, including by liaising with the hospital and establishing contact with local ambulances and hospital emergency departments.
- O.8. In advance of each League Match, the Team Doctor of the Home Club shall complete and sign the Mandatory Medical Equipment Form and retain it for his records.

### Crowd Doctor

- O.9. Each Club shall appoint at least one Crowd Doctor.
- O.10. A Crowd Doctor shall either:
  - O.10.1. hold the Diploma in Immediate Medical Care issued by the Royal College of Surgeons (Edinburgh) Faculty of Pre-Hospital Care ("**Faculty**") or its equivalent; or
  - O.10.2. have successfully undertaken the Faculty's 'Generic Crowd Doctor Training' course or its equivalent.
- O.11. Each Crowd Doctor shall successfully undertake the Faculty's 'Generic Refresher and Skills Update Course' at least once every five years.

### Physiotherapists

- O.12. Each Club shall employ a full time senior physiotherapist.
- O.13. The senior physiotherapist shall:
  - O.13.1. be a registered physiotherapist member of the Health and Care Professions Council; and
  - O.13.2. hold a current ATMMiF.

- O.14. Any other physiotherapist employed by a Club shall:
- O.14.1. be a registered physiotherapist member of the Health and Care Professions Council; and
  - O.14.2. (where the duties of the physiotherapist concerned include being present in the technical area during League Matches in accordance with Rule L.33) hold a current ATMMiF.
- O.15. Any other sports therapist employed by a Club (where the duties of the therapist concerned include being present in the technical area during League Matches in accordance with Rule L.33) shall hold a current ATMMiF.

#### Medical and Safety Action Plan

- O.16. Each Club shall prepare and make available to the League on request a Medical and Safety Action Plan, which shall:
- O.16.1. set out protocols for the assessment of risk and management of injuries to its employees in all areas of its business;
  - O.16.2. set out protocols detailing the management of injuries to Players and Match Officials sustained during League Matches, other matches in which the Club participates and training (including a dedicated protocol for the emergency treatment of Players and Match Officials during League Matches played at its Stadium); and
  - O.16.3. detail all first aid facilities and medical equipment maintained by the Club in the event that treatment of such injuries is necessary.
- O.17. The Medical and Safety Action Plan shall be:
- O.17.1. drawn up under the guidance of, and be regularly reviewed and if necessary amended by, the Team Doctor in consultation with the Medical Coordinator, senior physiotherapist, the Club's safety officer and such other Persons as the Club may consider appropriate; and
  - O.17.2. annually reported to and approved by the Club's board.
- O.18. Each Club shall ensure that:
- O.18.1. it manages effectively all medical issues that may arise at a League Match; and
  - O.18.2. its first aid facilities and medical equipment are properly maintained and are in full working order.

#### Attendance of Medical Personnel and Provision of Medical Facilities

- O.19. At every League Match:
- O.19.1. each participating Club shall procure the attendance of its Team Doctor and the Home Club shall procure the attendance of its Crowd Doctor and Medical Coordinator. The Home Club's Team Doctor, Crowd Doctor and Medical Coordinator shall be available throughout and for a reasonable time before and after the League Match;
  - O.19.2. each participating Club shall procure the attendance of a physiotherapist or therapist who is qualified as required by these Rules;

- O.19.3. each participating Club's Team Doctor and physiotherapist or therapist (who shall be qualified as required by these Rules) shall occupy that Club's trainers' bench during the League Match;
- O.19.4. the Home Club shall procure the attendance of at least two fully qualified and appropriately insured paramedics who shall be available to assist with on-field medical incidents;
- O.19.5. no Person other than a participating Club's Team Doctor, Medical Coordinator, physiotherapist or therapist (who shall be qualified as required by these Rules) or the paramedics referred to in Rule O.19.4 shall be permitted to treat Players or Match Officials on the field of play;
- O.19.6. the Home Club shall ensure that all equipment and facilities listed in the Mandatory Medical Equipment Form are available and present at the Stadium;
- O.19.7. the Home Club shall ensure that throughout each League Match a fully equipped, dedicated and appropriately insured ambulance suitable to carry an emergency casualty and staffed by a Person or Persons qualified to perform essential emergency care en route is available at the Stadium to transport any Player or Match Official requiring emergency treatment to hospital; and
- O.19.8. the Home Club shall before each League Match make available to the Visiting Club the emergency treatment protocol referred to in Rule O.16.2 and obtain the Visiting Club's Team Doctor's confirmation that he has received it.

#### Concussive Injuries

- O.20. Each Team Doctor, physiotherapist, therapist and Medical Coordinator shall, when present at a League Match or at any other match or at training, carry the pocket concussion tool (which is set out at Appendix 4A).
- O.21. Any Player, whether engaged in a League Match, any other match or in training, who has sustained, or is suspected of having sustained, a concussive injury, shall not be allowed to resume playing or training (as the case may be) that same day. Furthermore, he shall not be allowed to return to playing in matches or participating in training thereafter unless he has been examined and declared fit to do so by his Team Doctor or, if he is unavailable, by another medical practitioner. In such circumstances, the welfare of the Player is paramount and the decision of the Team Doctor or other medical practitioner as to whether the Player is fit to resume playing or training shall be final.

#### Medical Records

- O.22. Each Club shall carry out medical examinations on all its Contract Players and Academy Players registered on Scholarship Agreements (as defined in the Youth Development Rules) in accordance with the requirements laid down in Appendix 4 and keep medical records that comply with General Medical Council requirements.

- O.23. Where the transfer (including the Temporary Transfer) of the registration of a Contract Player is being negotiated between Clubs, the Club holding the registration shall, at the request of the other Club, and provided that the consent of the Contract Player has been obtained, provide to it the medical records of the Contract Player in question (including for the avoidance of doubt any records which the Club holds of the cardiac screening and/or concussion history of the Player).

**Medical Insurance**

- O.24. During such time as there shall remain in force an agreement between the League and the Professional Footballers' Association for the subsidising of Player insurance schemes, each Club shall cause each of its Contract Players and those of its Academy Players with whom it has entered into a Scholarship Agreement (as defined in the Youth Development Rules) to be insured under and in accordance with the terms of any private medical insurance scheme approved by the Board. In the case of such Academy Players such insurance may be limited to football related injuries.

**COVID-19 Protocols**

- O.25. Each Club must comply with the Return to Training Protocol set out at Appendix 14 to these Rules.



# Clubs: Operations

## Section P: Managers

### Codes of Conduct

- P.1. Managers shall conduct themselves in accordance with the Code of Conduct for Managers set out in Appendix 5.
- P.2. Clubs shall conduct themselves in relation to Managers in accordance with the Code of Conduct for Clubs set out in Appendix 6.
- P.3. Any failure by Managers or Clubs to conduct themselves in accordance with their respective Codes of Conduct will constitute a breach of this Rule.

### Coaching Qualifications

- P.4. Each Manager shall either:
- P.4.1. hold, or have commenced and be actively engaged on the requisite course to obtain, a valid UEFA Pro Licence; or
  - P.4.2. hold the Football Association Coaching Diploma; or
  - P.4.3. hold, or have commenced and be actively engaged on the requisite course to obtain, a valid diploma of a similar standard issued by another national association.
- P.5. No Club shall employ any Person as a Manager who does not hold a qualification listed in Rule P.4.
- P.6. Rules P.4. and P.5. shall not apply to Managers until the expiry of 12 weeks from the date of their appointment as such. The Board shall have power to grant an extension of the 12 weeks period only if reasonably satisfied that a Manager is acting as a temporary replacement for another who is medically unfit to resume his duties.

### Contracts of Employment and Submission to the Board

- P.7. The terms of a Manager's employment must be evidenced in a written contract, a copy of which must be submitted to the Board within seven days of its coming into full force and effect.

### Contents of Contracts of Employment

- P.8. Contracts of employment between a Club and a Manager shall:
- P.8.1. include the standard clauses set out in Appendix 7; and
  - P.8.2. clearly set out the circumstances in which the contract of employment may be determined by either party.

### Meetings Re Refereeing and Other Matters

- P.9. All Managers are required to attend in person an annual pre-Season meeting organised by the League or PGMOL and failure to do so (save in exceptional circumstances) shall be a breach of these Rules.

## Section P: Managers

- P.10. By no later than 25 June in advance of each Season, each Club must notify the League of two dates (each of which shall be before the Club's first League Match of the Season) on which each of its Contract Players will be available for a meeting to be attended by the League and/or PGMOL. The League will then notify the Club as soon as possible thereafter on which of the two dates provided the meeting will take place. Failure to attend this meeting (in the case of a Contract Player) or to take reasonable steps to ensure the attendance of each of its Contract Players at this meeting (in the case of a Club), save in exceptional circumstances, shall be a breach of these Rules.

### Broadcasters and Media

- P.11. Each Manager shall when requested to do so attend in person and participate in the interviews, press conferences and other activity required of Managers pursuant to Section K of these Rules and failure to do so (save in exceptional circumstances) shall be a breach of these Rules. Such interviews shall not be arranged in such a manner as to interfere with the Manager's primary matchday responsibilities as regards team matters.

### Disputes

- P.12. Any dispute arising between the parties to a Manager's contract with a Club shall be dealt with under the procedures set out in Section Y of these Rules (Managers' Arbitration Tribunal).

### Assistant Manager/Head Coach

- P.13. A Club which applies for a UEFA Club Licence must, in addition to employing a Manager, employ an individual (such as an assistant manager or head coach) to assist the Manager in all football matters relating to the first team.

#### Registration of Scouts

- Q.1. The Board shall keep a register of Scouts.
- Q.2. Each Club upon employing or engaging a Scout shall within five days thereof apply to register him by duly completing Form 13 and submitting to the Board a copy of the document by which, in accordance with Rule J.2, the Club binds the Scout to comply with these Rules.
- Q.3. The Board shall register a Scout and shall notify the applicant Club to that effect upon being satisfied that:
- Q.3.1. the Club has complied with Rule Q.2. above; and
- Q.3.2. the Scout who is the subject of the application is not currently registered as the Scout of another Club.
- Q.4. Except during the period of five days mentioned in Rule Q.2. above, no Club shall employ a Scout who is not registered under the provisions of this Section of these Rules unless it has made an application to register him which has yet to be determined.
- Q.5. Upon a Club ceasing to employ or engage a registered Scout it shall within five days thereof give notice to that effect to the Board who shall thereupon remove the name of such Scout from the register.

#### Identification of Scouts

- Q.6. Each Club shall issue to each of its registered Scouts a formal means of identification which shall include:
- Q.6.1. the name of the Club by which it is issued;
- Q.6.2. the signature of an Authorised Signatory of the issuing Club;
- Q.6.3. a photograph of the Scout; and
- Q.6.4. the Scout's signature.

#### Code of Conduct

- Q.7. Scouts shall conduct themselves in accordance with the Code of Conduct for Scouts set out in Appendix 8 and any failure to do so shall constitute a breach of this Rule. Each Club must ensure that its Scouts comply with the provisions of these Rules (and, where applicable, the Youth Development Rules) and Appendix 8.

## Clubs: Operations

### Section R: Supporter Relations

### Section R: Supporter Relations

#### Supporter Liaison Officer

- R.1. Each Club shall employ one or more appropriately senior Official(s) whose responsibilities shall include:
- R.1.1. the delivery of the Club's policies regarding its supporters;
  - R.1.2. ensuring that there is a regular point of contact within the Club for the Club's supporters; and
  - R.1.3. liaising regularly with the Club's management (including on safety and security related issues as they affect supporters).

#### Policies

- R.2. Each Club shall devise, document and publish: (a) a policy (or policies) with regard to ticketing, merchandise and relations with its supporters, season ticket holders and others having an interest in the activities of the Club (together in this Section of these Rules referred to as "**Stakeholders**"); and (b) a disability access statement. A copy of all such documents must be provided to the League before the start of the Season.
- R.3. A Club's policy with regard to its Stakeholders should:
- R.3.1. provide for consultation with them on a structured and regular basis through forums, questionnaires and focus groups and by the publication of current policies on major issues in an easily digested format; and
  - R.3.2. promote supporter and community liaison and provide for the establishment of liaison structures where none exist.

#### Disability Access Officer

- R.4. Each Club shall employ one or more appropriately senior Official(s) whose responsibilities shall include:
- R.4.1. ensuring the provision by the Club of safe, inclusive, accessible facilities and services for disabled supporters; and
  - R.4.2. liaising regularly with the Club's management (including on issues related to disability access).

#### Reporting

- R.5. Each Club shall notify the League on request of how each of its said policies has been implemented and the extent to which each has been achieved.

#### Ticketing

- R.6. A Club's ticketing policy should:
- R.6.1. provide general information to the public about ticket availability and pricing, giving the earliest possible notice of any changes and the reasons therefore;
  - R.6.2. aim to promote greater accessibility by the adoption of flexible and imaginative ticketing schemes;

- R.6.3. facilitate wider access to League Matches by the public by allowing for a broad range of ticket prices, the more expensive effectively subsidising the cheapest;
  - R.6.4. allow for a reasonable reduction in the price of tickets for seats with a restricted view of the goalmouth;
  - R.6.5. adopt a system of concessionary ticket prices tailored to the needs of the local community;
  - R.6.6. give details in an online format and/or other appropriate means of the availability of seating for disabled spectators and their personal assistants and the pricing policy in relation thereto;
  - R.6.7. set out particulars of any membership, loyalty, bond, debenture or similar scheme;
  - R.6.8. make available a method of payment for season tickets by instalments at competitive rates of interest;
  - R.6.9. promote the availability of tickets by reserving a reasonable proportion (at least five per cent.) of them for sale to non-season ticket holders;
  - R.6.10. deal with the return and distribution of unwanted tickets;
  - R.6.11. include the following provisions in respect of abandoned League Matches:
    - R.6.11.1. abandonment after spectators admitted to the Stadium but before kick-off - free admission to the rearranged League Match;
    - R.6.11.2. abandonment after kick-off - half price admission to the rearranged League Match; and
  - R.6.12. refer to the obligations set out in Rules R.7 to R.12, below.
- R.7. Each Club shall provide an area of its Stadium for the exclusive use of family groups and junior supporters.
- R.8. Concessionary ticket prices must be made available by each Club for:
- R.8.1. senior citizens; and
  - R.8.2. junior supporters.
- R.9. Unless otherwise agreed by the Board or between the Clubs, and subject to Rule R.10, at each League Match, the Home Club shall make available to the Visiting Club:
- R.9.1. 3,000 tickets or, if the capacity of the Home Club's Stadium is less than 30,000, such number of tickets as is equal to 10 per cent. of its Stadium capacity; and (whether or not that allocation is taken up)
  - R.9.2. tickets for a minimum of 10 per cent. of the Home Club's disabled spectator accommodation.

#### Guidance

It is recognised that Clubs may categorise disabled spectator accommodation in different ways. However, to ensure compliance with Rule R.9.2, it is expected that, at a minimum, the 10 per cent. allocation referred to should include 10 per cent. of the Home Club's wheelchair accommodation and 10 per cent. of the Home Club's ambulant disabled seating.

- R.10. The tickets referred to in Rule R.9 must:
- R.10.1. be made available to the Visiting Club in blocks corresponding to the blocks of seating ("**Seating Blocks**") in the area of the Home Club's Stadium for supporters of the Visiting Club, such Seating Blocks to be designated by reference to the points at which segregation of supporters of the Home and Visiting Clubs can occur (and, for the avoidance of doubt, there shall be no maximum or minimum number of seats in a Seating Block and any question as to the size of a Seating Block or the location of a segregation point shall be determined by the Board);
  - R.10.2. be allocated so as to ensure that supporters of the Visiting Club are located in one or more segregated, self-contained area(s) of the Stadium; and
  - R.10.3. (subject to the approval of the relevant local authority) be allocated so as to ensure that, at a minimum, one Seating Block in which supporters of the Visiting Club will be located is situated 'pitch-side' (ie, the front row of such Seating Block is the row closest to the pitch in the relevant stand that is available for general admission).

- R.11. The Visiting Club:
- R.11.1. may order and sell tickets on a sequential Seating Block by Seating Block basis (the sequence of release of Seating Blocks to the Visiting Club to be determined by the Home Club);
  - R.11.2. must confirm its final order of tickets (subject to the conditions set out in Rule R.12) at least four weeks before the League Match to which they relate; and
  - R.11.3. shall pay for the entirety of the tickets so ordered save that it may return (and not pay for) any unsold tickets in the final Seating Block for which it ordered tickets if it has sold 50% of the tickets in that Seating Block.

- R.12. Unless otherwise agreed, the provision by a Home Club of tickets for sale by a Visiting Club shall be conditional upon:
- R.12.1. the Visiting Club making the tickets available for purchase by the later of either three working days after receipt from the Home Club or the date that is four weeks before the date of the fixture;
  - R.12.2. any unsold tickets being returned by the Visiting Club to the Home Club not later than 10 days before the date fixed for the League Match to which they relate;
  - R.12.3. the proceeds of tickets sold and the value (to be pro-rated to the number of adult and concessionary tickets actually sold by the Visiting Club) of any unsold tickets not returned as aforesaid being paid by the Visiting Club to the Home Club within four days of the League Match taking place; and
  - R.12.4. the Visiting Club paying to the Home Club daily interest at the rate of five per cent. per annum over the base rate for the time being of Barclays Bank Plc on any amount not paid in accordance with Rule R.12.3.

- R.13. Each Club shall submit to the League details of its season ticket prices and ticket prices for individual League Matches no later than 48 hours before announcing the same publicly (and, in any event, before the start of each Season).

#### Merchandise

- R.14. A Club's merchandising policy should:
- R.14.1. allow for market research to be undertaken with regard to the frequency of Strip changes and to their design;
  - R.14.2. identify the intervals at which Strip changes are intended to take place and the date of the next intended change;
  - R.14.3. provide for swing tickets attached to replica Strip to state its launch date; and
  - R.14.4. refer to the effect on the consumer of the obligations set out in Rules R.16 to R.19 below.
- R.15. Any numbers, lettering, badges and logos appearing on replica Strip shall be of the same style, colour and design as those appearing on Players' Strip currently registered as required by Rule M.17.
- R.16. In any future contract to license a manufacturer to produce for retail sale replica Strip, each Club shall include the standard clauses set out in Appendix 9.
- R.17. Upon a Promoted Club becoming a member of the League in accordance with the provisions of Rule B.5, it shall give notice to any manufacturer licensed to manufacture and distribute its replica Strip in the terms set out in Appendix 10 and request such manufacturer to convey the substance of the notice to its dealers forthwith and advise them that:
- R.17.1. they are free to sell, advertise and display for sale replica Strip supplied by such manufacturer at whatever price they may choose; and
  - R.17.2. they should inform the Competition and Markets Authority if they are concerned that a minimum resale price is being imposed.
- R.18. No Club shall cause or procure any manufacturer with which it has a licensing agreement for the manufacture of replica Strip to do any act or cause to be done anything which would constitute a breach of the standard clauses referred to in Rule R.16.
- R.19. Each Club shall provide the Competition and Markets Authority with such information as it may need in order to satisfy itself that Rules R.16 to R.18 above have been complied with.



# Clubs: Operations

## Section S: Safeguarding and Mental Health

### Clubs' Policies and Procedures

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

### Roles and Responsibilities

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

## Section S: Safeguarding And Mental Health

- S.5.9. report on a regular basis on the effectiveness of, and the Club's compliance with, its policies and procedures for the safeguarding of Children and Adults at Risk to the Senior Safeguarding Lead;
- S.5.10. act as the lead Club Official in any investigation of an allegation of abuse of a Child or Adult at Risk;
- S.5.11. maintain the safeguarding of Children and Adults at Risk Staff register for each Activity in such format as approved by the League;
- S.5.12. be made known to all Staff, and (in any handbook or the like which the Club produces to accompany any Activity) to Children and Adults at Risk (and their Parents or carers) engaged in each Activity and be available in person or by telephone to Staff and to such Children and Adults at Risk, their Parents and carers at all reasonable times;
- S.5.13. provide written instructions to Staff engaged in each Activity in respect of good practice and what they are required to do if they detect any sign of abuse of Children and Adults at Risk, if they suspect such abuse is taking place or if they otherwise have concerns as to the welfare of a Child or Adult at Risk;
- S.5.14. provide guidance to and support for any member of Staff engaged in each Activity who reports suspected abuse of a Child or Adult at Risk or concerns as to their welfare; and
- S.5.15. be responsible for maintaining clear, comprehensive and up-to-date records of all allegations of abuse or poor practice (including, but not limited to, those subject to referral under S.13 and S.14), details of how such allegations are resolved and any decisions reached.
- S.6. The Head of Safeguarding may, in relation to a specific Activity, if appropriate, delegate any of the responsibilities listed in S.5.11 to S.5.14 to one or more other members of Staff ("**Safeguarding Officer(s)**"). In such circumstances, the Head of Safeguarding must supervise the work of Safeguarding Officer(s) and ensure that he/they are properly trained, and supported including, without limitation, by way of regular, minuted meetings with each Safeguarding Officer.
- S.7. Each Head of Safeguarding and Safeguarding Officer shall:
  - S.7.1. be trained in all issues affecting the safeguarding of Children and Adults at Risk;
  - S.7.2. be given a job description that properly records their responsibilities; and
  - S.7.3. undertake in each calendar year continuing professional development training in the safeguarding of Children and Adults at Risk, approved by the League, and maintain a record thereof.

### Guidance

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





## Section S: Safeguarding And Mental Health

## Section S: Safeguarding And Mental Health

### Staff

- S.8. Staff shall in all dealings with and on behalf of Children and Adults at Risk do what is reasonable in the circumstances of the case for the purpose of safeguarding or promoting the safety and welfare of the relevant individual(s).
- S.9. Each member of Staff shall be given regular training (in a form approved by the Head of Safeguarding) in the Club's policies and procedures for the safeguarding of Children and Adults at Risk.
- S.10. Each member of Staff shall be given in writing:
- S.10.1. the name of the Club's Head of Safeguarding;
  - S.10.2. descriptions of what constitutes poor safeguarding practice, abuse or unsuitable behaviour towards a Child or Adult at Risk;
  - S.10.3. details of what he is required to do if there is any sign of poor safeguarding practice, abuse or unsuitable behaviour towards a Child or Adult at Risk or if there is a suspicion that such conduct is taking place; and
  - S.10.4. the League's 'Guidance for Safer Working Practice'.
- S.11. No Person shall be appointed as a member of Staff unless:
- S.11.1. he has completed and submitted to the Club a written application;
  - S.11.2. a written reference has been obtained by the Club from at least two referees named in the application;
  - S.11.3. he has applied to the DBS for Disclosure;
  - S.11.4. his Disclosure information has been received and the Club is satisfied that he is not unsuitable to work with Children and Adults at Risk; and
  - S.11.5. his particulars have been entered in the Staff register referred to at Rule S.5.11.

### Parental Consent

- S.12. The written consent of a Child's Parent shall be obtained:
- S.12.1. before the Child participates in an Activity (by the Parent completing and returning to the Head of Safeguarding a written parental consent form); and
  - S.12.2. if the Child is under the age of 16, before any images or footage of him are taken or used for any purpose whatsoever.

### Guidance

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

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

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

### Monitoring

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

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

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

#### Safer Recruitment

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

#### Publicity

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

#### Mental and Emotional Wellbeing

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



# Players – Contracts, Registrations and Transfers

## Section T: Players – Contracts

### Approaches to Players

- T.1. A Club shall be at liberty at any time to make an approach to a Player with a view to negotiating a contract with him:
  - T.1.1. if he is an Out of Contract Player; or
  - T.1.2. in the case of a Contract Player, with the prior written consent of the Club (or club) to which he is contracted.
- T.2. A Club shall be at liberty between 24 June 2020 and 30 June 2020 to make such an approach to a Contract Player:
  - T.2.1. who will become an Out of Contract Player on that 1 July; and
  - T.2.2. who has received no offer from his Club under Rule V.17.2; or
  - T.2.3. who has received but has declined such offer.
- T.3. Any Club which by itself, by any of its Officials, by any of its Players, by its Intermediary, by any other Person on its behalf or by any other means whatsoever makes an approach either directly or indirectly to a Contract Player except as permitted by either Rule T.1.2 or Rule T.2 shall be in breach of these Rules and may be dealt with under the provisions of Section W of these Rules (Disciplinary).
- T.4. For the purposes of Rules T.2 and T.3, **“Contract Player”** shall include a player who has entered into a written contract of employment with a Football League club.

### Approaches by Players

- T.5. An Out of Contract Player, or any Person on his behalf, shall be at liberty at any time to make an approach to a Club (or club) with a view to negotiating a contract with such Club (or club).
- T.6. Subject to Rule T.7, a Contract Player, either by himself or by any Person on his behalf, shall not either directly or indirectly make any such approach as is referred to in Rule T.5 without having obtained the prior written consent of his Club.
- T.7. Between 24 June 2020 and 30 June 2020 a Contract Player to whom Rule T.2 applies or any Person on his behalf may make such an approach as is referred to in Rule T.5.

### Public Statements

- T.8. A statement made publicly by or on behalf of a Club expressing interest in acquiring the registration of a Contract Player or by a Contract Player expressing interest in transferring his registration to another Club (or club) shall in either case be treated as an indirect approach for the purposes of Rules T.3 and T.6..

### Inducements

- T.9. Except as may be provided in a Player’s contract:
  - T.9.1. no Club shall induce or attempt to induce a Player to sign a contract by directly or indirectly offering him or any Person connected with him or his Intermediary a benefit or payment of any description whether in cash or in kind; and

## Section T: Players – Contracts

- T.9.2. no Player shall either directly or indirectly accept or cause or permit his Intermediary to accept any such offer as is described in this Rule.

### Form of Contract

- T.10. Save for any contracts entered into by a Promoted Club before it became a member of the League which are in Form 15, contracts between Clubs and Players shall be in Form 16 (save with the permission of the Board).

### Guidance

For Season 2019/20, the Board will grant permission: (a) for contracts to be varied in an approved form, so as to reduce and/or defer the remuneration payable to the Player; or (b) for Season 2019/20 Contract Extensions to be reflected in some form other than Form 16, provided the form is approved by the Board.

### Length of Contract

- T.11. Subject to the exceptions set out below, a contract between a Club and a Player may be for any period provided that its expiry date is 30 June. The exceptions to this Rule are:
  - T.11.1. contracts with Contract Players under the age of 18 years which must not be capable of lasting for more than three years;
  - T.11.2. contracts no greater than one month in duration (a **“Monthly Contract”**);
  - T.11.3. Week by Week Contracts; and
  - T.11.4. Season 2019/20 Contract Extensions.
- T.12. A Player under the age of 17 years may not enter into a contract of employment with a Club and may only be registered as an Academy Player.

### Players’ Remuneration

- T.13. Full details of a Player’s remuneration including all benefits to which he is entitled whether in cash or in kind shall be set out in his contract (or any amendment to that contract in a form approved by the Board).
- T.14. The terms of a contract between a Club and a Player (including any amendment to that contract in a form approved by the Board) shall be strictly adhered to.
- T.15. If any Club acts in breach of Rule E.21, in addition to any penalty imposed under the provisions of Section W of these Rules (Disciplinary), the Board shall have power to refuse any application by that Club to register any Player until the breach has been remedied.

### Signing-on Fees

- T.16. A Signing-on Fee may be paid only to a Contract Player whose contract:
  - T.16.1. is for a period of not less than three months; and
  - T.16.2. is not a Monthly Contract or a Conditional Contract or a Week by Week Contract.

- T.17. In the case of a contract between a Club and a Player lasting for more than one year, any Signing-on Fee shall be paid in equal annual instalments.
- T.18. If the registration of a Contract Player is transferred when any part of his Signing-on Fee remains unpaid, a sum equal to the unpaid balance thereof shall be paid to him forthwith by the Transferor Club unless:
- T.18.1. the transfer is consequent upon the Contract Player's contract having been terminated by the Transferor Club by reason of the Contract Player's breach of its terms and conditions;
- T.18.2. the transfer is consequent upon the Contract Player's written request to that effect; or
- T.18.3. the Board, on the application of either the Transferor Club or the Contract Player, otherwise decides and either party may appeal to the Premier League Appeals Committee against the decision of the Board in this respect in accordance with the provisions of Section Z of these Rules.

#### Lump Sum Payments

- T.19. Unless otherwise agreed by the Board, no lump sum payment shall be paid or payable by a Club to a Player during the first year of his employment as a Contract Player with that Club save for:
- T.19.1. a Signing-on Fee (which must be paid in accordance with Rules T.16 to T.18); or
- T.19.2. a sum paid in respect of the Player's relocation expenses not exceeding the amount from time to time permitted by HMRC to be paid for this purpose without income tax and national insurance liability.

#### Guidance

For the avoidance of doubt, a sum payable in equal weekly or monthly instalments over the duration of the first year of a Contract Player's employment will not constitute a 'lump sum' for the purposes of Rule T.19.

#### Image Contracts

- T.20. Particulars of any Image Contract Payment in respect of the Player shall be set out in the contract with his Club.
- T.21. No Image Contract or other agreement entered into by a Club may vary or affect the rights and obligations set out in clause 4 of Form 16 (Standard Player's Contract) to the extent that such rights and obligations relate to rights granted to the Premier League.

#### Signing the Contract

- T.22. Save where an alternative method of execution is approved by the Board in advance, a contract between a Club and a Player shall be signed in each case in the presence of a witness by:
- T.22.1. the Player;
- T.22.2. the Player's Parent if the Player is under the age of 18 years; and
- T.22.3. an Authorised Signatory on behalf of the Club.

#### Reporting Fines etc.

- T.23. A copy of any notice terminating a Player's contract, whether given by the Club or the Player, and any notice given by a Club imposing a fine on a Player or suspending him shall be sent forthwith by the Club to the League and to The Football Association.

#### Submission to Board

- T.24. A Club shall request each Contract Player (or if he is a minor his Parent) to complete Form 17 at the same time that he signs his first contract with the Club. If he does, the Club shall submit the completed Form 17 to the Board when it submits a copy of the contract pursuant to Rule T.25.
- T.25. Subject to the provisions of Rules U.17, U.19, U.21 and V.11.3, Clubs shall submit to the Board copies of all contracts with Players (including any amendments to contracts permitted by the Board and any Season 2019/20 Contract Extensions) within five days of their execution.

#### Mutual Termination

- T.26. If the parties thereto agree to terminate a Player's contract before its expiry date they shall forthwith notify The Football Association and the Board to that effect and shall provide the Board with a copy of any compromise or other agreement recording that termination within five days of its coming into full force and effect.
- T.27. A Club shall be at liberty at any time to reach agreement with a Contract Player to amend the terms of his contract. If such an agreement increases the Contract Player's remuneration then, unless the agreement is made in the Close Season, it shall be a term thereof that the Contract Player's current contract is extended by a minimum of one year.

#### Appeal against Termination

- T.28. An appeal by a Player under the provisions of clause 10.3 of Form 15 or Form 16 or by a Club under the provisions of clause 11.2 of Form 15 or Form 16 shall be commenced by notice in writing addressed to the other party to the contract and to the Board.

#### Appeal against Disciplinary Decision

- T.29. An appeal by a Player under the provisions of paragraph 3.3.2 of Schedule 1, Part 1, of Form 15 or Form 16 shall be commenced by notice in writing addressed to the Club and to the Board.



## Section T: Players – Contracts

T.30. Appeals pursuant to Rule T.28 or Rule T.29 shall be conducted in such manner as the Board may determine.

T.31. The Board may allow or dismiss any such appeal and make such other order as it thinks fit.

### Disputes between Clubs and Players

T.32. Any dispute or difference between a Club and a Player not otherwise expressly provided for in these Rules may be referred in writing by either party to the Board for consideration and adjudication in such manner as the Board may think fit. For the purpose of this Rule only, **“Player”** shall include one who was formerly employed by the Club with which the dispute or difference has arisen, whether or not he has been registered to play for another Club.

### Orders for Costs

T.33. The Board shall have power to make an order for costs:  
T.33.1. in determining appeals under Rule T.28 or Rule T.29;  
T.33.2. in making an adjudication under Rule T.32; and  
T.33.3. if any proceedings under Rule T.28 or Rule T.29 or Rule T.32, having been commenced, are withdrawn.

T.34. The Board shall have power to determine the amount of any such costs which may include, without limitation, those incurred by the League in the conduct of the proceedings.

T.35. The Board shall have the power, at any time during the proceedings, to order one or several interim or final payments on account of the costs of the League.

T.36. Costs ordered to be paid as aforesaid shall be recoverable:  
T.36.1. in the case of a Club, under the provisions of Rule E.26; or  
T.36.2. in any other case, as a civil debt.

### Appeal

T.37. Within 14 days of a decision of the Board given under the provisions of either Rule T.31 or Rule T.32 either party may by notice in writing appeal against such decision to the Premier League Appeals Committee whose decision shall be final.

### Effect of Termination

T.38. Upon the termination of a Player’s contract by a Club under the provisions of clause 10.1 of Form 15 or Form 16 becoming operative or upon the termination by a Player of his contract with his Club under the provisions of clause 11.1 of Form 15 or Form 16 becoming operative, the Club shall forthwith release the Player’s registration.

## Section T: Players – Contracts

T.39. Except in the case of a Retired Player to whom the provisions of Rule U.29.5 apply, upon a Player’s contract being terminated by mutual consent, his Club shall retain the Player’s registration for such period (if any) and on such terms (if any) as the parties may in writing agree. Should the Player sign for another Club (or Football League club) during that period, that Club (or Football League club) shall pay to the Club retaining the registration a Compensation Fee determined, in default of agreement, by the Professional Football Compensation Committee.

### Testimonial Matches

T.40. Notwithstanding that it has no contractual obligation to do so, a Club in its absolute discretion and with the prior written consent of the Board may, in the case of a Player who has completed 10 or more years in its service as such, permit its Stadium to be used without charge for the purposes of a testimonial match.



# Players – Contracts, Registrations and Transfers

## Section U: Players – Registrations

### Requirement for Registration

- U.1. A Player shall not play for a Club in a League Match unless that Club holds his registration (which shall include, in the circumstances set out in Rules U.3 and U.12, confirmation that he is eligible to play for it) with effect from at least 75 minutes before kick-off and for League Matches to be played between the close of the Summer Transfer Window and the end of the Season either:
- U.1.1. his name is included on the Squad List; or
  - U.1.2. he is an Under 21 Player.
- U.2. A Club shall be deemed to hold the registration of a Player upon receipt of the League's confirmation by email to that effect.
- U.3. If a loan of a Player (whether by Temporary Transfer or otherwise) is cancelled by mutual consent, the Player shall not play for the Club to which he is returning unless the League has confirmed to that Club that the Player is eligible to play for it.
- U.4. A Club shall apply to:
- U.4.1. include a Player on its Squad List by submitting to the Board the requisite Form; and
  - U.4.2. remove a Player from its Squad List by submitting to the Board the requisite Form.
- U.5. A Player shall be deemed to have been included or removed from a Club's Squad List on receipt of the Board's written confirmation.
- U.6. Changes to a Squad List may be made:
- U.6.1. during the period of a Transfer Window; or
  - U.6.2. at other times only with the permission of the Board.
- U.7. Each application to register a Player shall be subject to the approval of the Board.
- U.8. In addition to the forms and documents specifically required by these Rules, a Club shall submit to the Board:
- U.8.1. any contract it proposes to enter into which gives the Club or any other party to the proposed contract any rights relating to the transfer of the registration of a player at a date in the future from or to the Club or any rights relating to the employment of the player by the Club; or
  - U.8.2. any contract it proposes to enter into, save for a Representation Contract or an Image Contract, which gives the Club or any other party to the proposed contract the right to receive payments in respect of a Player.
- Any such proposed contract shall be subject to the approval of the Board. In deciding whether to give such approval the Board shall have regard to (without limitation) Rules I.4 and I.7 (regarding dual interests).

## Section U: Players – Registrations

### Types of Registration

- U.9. There shall be four types of registration governed by this Section of these Rules, namely:
- U.9.1. amateur;
  - U.9.2. contract;
  - U.9.3. Monthly Contract; and
  - U.9.4. temporary.
- U.10. The registration of Academy Players shall be governed by the Youth Development Rules.

### International Transfer Certificate

- U.11. A Player who last played (or was last registered to play) for a club affiliated to a national association other than that to which the Club which is applying to register him is affiliated shall not be registered unless the League has received written confirmation from the Club's national association that an international transfer certificate has been issued in respect of the Player.
- U.12. A Player who is the subject of a loan to a Club or club affiliated to a national association other than that to which the loaning Club is affiliated may not play for the loaning Club following the termination of the loan until the League has received written confirmation from the Club's national association that an international transfer certificate has been issued in respect of his return to his Club, and the League has confirmed to the Club in writing receipt thereof and that he is eligible to play for that Club.

### Eligibility to Work in the United Kingdom

- U.13. An application to register a Player shall be accompanied by such evidence as the League may require to demonstrate that the Player may take up employment in the United Kingdom, and the League shall not confirm that he is eligible to play for the Club applying to register him until the League has received such evidence.

### Registration Procedure

- U.14. For the purpose of this Section of these Rules the New Registration of a Player shall mean his registration at a time when no other Club (or club) holds his registration either because no previous application to register the Player has been made or because a previous registration has been cancelled or has terminated or has expired.
- U.15. The New Registration of an Amateur Player shall be effected by completion of and submission to the Board of Form 18 signed on behalf of the Club by an Authorised Signatory.
- U.16. The registration of an Amateur Player is not transferable.



## Section U: Players – Registrations

- U.17. The New Registration of a Contract Player shall be effected by completion and submission to the Board of a copy of the Player's contract.
- U.18. The transfer of the registration of a Contract Player shall be effected in accordance with the provisions of Rule V.11.
- U.19. The New Registration of a Contract Player on a Monthly Contract basis shall be effected by completion of and submission to the Board of Football Association Form G(1), signed on behalf of the Club by an Authorised Signatory, together with a copy of the Player's contract.
- U.20. The transfer of the registration of a Contract Player on a Monthly Contract basis shall be effected in accordance with the provisions of Rule V.11.
- U.21. A Monthly Contract registration may be extended by one month by completion of and submission to the Board of Football Association Form G(1) (Extension), signed on behalf of the Club by an Authorised Signatory, and, if any changes to it have been made, a copy of the Player's contract.
- U.22. The Temporary Transfer of the registration of a Contract Player and any extension thereof shall be effected in accordance with the provisions of Rules V.6 to V.10.
- U.23. Subject to the provisions of Rule V.1, the deadline for receipt by the Board of all duly completed documents required by these Rules to effect the registration of a Player shall be 12 noon on the last Working Day before the date of the first League Match in which the Club making the application intends him to play, save that the international transfer certificate and evidence of eligibility to take up employment in the United Kingdom (in both cases if applicable) may be provided thereafter (but must be provided before the Player is registered by the League).
- U.24. A Club which transfers or cancels the registration of a Player may not apply to register that Player within a year except with the prior written consent of the Board.

### Multiplicity of Registrations

- U.25. A Player shall not apply to be registered by more than one Club (or club) at any one time and the Board shall refuse any application made in breach of this Rule.

### Monthly Registrations

- U.26. There shall be no limit to the number of times a Monthly Contract registration may be extended under Rule U.21 provided that a Club intending to apply to extend the Monthly Contract registration of a Player for a third or subsequent time shall give to the Player not less than seven days' notice of its intention to do so.
- U.27. Notwithstanding the provisions of Rule V.1, a Club may apply at any time to extend a Monthly Contract registration provided it has not been allowed to expire.

### Termination of Registrations

- U.28. The registration of an Amateur Player:  
U.28.1. shall expire at the end of the Season in which it commenced;

## Section U: Players – Registrations

- U.28.2. may be terminated before its expiry by agreement to that effect between the Club and the Player, such agreement to be notified in writing forthwith by the Club to the Board; and
- U.28.3. may likewise be terminated by order of the Board on the application of either the Club or the Player.
- U.29. Subject to the provisions of Rules T.38 and T.39, a contract registration shall terminate:  
U.29.1. in the case of a Contract Player, upon it being transferred in accordance with Rule V.11;  
U.29.2. in the case of an Out of Contract Player in respect of whom the conditions set out in Rule V.17 have been satisfied, upon a Transferee Club effecting his New Registration;  
U.29.3. in the case of an Out of Contract Player in respect of whom the said conditions have not been satisfied, upon the expiry of his contract;  
U.29.4. in the case of a Contract Player, upon his contract being terminated on the ground of his permanent incapacity; and  
U.29.5. in the case of a Retired Player, on the expiry of a period of 30 months commencing at the end of the Season in which he stops playing competitive football.

### New Registrations Requiring Consent

- U.30. An application for the New Registration of a Contract Player whose contract has been terminated by a Club (or club) on the ground of his permanent incapacity shall be refused unless that Club (or club) consents.
- U.31. An application for the New Registration of a Contract Player who has received a lump sum disability benefit under the terms of the League's personal accident insurance scheme shall be refused unless, upon being satisfied that the circumstances of such application are exceptional, the Board consents.

### List of Players

- U.32. By no later than 23 June 2020 each Club shall confirm to the Board:  
U.32.1. whether the list of Players provided to it for these purposes is complete and accurate in all material particulars;  
U.32.2. details of any Players who are not included in the list referred to in Rule U.32.1 but who should be so included;  
U.32.3. in the case of each Contract Player whose registration it holds and whose contract expires on the 30 June in that year, whether or not the Club has:  
U.32.3.1. offered him a new contract under the provisions of Rule V.17.2; or  
U.32.3.2. implemented any option provision in respect of him; or  
U.32.3.3. agreed a Season 2019/20 Contract Extension with him, and

- U.32.4. in the case of each Academy Player whose registration it holds and with whom it has entered into a Scholarship Agreement (as defined in the Youth Development Rules), whether or not the Club has:
- U.32.4.1. (if the Academy Player is in the second year of his Scholarship Agreement), given him written notice, pursuant to clause 4.2 of the Scholarship Agreement, of the extension of the duration thereof by one year; and
- U.32.4.2. (if the Academy Player is in the second or third year of his Scholarship Agreement) given him written notice, pursuant to clause 6.7 of the Scholarship Agreement, of its intention to offer him a professional contract as a Contract Player.

- U.33. The particulars contained in Clubs' lists of Players shall be published by the Board on 25 June 2020.

#### Clubs Ceasing to be Members

- U.34. Upon a Club (in this Rule and Rule U.35 called **"the Former Member"**) ceasing to be a member of the League under the provisions of Rule B.6 (other than by reason of its relegation from the League in accordance with Rule C.14), the registrations of its Players (except those held in consequence of a Temporary Transfer) shall vest in the League and thereupon the League shall be at liberty to transfer those registrations as it shall think fit and shall receive any Compensation Fees to which the Former Member would otherwise have been entitled under the provisions of Section V of these Rules (Players – Transfers of Registrations).
- U.35. Any Compensation Fees obtained in accordance with Rule U.34 shall belong to the League and out of them the Board shall have power to make a grant to either or both of:
- U.35.1. any Club to which Compensation Fees are owed by the Former Member; and
- U.35.2. the Former Member.

#### Prohibition of Third Party Investment

- U.36. Unless otherwise agreed by the Board and subject to Rule U.37, a Club may only make or receive a payment or incur any liability as a result of or in connection with the proposed or actual registration (whether permanent or temporary), transfer of registration or employment by it of a Player in the following circumstances:
- U.36.1. by payment to a Transferor Club or receipt from a Transferee Club of a Compensation Fee, Contingent Sum, Loan Fee or sell-on fee;
- U.36.2. by payment of levy pursuant to Rules V.38, V.39 and V.40;
- U.36.3. by receipt of all or part of a Compensation Fee, Contingent Sum, Loan Fee or sell-on fee, in default of payment of it by the Transferee Club from which it is due, from:
- U.36.3.1. a financial institution or other guarantor;
- U.36.3.2. the League in accordance with the provisions of these Rules; or
- U.36.3.3. The Football League in accordance with the provisions of the Regulations of The Football League;
- U.36.4. by way of remuneration (including benefits in cash or kind and Image Contract Payments) to or for the benefit of a Contract Player whose registration it holds;
- U.36.5. by way of an allowance permitted by Youth Development Rule 286, to an Academy Player with whom it has entered into a Scholarship Agreement (as defined in the Youth Development Rules);
- U.36.6. by way of payment to an Intermediary strictly in accordance with the terms of the The FA Regulations on Working with Intermediaries;
- U.36.7. by payment of incidental expenses arising in respect thereof;
- U.36.8. by payment or receipt of training compensation or solidarity payment pursuant to the FIFA Regulations for the Status and Transfer of Players and any other levies or payments payable to or by a Club pursuant to the statutes or regulations of FIFA or any other football governing body from time to time, or otherwise properly due to or from such a governing body;
- U.36.9. by payment of value added tax payable in respect of any of the above payments or liabilities; and
- U.36.10. in the case of a Transferor Club, by assignment of its entitlement to a Compensation Fee or Loan Fee to a Financial Institution.
- U.37. In respect of a player whom it applies to register as a Contract Player, a Club is permitted to make a payment to buy out the interest of a Person who, not being a Club or club, nevertheless has an agreement either with the club with which the player is registered, or with the player, granting it the right to receive money from a new Club or club for which that player becomes registered. Any such payment which is not dependent on the happening of a contingent event may be made either in one lump sum or in instalments provided that all such instalments are paid on or before the expiry date of the initial contract between the Club and the player. Any such payment which is payable upon the happening of a contingent event shall be payable within seven days of the happening of that event.





**Assignment of Entitlement to Compensation Fee or Loan Fee**

U.38. A Club may only assign its entitlement to a Compensation Fee or Loan Fee to a Financial Institution in accordance with Rule U.36.10 where, as a condition of such assignment, the relevant Financial Institution confirms in a written agreement with the Club that it will not further assign the entitlement to a third party without the express prior written consent of the League.



# Players – Contracts, Registrations and Transfers

## Section V: Players – Transfers of Registrations

## Section V: Players – Transfers of Registrations

### Transfer Windows

- V.1. **“Transfer Windows”** means the two periods in a year during which, subject to Rule V.4, a Club may apply for:
  - V.1.1. the New Registration of a player;
  - V.1.2. the registration of a player transferred to it; and
  - V.1.3. the registration of a Temporary Transfer.

#### Guidance

For the avoidance of doubt, the duration of a Temporary Transfer may be extended by all parties entering into a Season 2019/20 Loan Extension notwithstanding the fact that the Season 2019/20 Loan Extension is concluded outside of a Transfer Window.

- V.2. The Summer Transfer Window in any year shall:
  - V.2.1. conclude at 17:00 on the Thursday before the commencement of the relevant Season or at such other date and at such other time as the Board may determine in its discretion (which will only be exercised in the event of agreement by a simple majority of Clubs on an alternative date and time); and
  - V.2.2. commence either: (1) at midnight on the last day of the Season; or (2) at midnight on the date 12 weeks prior to the date on which it is to conclude (in accordance with Rule V.2.1, above), whichever is the later.

#### Guidance

The Board will confirm the two issues of: (a) the date/time on which the Summer Transfer Window will open; and (b) whether or not the Summer Transfer Window will close at a date/time other than at 17:00 on the Thursday before the commencement of the relevant Season, at the first General Meeting of the preceding Season (for example, the opening and closing time and date of the 2020 Summer Transfer Window will be determined at the first General Meeting of Season 2019/20).

- V.3. The Winter Transfer Window in any year shall commence at midnight on 31 December or at such other date and time as the Board shall determine and shall end on 31 January next if a Working Day or, if not, on the first Working Day thereafter, at a time to be determined by the Board.
- V.4. Outside a Transfer Window, the Board in its absolute discretion may:
  - V.4.1. refuse an application to register a player; or
  - V.4.2. grant an application to register a player and, if thought fit, impose conditions by which the Club making the application and the player shall be bound.

### Temporary Transfers

- V.5. A **“Temporary Transfer”** shall mean the transfer of a contract registration effected in accordance with Rules V.6 to V.10.

- V.6. Subject to the conditions set out below, a Temporary Transfer shall be permitted:
  - V.6.1. between Clubs; and
  - V.6.2. between a Club and a club in membership of The Football League, the National League, the Northern Premier League, the Isthmian League and the Southern League; and
  - V.6.3. between a Club that has its registered address in Wales and a club in membership of the Welsh Premier League.
- V.7. The conditions referred to in Rule V.6 are:
  - V.7.1. a Temporary Transfer to a Club may not take place in the Transfer Window in which the Transferor Club acquired the Player’s registration;
  - V.7.2. during the period of the Temporary Transfer of his contract registration a Player shall not play against the Transferor Club;
  - V.7.3. if during the period of a Temporary Transfer the Player’s registration is transferred permanently from the Transferor Club to the Transferee Club, the two Clubs may agree in writing (with such agreement copied to the League) that the Player shall not play against the Transferor Club for the remainder of the Season;
  - V.7.4. subject to any conditions imposed by the Board in the exercise of its discretion under Rule V.4.2, and save where a Season 2019/20 Loan Extension has been agreed between the two Clubs and the Player, the minimum period of a Temporary Transfer shall be the period between two consecutive Transfer Windows and the period of a Temporary Transfer shall not extend beyond 30 June next after it was entered into, save that the Board may, in its absolute discretion, permit a Temporary Transfer to be terminated before the commencement of the second Transfer Window (subject to such conditions as the Board deems appropriate);
  - V.7.5. the maximum number of Temporary Transfers to any one Club registrable in the same Season shall be four and in no circumstances shall more than one be from the same Transferor Club at any one time save there shall be excluded from these numbers any Temporary Transfer of the kind described in V.7.6.1 or V.7.6.2;
  - V.7.6. not more than two Temporary Transfers shall be registered by a Club at the same time except that there shall be excluded from that number:
    - V.7.6.1. any Temporary Transfer which become permanent; and
    - V.7.6.2. the Temporary Transfer of a goalkeeper which in its absolute discretion the Board may allow in circumstances it considers to be exceptional;
  - V.7.7. a Club may transfer the registration of no more than one of its goalkeepers by way of temporary Transfer to another Club each Season, subject to any further Temporary Transfer of one of its goalkeepers pursuant to Rule V.7.6.2; and
  - V.7.8. any other conditions agreed between the Transferor Club and the Transferee Club or, in the exercise of its discretion, imposed by the Board.



## Section V: Players – Transfers of Registrations

### Guidance

Where a Season 2019/20 Loan Extension has been agreed by the two Clubs and the Player, the duration of the Temporary Transfer will extend beyond 30 June and conclude at midnight on the day after the Club's last Season 2019/20 match in any of the competitions listed in Rule L.9. The Board will also permit Season 2019/20 Loan Extensions, subject to compliance with FIFA's Regulation on the Status and Transfer of Players, in respect of a Player whose permanent registration is held by a club in membership of a national association other than The FA.

For the avoidance of doubt, no Club that already has two Temporary Transfers registered at the same time may be permitted to register a further player whose permanent registration is held by a Club on a 'sub-loan'. That is to say, if a player is loaned by a club based overseas (or to which Rules V.5 to V.7 do not otherwise apply), that player cannot then be 'sub-loaned' by the overseas club to another Club where that Club already has two Temporary Transfers registered at that time.

An example of the circumstances in which the Board might exercise its discretion in Rule V.7.4 is where a Player subject to a Temporary Transfer is unable to represent the Club temporarily holding his registration, due to a long-term injury. In such circumstances, the Board might approve the termination of the Temporary Transfer on the condition that the Player is prohibited from making any first team appearances at the Club with which he re-registers, during the remaining period of the original Temporary Transfer.

V.8. The Loan Fee payable on a Temporary Transfer shall be such sum (if any) as shall have been agreed between the Transferee Club and the Transferor Club and set out in Football Association Form H.2 or H.3 (as appropriate) or in a supplementary agreement.

V.9. Any Loan Fee (including any instalments thereof) shall be paid on or before the date or dates agreed between the parties, the latest of which must be no later than 30 June immediately following the conclusion of the Season in which the Temporary Transfer expired.

### Guidance

For the avoidance of doubt, where a Season 2019/20 Loan Extension has been agreed, the relevant Loan Fee (which includes any amount payable in respect of the initial loan and any amount payable for the Season 2019/20 Loan Extension) must be paid by 30 June 2021.

V.10. A Temporary Transfer shall be effected by submitting to the Board Football Association Form H.2 or Form H.3 duly completed and signed on behalf of the Club by an Authorised Signatory.

### Contract Players

V.11. The transfer of the registration of a Contract Player shall be effected in the following manner:

V.11.1. the Transferor Club and the Transferee Club shall enter into a Transfer Agreement signed on behalf of each Club by an Authorised Signatory in which shall be set out full particulars of all financial and other arrangements agreed between the Transferor Club and the Transferee Club and, except as provided below, between the Transferor Club and the Contract Player in relation to the transfer of the Contract Player's registration whether the same are to take effect upon completion of the transfer or at any time thereafter;

## Section V: Players – Transfers of Registrations

V.11.2. any such arrangements agreed between the Transferor Club and the Contract Player to which the Transferee Club is not privy may be omitted from the Transfer Agreement provided that they are forthwith notified in writing to the Board by the Transferor Club;

V.11.3. the Transfer Agreement shall be sent by the Transferee Club to the Board together with a copy of the contract entered into between the Transferee Club and the Contract Player together with (if applicable) the evidence required by Rules U.12 and U.13; and

V.11.4. the Transferee Club shall pay any Compensation Fee due to the Transferor Club under the terms of the Transfer Agreement in accordance with Rule V.29 and any levy payable under Rule V.38.

V.12. All transfer arrangements in respect of Contract Players are subject to the approval of the Board.

V.13. The Transferee Club will hold the registration of the Contract Player upon receipt of the League's confirmation by email to that effect.

### Retired Players

V.14. A Club that, pursuant to Rule U.29.5, holds the registration of a Retired Player who is under the age of 24 years, shall be entitled if his registration is transferred to be paid a Compensation Fee by the Transferee Club.

### Out of Contract Players

V.15. An Out of Contract Player may seek to be registered by any Transferee Club.

V.16. Upon receiving a formal written offer to effect the New Registration of an Out of Contract Player whose registration it holds, a Club shall forthwith notify the Player and the Board in writing to that effect.

V.17. Provided that the following conditions are satisfied, a Compensation Fee shall be paid to a Transferor Club by a Transferee Club upon effecting the New Registration of an Out of Contract Player:

V.17.1. the Out of Contract Player in question must be under the age of 24 years as at the 30 June in the year his contract of employment with a Club has expired;

V.17.2. by: (a) 23 June 2020; or (b) four Working Days after the last relevant F.A. Cup match, UEFA Champions League match, UEFA Europa League match or League Match of Season 2019/20, whichever is the earlier, the Transferor Club must send to the Player Form 19 offering him a new contract (which for the avoidance of doubt does not include a Season 2019/20 Contract Extension) on the terms therein set out, which must be no less favourable than those in his current contract;

V.17.3. any offer made on Form 19 by a Club to a Player under the provisions of Rule V.17.2 shall remain open and capable of acceptance by the Player for a period of one month from the date upon which it was sent by the Club by ordinary first class post to his usual or last known address; and

V.17.4. a copy of Form 19 must be sent forthwith to the Board.



## Section V: Players – Transfers of Registrations

- V.18. Contract terms shall be deemed to be no less favourable if, disregarding any provision for a Signing-on Fee in the Player's current contract which is stated to be a once only payment, they are at least equal in value to the most favourable terms to which the Player was or is entitled in any year of his current contract.

### The Player's Options

- V.19. Upon receiving an offer on Form 19 a Player may either:
- V.19.1. accept the same within one month of its date and enter into a new contract with his Club in the terms offered; or
  - V.19.2. decline it in writing.
- V.20. If the Player considers that the terms offered by his Club and set out in Form 19 are less favourable than those in his current contract, he may give notice to that effect to his Club and the Board in Form 20 and apply for a free transfer.
- V.21. Such application shall be determined by the Board and if it succeeds:
- V.21.1. the Player's Club will not be entitled to a Compensation Fee upon a Transferee Club effecting his New Registration; and
  - V.21.2. the Player will receive severance pay in accordance with his contract.

### The Club's Options

- V.22. If a Club makes an offer to a Player on Form 19 and the Player declines it, upon the expiry of the Player's contract the Club may either:
- V.22.1. enter into a Conditional Contract with the Player in such financial terms as may be agreed;
  - V.22.2. enter into a Week by Week Contract with the Player; or
  - V.22.3. if neither a Conditional Contract nor a Week by Week Contract has been entered into or a Week by Week Contract has been determined by the Club, continue to pay the Player the amount of the basic wage under his expired contract,
- and in any such case the Club shall be entitled to a Compensation Fee upon a Transferee Club effecting the Player's New Registration provided he then remains under the age of 24 years and the other conditions set out in Rule V.17 have been satisfied.
- V.23. The financial terms of a Week by Week Contract shall be those contained in the Player's expired contract, excluding any Signing-on Fee, except that the Player shall be entitled to receive such incentives (if any) as are payable by the Club to its Contract Players with effect from the date of his new contract.
- V.24. An Out of Contract Player who continues to receive from his Club the amount of his basic wage under the provisions of Rule V.22.3 shall not be entitled to play for that Club. If such Out of Contract Player unreasonably refuses an offer of employment by another Club (or club), his Club may make application to the Premier League Appeals Committee for an order that payments to the Out of Contract Player may cease without affecting his Club's entitlement to a Compensation Fee.

## Section V: Players – Transfers of Registrations

- V.25. A Club which having continued to pay the Player the amount of his basic wage under Rule V.22.3 intends to cease making such payments shall give to the Player two weeks' notice to that effect and upon a Transferee Club effecting the Player's New Registration the Club shall not be entitled to a Compensation Fee.

### The Compensation Fee

- V.26. The Compensation Fee payable by a Transferee Club to a Transferor Club upon the transfer of the registration of a Contract Player to the Transferee Club shall be such sum as shall have been agreed between the Transferee Club and the Transferor Club and set out in the Transfer Agreement.
- V.27. The Compensation Fee likewise payable in respect of an Out of Contract Player under the provisions of Rule V.17 shall be:
- V.27.1. such sum as shall have been agreed between the Transferee Club and the Transferor Club or in default of agreement; or
  - V.27.2. such sum as the Professional Football Compensation Committee on the application of either Club shall determine.
- V.28. A Club which is a Transferor Club shall provide to any previous Club or Football League club with which a Player was registered, and which has a right to sell-on fee in respect of any transfer of that Player, full details of any Compensation Fee and Contingent Sum(s) to which it becomes entitled. The Club receiving the information shall not disclose or divulge it directly or indirectly to any third party without the prior written consent of the Transferor Club save to statutory and regulatory authorities or as may be required by law or to its auditors.

### Method of Payment

- V.29. Subject to Rules V.30 and V.35, all Compensation Fees, Loan Fees (including in both cases instalments thereof) and Contingent Sums payable to a Club or to a Football League club shall be paid (together in each case with value added tax at the then current rate) by the Transferee Club into the Compensation Fee Account by telegraphic transfer or by such other means as the Board may from time to time direct.
- V.30. If a Club assigns its entitlement to a Compensation Fee or Loan Fee instalment pursuant to Rule U.36.10:
- V.30.1. it shall procure by means of a legally enforceable agreement that monies payable by virtue of the assignment are paid into the Compensation Fee Account by the assignee; and
  - V.30.2. it shall irrevocably and unconditionally instruct the Transferee Club to pay such monies to the assignee upon their becoming due.
- V.31. Subject to Rule V.37.2, forthwith upon receiving monies into the Compensation Fee Account the Board shall pay the same to the Transferor Club entitled to receive them.



## Section V: Players – Transfers of Registrations

- V.32. A Transfer Agreement shall provide that the agreed Compensation Fee together with value added tax at the then current rate shall be paid on or before the expiry date of the initial contract between the Transferee Club and the Contract Player. Compensation Fee instalments shall be paid on or before the dates set out in the Transfer Agreement (and if any such date is not a Working Day then the instalment shall be paid on the Working Day which immediately precedes that date).
- V.33. Where any Compensation Fee payable under the provisions of Rule V.17 is not agreed between the Transferee Club and the Transferor Club, the Transferee Club shall upon applying to register the Out of Contract Player pay into the Compensation Fee Account at least half the Compensation Fee offered to the Transferor Club and the balance shall likewise be paid as determined by the Professional Football Compensation Committee under Rule V.27.2.
- V.34. If the registration of a Player is further transferred before the Compensation Fee in respect of an earlier transfer is paid in full, the Transferee Club in that earlier transfer shall forthwith pay the balance of such Compensation Fee into the Compensation Fee Account, save:
- V.34.1. where it has received an instruction in accordance with Rule V.30.2, in which case it shall pay such balance to the assignee named in the instruction on the date or dates when it becomes due under the Transfer Agreement pursuant to which it acquired the registration of the Player; or
- V.34.2. where the Board expressly approves an alternative arrangement for the payment of the balance of the Compensation Fee into the Compensation Fee Account.
- V.35. An agreement for an International Transfer and a Transfer Agreement with a Transferor Club which is not in membership of the League or The Football League shall provide that the Compensation Fee, any instalments thereof and any Contingent Sums payable by the Transferee Club shall be paid (together with any value added tax payable in respect thereof) to The Football Association by telegraphic transfer or by such other means as the Board may from time to time direct for payment to the Transferor Club in accordance with The Football Association Rules.
- V.36. Upon the happening of a contingent event resulting in a Contingent Sum (including for the avoidance of doubt, contingent compensation payable pursuant to the Youth Development Rules) becoming payable:
- V.36.1. in the case of an International Transfer, the Transferee Club shall forthwith inform the Transferor Club in writing to that effect and shall pay such Contingent Sum by the date stipulated in the transfer agreement (which must be no later than the following 31 July) in accordance with Rule V.35; and
- V.36.2. in every other case, the Transferee Club shall forthwith inform the Transferor Club to that effect on Form 21 and shall pay such Contingent Sum by the date stipulated in the transfer agreement (which must be no later than the following 31 July) in accordance with Rule V.29.

## Section V: Players – Transfers of Registrations

- V.37. If any Transferee Club acts in breach of Rules V.29 or V.32 to V.36 inclusive:
- V.37.1. the Board shall have power to refuse any application by that Transferee Club to register any Player until any sums then payable to its Transferor Club are paid;
- V.37.2. the Board shall have the power set out at Rule E.29;
- V.37.3. the Board shall have power to impose a penalty in accordance with the tariff of applicable penalties which it shall from time to time notify to Clubs; and
- V.37.4. that Transferee Club shall pay to its Transferor Club interest on any part of a Compensation Fee or Contingent Sum not paid on its due date at the rate of five per cent over the base rate from time to time of Barclays Bank Plc from that date until the date of payment together with such other penalty as the Board in its discretion may decide.

### Transfer Levy

- V.38. Subject to Rule V.39, upon payment of a Compensation Fee, a Contingent Sum or a payment made pursuant to Rule U.37, a Club shall forthwith pay to the League a levy equal to four per cent of the sum paid (net of any value added tax) and in the case of a Compensation Fee payable by instalments, the levy upon the whole of it shall be paid as aforesaid upon the Transferee Club applying to register the Player to which it relates.
- V.39. Levy shall not be payable on a Loan Fee unless the registration of the Contract Player who is the subject of the Temporary Transfer is transferred on a permanent basis from the Transferor Club to the Transferee Club during, or within four months of the expiry of, the Temporary Transfer, in which case a levy equal to four per cent of the aggregate of any Loan Fee and Compensation Fee shall be paid to the League.
- V.40. Where a Transferee Club registers a Player and the relevant consideration tendered by the Transferor Club includes the registration of another Player or some other form of non-financial consideration or value-in-kind, the Transferee Club and Transferor Club shall attribute a financial value to the Player(s) transferred, which shall be noted in the Transfer Agreement(s), and upon which a levy equal to four per cent of such value shall be paid in each case.

### Guidance

Where in the case of a proposed transfer of the type referred to in Rule V.40, above, the Board is of the view that the financial value attributed to either of the Players is materially below that Player's true transfer value (with the effect that a reduced sum is payable by way of levy), the Board will request that the Transferor Club(s) restate(s) the declared transfer value and may exercise its power under Rule V.12 if necessary.

- V.41. The sums received by the League by way of levy shall be used to pay premiums due under the Professional Footballers' Pension Scheme and any surplus shall be added to the Professional Game Youth Fund.



# Disciplinary and Dispute Resolution

## Section W: Disciplinary

## Section W: Disciplinary

### Power of Inquiry

- W.1. The Board shall have power to inquire into any suspected or alleged breach of these Rules and for that purpose may require:
  - W.1.1. any Manager, Match Official, Official or Player to appear before it to answer questions and/or provide information; and
  - W.1.2. any such Person or any Club to produce documents.
- W.2. Any Manager, Match Official, Official or Player who fails to appear before or to produce documents to the Board when required to do so under Rule W.1 shall be in breach of these Rules.

### Board's Disciplinary Powers

- W.3. The Board shall have power to deal with any suspected or alleged breach of these Rules by either:
  - W.3.1. issuing a reprimand;
  - W.3.2. imposing a fixed penalty or other sanction where such provision is made in these Rules;
  - W.3.3. exercising its summary jurisdiction;
  - W.3.4. referring the matter to a Commission appointed under Rule W.16;
  - W.3.5. referring the matter to The Football Association for determination under The Football Association Rules; or
  - W.3.6. concluding an agreement in writing with that Person in which it accepts a sanction (which may include any of the sanctions referred to at Rule W.49) proposed by the Board.

### Fixed Penalty Procedure

- W.4. Upon being satisfied that a fixed penalty is payable under the provisions of these Rules, the Board shall give notice in Form 22 to the Club or Person by whom it is payable.
- W.5. Within 14 days of the date of a notice in Form 22 the Club or Person to whom it is addressed must either:
  - W.5.1. pay the fixed penalty; or
  - W.5.2. appeal under the provisions of Rule W.56.1.1 against the imposition of the same.
- W.6. Failure to pay a fixed penalty as provided in Rule W.5.1 or within seven days, upon an appeal against the same being dismissed, shall in either case constitute a breach of these Rules.

### Summary Jurisdiction

- W.7. The Board's summary jurisdiction shall extend to any suspected or alleged breach of these Rules (other than a breach for which a fixed penalty is prescribed) which in its absolute discretion the Board considers should not be referred to a Commission under Rule W.3.4 or to The Football Association under Rule W.3.5.

- W.8. In exercising its summary jurisdiction the Board shall be entitled to impose a fine not exceeding £25,000 or, in the case of a breach of these Rules by a Manager, such sum as may be set out in any tariff of fines, or other penalty, agreed in writing between the Board and the League Managers Association. The Board shall also be entitled to suspend any portion of any fine imposed in accordance with this Rule W.8.
- W.9. The Board shall exercise its summary jurisdiction by giving notice in Form 23 to the Club or Person allegedly in breach.
- W.10. Within 14 days of the date of a notice in Form 23, the Club or Person to whom it is addressed must either:
  - W.10.1. submit to the Board's jurisdiction and pay the fine imposed; or
  - W.10.2. elect to be dealt with by a Commission.
- W.11. Failure to comply with the requirement contained in a notice in Form 23 shall constitute a breach of these Rules.

### Provision of Information

- W.12. It shall be no answer to a request from the Board to disclose documents or information pursuant to Rule W.1 that such documents or information requested are confidential. All Clubs and Persons subject to these Rules must ensure that any other obligations of confidentiality assumed are made expressly subject to the League's right of inquiry under these Rules. No Club or Person shall be under an obligation to disclose any documents rendered confidential by either the order of a court of competent jurisdiction or by statute or statutory instrument.
- W.13. All Persons who are requested to assist pursuant to Rule W.1 shall provide full, complete and prompt assistance to the Board in its exercise of its power of inquiry.

### The Judicial Panel

- W.14. Subject to the approval of Clubs in a General Meeting, a Chair of the Judicial Panel shall be appointed to administer the Judicial Panel in accordance with its terms of reference, set out at Appendix 13 to these Rules.
- W.15. The Judicial Panel shall include:
  - W.15.1. authorised insolvency practitioners eligible under Rule E.43 to sit as a member of an appeal tribunal appointed thereunder;
  - W.15.2. legally qualified persons eligible:
    - W.15.2.1. under Rule E.43 or Rule F.16 to sit as chairmen of appeal tribunals appointed thereunder;
    - W.15.2.2. under Rule Y.7 to sit as chairmen of Managers' Arbitration Tribunals;
    - W.15.2.3. under Rule W.16 to sit as chairmen of Commissions; and/or
  - W.15.3. Persons who have held judicial office eligible under Rule W.57 to sit as chairmen of Appeals Boards; and
  - W.15.4. Persons who hold nationally recognised qualifications as accountants or auditors, who shall be eligible to be members of Commissions appointed to determine suspected or alleged breaches of Rules E.52 to E.58.



## Section W: Disciplinary

## Section W: Disciplinary

### Appointing a Commission

- W.16. Subject to Rule W.78, a Commission shall be appointed by the Chair of the Judicial Panel and shall comprise three members of the Disciplinary Panel of whom one, who shall be legally qualified, shall sit as chairman of the Commission.
- W.17. Subject to Rule W.78, a Commission appointed to deal with a suspected or alleged breach of Rules E.52 to E.58 shall include at least one member of the Disciplinary Panel qualified as set out in Rule W.15.3 (but who shall not sit as the chairman of the Commission, who shall be legally qualified as set out in Rule W.16).
- W.18. Subject to Rule W.78, and notwithstanding Rule W.16, where both parties are in agreement that the proceedings should be determined by a single member (rather than three members) of the Disciplinary Panel, the Chair of the Judicial Panel shall appoint a one-person Commission for that purpose. In such circumstances, this Section of the Rules shall be interpreted on the basis that the Commission comprises a single individual, who shall undertake the duties of chairman of the Commission.

### Commission Procedures

- W.19. The parties to proceedings before a Commission shall be:
- W.19.1. the Board; and
- W.19.2. the Club, Manager, Match Official, Official or Player allegedly in breach of these Rules (the **“Respondent”**).
- W.20. Proceedings before a Commission shall be commenced by a written complaint which shall be drafted by or on behalf of the Board.
- W.21. The complaint shall be in Form 24 and shall identify the Rule(s) allegedly breached, it shall contain a summary of the facts alleged and it shall have annexed to it copies of any documents relied upon by the Board in support of the complaint.
- W.22. The complaint shall be sent by recorded delivery post by the Board to the Respondent and the Chair of the Judicial Panel. In the case of a Respondent who is a Manager, an Official or a Player it shall be sent to him care of his Club. A complaint shall be deemed to have been received by a Respondent on the third day after the date of posting. No defect in the service of a complaint shall invalidate all or any part of the proceedings if it can be shown that it is likely that the complaint has come to the attention of the Respondent.
- W.23. As soon as reasonably practicable following receipt of a complaint, the Chair of the Judicial Panel shall appoint a Commission to hear the complaint, confirm the identities of the Commission members to the Board and the Respondent(s) and require each appointed individual to complete a statement of impartiality in such form as the Chair of the Judicial Panel shall prescribe. Where a party objects to one or more of the appointments made to the Commission, it must raise such objection within two Working Days of the relevant appointment(s), which shall be resolved by the Chair of the Judicial Panel in such manner as he thinks fit.

- W.24. At any stage the Commission may indicate (either of its own accord or as a result of representations from a Person, Club (or club) and in any event in its sole discretion), that if the complaint is upheld, it may wish to exercise its power under Rule W.49.5 to award compensation to any Person or to any Club (or club). If the Commission so indicates, it shall notify the parties to the proceedings and the relevant Person, Club (or club) of this fact. The Commission may then make appropriate directions as to the receipt of evidence of loss from the relevant Person, Club (or club) as well as directions on the receipt of evidence in response from the parties to the proceedings.
- W.25. Where (in proceedings in which the Respondent is a Club or Relegated Club) the Commission makes the indication referred to at Rule W.24, above, and after having heard evidence from both parties subsequently determines that no compensation is to be awarded in accordance with Rule W.49.5, the Club (or Relegated Club) claiming compensation in such circumstances may appeal that determination to an Appeal Board. If it fails to do so (or if the Appeal Board dismisses any such appeal) the Club (or Relegated Club) will not be able to bring any further claim of any kind (whether for compensation, in damages or otherwise) against the Respondent Club arising out of the breach of these Rules in respect of which the Commission was appointed.
- W.26. Within 14 days of receipt of the complaint (or such shorter time as ordered pursuant to Rule W.28) the Respondent shall send to the Board and to the Commission (or the Chair of the Judicial Panel if a Commission has not yet been fully constituted) by recorded delivery post a written answer in Form 25 in which the Respondent:
- W.26.1. shall either admit or deny the complaint; and
- W.26.2. may request that the complaint shall be determined by written representations in which case, if the complaint is denied, the written representations shall be contained in the answer.
- W.27. The Board shall respond in writing to any request that the matter be determined by written representations within 14 days of receipt of the answer (or such shorter time as ordered pursuant to Rule W.28), and if the request is contested by the Board, the Commission (or the Chair of the Judicial Panel if the Commission has not yet been fully constituted) shall determine (in accordance with such procedure as he/it sees fit) whether the complaint shall be determined at a hearing or by written representations alone.
- W.28. The Commission (or the Chair of the Judicial Panel if a Commission has not yet been fully constituted) shall have the power to amend the time periods set out in Rules W.26 and W.27 if there is a compelling reason why the proceedings before the Commission need to be concluded expeditiously and/or the parties are in agreement in respect of such amendment.
- W.29. If the complaint is admitted, the Respondent may include in the answer details of any mitigating factors (together with any supporting evidence) that it wishes to be taken into account by the Commission.
- W.30. If the complaint is denied, the Respondent’s reasons shall be set out in the answer and copies of any documents on which the Respondent relies shall be annexed.



## Section W: Disciplinary

## Section W: Disciplinary

W.31.	Documentary evidence shall be admissible whether or not copies are attached to the complaint or the answer as long as such documents are: W.31.1. relevant; and W.31.2. submitted by a party to the Commission in sufficient time before the hearing, such that neither party will be prejudiced by their submission.
W.32	If the Respondent fails to send an answer in accordance with Rule W.26, the Respondent shall be deemed to have denied the complaint which shall be determined at a hearing.
W.33.	If the complaint is to be determined by written representations, forthwith upon receipt of the answer the chairman of the Commission shall convene a meeting of its members at which the complaint will be determined.
W.34.	If the complaint is to be determined at a hearing, the chairman of the Commission may give directions for the future conduct of the complaint addressed in writing to the parties or require the parties to attend a directions hearing.
W.35.	A directions hearing shall be conducted by the chairman of the Commission sitting alone. He may give such directions as he thinks fit including directions for: W.35.1. the Board to give further particulars of the complaint; W.35.2. the Respondent to give further particulars of the answer; W.35.3. either or both parties to produce and exchange documents; W.35.4. the submission of expert evidence; W.35.5. lists of witnesses and lodging and exchange of witness statements; W.35.6. witnesses to be summoned to attend the hearing; W.35.7. prior notice to be given of any authorities relied on by the parties; W.35.8. the parties to lodge and exchange an outline of their submissions; and/or W.35.9. the assessment of the entitlement to and amount of compensation that may be ordered pursuant to Rule W.49.5.
W.36.	Notice of the date, time and place of the hearing shall be given in writing to the parties by the chairman of the Commission.
W.37.	If the Board or its representative fails to attend the hearing, the chairman of the Commission may either adjourn it or proceed in the Board's absence.
W.38.	If the Respondent fails to attend the hearing, it shall proceed in the absence of the Respondent.
W.39.	Any witness who is bound by these Rules, and who having been summoned by a Commission to attend a hearing fails to do so, shall be in breach of these Rules.

W.40.	The chairman of the Commission shall have an overriding discretion as to the manner in which a hearing is conducted but, subject thereto: W.40.1. where the complaint has been admitted, he shall invite the Board or its representative to outline the facts of the complaint and shall give the Respondent the opportunity to provide further details of any mitigating factors contained in the answer; W.40.2. where the complaint has been denied, witnesses shall be taken through their evidence in chief by the party tendering such evidence and may be subject to cross-examination by the opposing party (at its option) and re-examination if required. Witnesses may also be examined by the chairman of the Commission and its members; W.40.3. the parties shall be permitted to put questions to witnesses; W.40.4. witnesses may be examined on oath; and W.40.5. at the conclusion of the evidence the parties shall each be invited to address the Commission.
W.41.	The chairman of a Commission may order that a transcript of the proceedings be taken.
W.42.	The proceedings of a Commission shall be confidential and shall be conducted in private.
W.43.	The Board shall have the burden of proving the complaint. The standard of proof shall be on a balance of probabilities.
W.44.	The Commission shall make its decision unanimously or by majority. No member of the Commission may abstain.
W.45.	In the case of a determination by written representations the Commission's decision shall forthwith be communicated in writing by the chairman of the Commission to the parties (and copied to the Chair of the Judicial Panel).
W.46.	In the case of a determination at a hearing the Commission's decision shall be announced as soon as practicable thereafter and if possible at the end of the hearing and shall be confirmed in writing by the chairman of the Commission to the parties (and copied to the Chair of the Judicial Panel).
W.47.	In either case, unless the parties otherwise agree, the Commission shall give its reasons for its decision (a copy of which shall be provided to the Chair of the Judicial Panel). In the event of a majority decision no minority or dissenting opinion shall be produced or published.



### Commission's Powers

- W.48. Upon finding a complaint to have been proved the Commission shall invite the Respondent to place any mitigating factors before the Commission.
- W.49. Having heard and considered such mitigating factors (if any) the Commission may:
- W.49.1. reprimand the Respondent;
  - W.49.2. impose upon the Respondent a fine unlimited in amount and suspend any part thereof;
  - W.49.3. in the case of a Respondent who is a Manager, Match Official, Official or Player, suspend him from operating as such for such period as it shall think fit;
  - W.49.4. in the case of a Respondent which is a Club:
    - W.49.4.1. suspend it from playing in League Matches or any matches in competitions which form part of the Games Programmes or Professional Development Leagues (as those terms are defined in the Youth Development Rules) for such period as it thinks fit;
    - W.49.4.2. deduct points scored or to be scored in League Matches or such other matches as are referred to in Rule W.49.4.1;
    - W.49.4.3. recommend that the Board orders that a League Match or such other match as is referred to in Rule W.49.4.1 be replayed;
    - W.49.4.4. recommend that the League expels the Respondent from membership in accordance with the provisions of Rule B.7;
  - W.49.5. order the Respondent to pay compensation unlimited in amount to any Person or to any Club (or club);
  - W.49.6. cancel or refuse the registration of a Player registered or attempted to be registered in contravention of these Rules;
  - W.49.7. impose upon the Respondent any combination of the foregoing or such other penalty as it shall think fit;
  - W.49.8. order the Respondent to pay such sum by way of costs as it shall think fit which may include the fees and expenses of members of the Commission; and
  - W.49.9. make such other order as it thinks fit.
- W.50. Where a Person, Club (or club) has been invited to address the Commission on compensation, in accordance with Rules W.24 and W.25, the Commission may adjourn the hearing to allow all relevant parties to make submissions, or if it considers that it is in the interest of justice that the determination of the complaint be resolved before the issue of compensation is addressed, direct that a further hearing take place on the issue of compensation after the complaint has been determined.
- W.51. A Person, Club (or club) invited to make submissions on compensation shall be entitled to be present at the hearing, but may only make submissions or advance evidence or question witnesses if and to the extent that the chairman of the Commission gives it leave.

- W.52. If the Board fails to prove a complaint a Commission may order the League to pay to the Respondent such sum by way of costs as it shall think fit.
- W.53. Where a Respondent Club is suspended from playing in League Matches or any matches in competitions which form part of the Games Programme or Professional Development Leagues (as those terms are defined in the Youth Development Rules) under the provisions of Rule W.49.4.1, its opponents in such matches which should have been played during the period of suspension, unless a Commission otherwise orders, shall be deemed to have won them.
- W.54. Fines and costs shall be recoverable by the Board as a civil debt; compensation shall likewise be recoverable by the Person or Club entitled to receive it.
- W.55. Fines recovered by the Board shall be used towards the operating expenses of the League or, at the discretion of the Board, towards charitable purposes. Costs recovered by the Board shall be used to defray the costs of the Commission.

### Appeals

- W.56. Either:
- W.56.1. a Club (or club) or Person that wishes to challenge:
    - W.56.1.1. the decision of the Board to impose a fixed penalty; or
    - W.56.1.2. the decision of a Commission before which such Club or Person appeared as Respondent; or
    - W.56.1.3. the amount of compensation (if any) which a Commission has, pursuant to Rule W.49.5, ordered either that it shall pay or that shall be paid in its favour; or
  - W.56.2. the Board, where it:
    - W.56.2.1. wishes to challenge a decision taken by a Commission to dismiss a complaint; or
    - W.56.2.2. considers a decision on sanction imposed by a Commission to be unduly lenient,
- may appeal in accordance with the provisions of these Rules against the decision, the penalty or the amount of compensation (as appropriate).
- W.57. An appeal shall lie to an Appeal Board which shall be appointed by the Chair of the Judicial Panel and, subject to Rule W.78, shall comprise three members of the Appeals Panel of whom one, who shall have held judicial office, shall sit as chairman of the Appeal Board.
- W.58. The parties to an appeal shall be:
- W.58.1. a Respondent to a complaint; and/or
  - W.58.2. a Person, Club or club pursuant to Rule W.56.1.3; and/or
  - W.58.3. the Board.
- W.59. An appeal against the decision of the Board to impose a fixed penalty shall be in Form 26.

W.60.	An appeal against the decision of a Commission shall be in Form 27.
W.61.	An appeal shall be commenced by the appellant sending or delivering to the Chair of the Judicial Panel Form 26 or Form 27, as the case may be, so that it is received together with a deposit of £1,000 within 14 days of the date of the decision appealed against (time being of the essence) unless a lesser period is ordered pursuant to Rule W.69.
W.62.	As soon as reasonably practicable following receipt of Form 26 or Form 27, as appropriate, the Chair of the Judicial Panel shall appoint an Appeal Board to hear the appeal, confirm the identities of the Appeal Board members to the parties and require each appointed individual to complete a statement of impartiality in such form as the Chair of the Judicial Panel shall prescribe. Where a party objects to one or more of the appointments made to the Appeal Board, it must raise such objection within two Working Days of the relevant appointment(s), which shall be resolved by the Chair of the Judicial Panel in such manner as he thinks fit.
W.63.	The Appeal Board (or the Chair of the Judicial Panel if an Appeal Board has not yet been fully constituted) shall have the power to abridge the time period set out in Rule W.61 if there is a compelling reason why the proceedings before the Appeal Board need to be concluded expeditiously.
W.64.	The Appeal Board may give directions as it thinks fit for the future conduct of the appeal, addressed in writing to the parties, or require the parties to attend a directions hearing.
W.65.	Any party to an appeal may apply for permission to adduce evidence that was not adduced before the Commission that heard the complaint. Such permission shall only be granted if it can be shown that the evidence was not available to the party and could not have been obtained by such party with reasonable diligence, at the time at which the Commission heard the complaint.
W.66.	Notice of the date, time and place of the appeal hearing shall be given in writing to the parties by the chairman of the Appeal Board.
W.67.	If a party fails, refuses or is unable to attend the hearing the Appeal Board may either adjourn it or proceed in the party's absence.
W.68.	Except in cases in which the Appeal Board gives leave to adduce fresh evidence pursuant to Rule W.65, an appeal shall be by way of a review of the evidence adduced before the Commission and the parties shall be entitled to make oral representations. Subject to the foregoing provisions of this Rule, the Appeal Board shall have an overriding discretion as to the manner in which the hearing is conducted.
W.69.	The Appeal Board may permit the appellant at any time to withdraw the appeal on such terms as to costs and otherwise as the Appeal Board shall determine.

W.70.	The proceedings of an Appeal Board shall be confidential and shall be conducted in private.
W.71.	The Appeal Board shall make its decision unanimously or by majority. No member of the Appeal Board may abstain.
W.72.	The Appeal Board's decision shall be announced as soon as practicable after the appeal hearing and if possible at the end thereof and shall be confirmed in writing by the chairman of the Appeal Board to the parties, giving reasons (with a copy provided to the Chair of the Judicial Panel). If the decision reached by the Appeal Board was by a majority, no minority or dissenting opinion shall be produced or published.
<b>Appeal Board's Powers</b>	
W.73.	Upon the hearing of an appeal, an Appeal Board may: <ul style="list-style-type: none"> <li>W.73.1. allow the appeal;</li> <li>W.73.2. dismiss the appeal;</li> <li>W.73.3. except in the case of a fixed penalty, vary any penalty imposed or order made at first instance;</li> <li>W.73.4. vary or discharge any order for compensation made by the Commission;</li> <li>W.73.5. order the deposit to be forfeited to the League or repaid to the appellant;</li> <li>W.73.6. order a party to pay or contribute to the costs of the appeal including the fees and expenses of members of the Appeal Board;</li> <li>W.73.7. remit the matter back to the Commission with directions as to its future disposal; or</li> <li>W.73.8. make such other order as it thinks fit.</li> </ul>
W.74.	Subject to the provisions of Section X of these Rules (Arbitration), the decision of an Appeal Board shall be final.
<b>Admissibility of Evidence</b>	
W.75.	In the exercise of their powers under this Section of these Rules, a Commission or an Appeal Board shall not be bound by judicial rules governing the admissibility of evidence. Instead, facts relating to a breach of these Rules may be established by any reliable means.
<b>Legal Representation</b>	
W.76.	The parties to proceedings before a Commission or an Appeal Board shall be entitled to be represented by a solicitor or counsel provided that they shall have given to the other party and to the chairman of the Commission or of the Appeal Board as the case may be 14 days' prior written notice to that effect identifying the solicitor or counsel instructed.



**Publication and Privilege**

W.77. Without prejudice in any event to any form of privilege available in respect of any such publication, whether pursuant to the Defamation Act 2013 or otherwise, the Board, a Commission and an Appeal Board shall be entitled to publish reports of their proceedings (including details of any submissions, oral or written statements or other evidence adduced in those proceedings), whether or not they reflect adversely on the character or conduct of any Club, Manager, Match Official, Official or Player. All Clubs and Persons bound by these Rules (and any Person required to observe these Rules as a result of any obligation whether to the League or to any third party) shall be deemed to have provided their full and irrevocable consent to such publication.

**Ad Hoc Appointments**

W.78. Notwithstanding Rules W.16 to W.18 and W.57 and any other Rules to the contrary, the Chair of the Judicial Panel may, in his absolute discretion, when appointing Commissions, Appeal Boards, tribunals and otherwise, as provided for in the Rules, appoint on an ad hoc basis individuals who are not members of the Judicial Panel but whom he considers would be suitable for the particular appointment (and for the period of their temporary appointment each such person will be considered a member of the Judicial Panel). It is anticipated that the Chair of the Judicial Panel will exercise this power only in exceptional circumstances.



# Disciplinary and Dispute Resolution

## Section X : Arbitration

### Definitions

- X.1. In this Section of these Rules:
  - X.1.1. **“the Act”** means the Arbitration Act 1996 or any re-enactment or amendment thereof for the time being in force;
  - X.1.2. **“party”** means a party to the arbitration;
  - X.1.3. **“the tribunal”** means the arbitral tribunal; and
  - X.1.4. **“the chairman”** means the chairman of the tribunal.

### Agreement to Arbitrate

- X.2. Membership of the League shall constitute an agreement in writing between the League and Clubs and between each Club for the purposes of section 5 of the Act in the following terms:
  - X.2.1. to submit all disputes which arise between them (including in the case of a Relegated Club any dispute between it and a Club or the League, the cause of action of which arose while the Relegated Club was a member of the League), whether arising out of these Rules or otherwise, to final and binding arbitration in accordance with the provisions of the Act and this Section of these Rules;
  - X.2.2. that the seat of each such arbitration shall be in England and Wales;
  - X.2.3. that the issues in each such arbitration shall be decided in accordance with English law; and
  - X.2.4. that no other system or mode of arbitration will be invoked to resolve any such dispute.

- X.3. Disputes under these Rules will be deemed to fall into one of three categories, being:
  - X.3.1. disputes arising from decisions of Commissions or Appeal Boards made pursuant to Rules W.1 to W.78 (Disciplinary) of these Rules (**“Disciplinary Disputes”**);
  - X.3.2. disputes arising from the exercise of the Board’s discretion (**“Board Disputes”**); and
  - X.3.3. other disputes arising from these Rules or otherwise.

- X.4. In the case of a Disciplinary Dispute, the only grounds for review of a decision of a Commission or Appeal Board by way of arbitration under this Section X shall be that the decision was:
  - X.4.1. reached outside of the jurisdiction of the body that made the decision;
  - X.4.2. reached as a result of fraud, malice or bad faith;
  - X.4.3. reached as a result of procedural errors so great that the rights of the applicant have been clearly and substantially prejudiced;
  - X.4.4. reached as a result of a perverse interpretation of the law; or
  - X.4.5. one which could not reasonably have been reached by any Commission or Appeal Board which had applied its mind properly to the facts of the case.

## Section X: Arbitration

- X.5. In the case of a Board Dispute, the only grounds for review shall be that the decision:
  - X.5.1. was reached outside the jurisdiction of the Board;
  - X.5.2. could not have been reached by any reasonable Board which had applied its mind properly to the issues to be decided;
  - X.5.3. was reached as a result of fraud, malice or bad faith; or
  - X.5.4. was contrary to English law; and
 directly and foreseeably prejudices the interests of a Person or Persons who were in the contemplation of the Board at the time that the decision was made as being directly affected by it and who suffer loss as a result of that decision.

### Standing

- X.6. A Person who is not a party to a Disciplinary Dispute or a Board Dispute may not invoke these arbitration provisions in respect of such a dispute, unless that party can show that they are sufficiently affected by the outcome of the dispute that it is right and proper for them to have standing before the tribunal.

### Commencement of the Arbitration

- X.7. An arbitration shall be deemed to have commenced (and for the purpose of Rule X.2 a dispute shall be deemed to have arisen) upon the party requesting an arbitration serving upon the other party (and copied to the Board) a request in Form 28.

### Appointing the Arbitrators

- X.8. Subject to Rule X.13, the tribunal shall comprise three Suitably Qualified Persons (as defined in Rule X.10) and there shall be no umpire.
- X.9. Within 14 days of the party requesting an arbitration serving upon the other party (and copied to the Board) the Form 28 pursuant to Rule X.7, each party shall by notice in Form 29 addressed to the other party (and copied to the Board) appoint one Suitably Qualified Person (as defined in Rule X.10), to act as an arbitrator in the arbitration requested. And within 14 days of their appointment (ie, of the date of the second appointee being appointed) the two arbitrators so appointed shall appoint another Suitably Qualified Person (as defined in Rule X.10) as the third arbitrator who shall sit as chair. If the two arbitrators so appointed fail to agree on the appointment of the third arbitrator the Board (or The Football Association if the League is a party) shall make the appointment giving notice in writing to that effect to each party.
- X.10. A Suitably Qualified Person for the purposes of this Section X shall be any individual who is both:
  - X.10.1. a solicitor of no less than 10 years’ admission or a barrister of no less than 10 years’ call; and
  - X.10.2. independent of the party appointing him and able to render an impartial decision.

- X.11. If a party refuses or fails to appoint an arbitrator when it is obliged to do so in accordance with these Rules the Board (or The Football Association if the League is a party) shall make the appointment giving notice in writing to that effect to each party.
- X.12. Upon appointment all arbitrators must sign a statement of impartiality. Any arbitrator not signing such a statement within seven days of appointment may not act and the party appointing him must nominate another arbitrator within seven days subject to the provisions in Rules X.8 to X.11.

#### Appointing a Single Arbitrator

- X.13. Notwithstanding the provisions of Rule X.8, the parties shall be at liberty to appoint a single arbitrator (who must be a Suitably Qualified Person) in which case:
- X.13.1. Form 30 shall be substituted for Form 29; and
- X.13.2. this Section of these Rules shall be interpreted on the basis that the tribunal comprises a single arbitrator who shall undertake the duties of the chairman.

#### Replacing an Arbitrator

- X.14. If following his appointment an arbitrator refuses to act, becomes incapable of acting, is removed by order of a competent court or dies, the Board (or The Football Association if the League is a party) shall appoint a replacement arbitrator (who must be a Suitably Qualified Person) to replace him.

#### Communications

- X.15. All communications sent in the course of the arbitration by the arbitrators shall be signed on their behalf by the chairman.
- X.16. Such communications addressed by the arbitrators to one party shall be copied to the other and to the Board.
- X.17. Any communication sent by either party to the arbitrators shall be addressed to the chairman and shall be copied to the other party and the Board.

#### Directions

- X.18. The chairman of the tribunal shall decide all procedural and evidential matters and for that purpose within 14 days of his appointment he shall either give directions for the conduct of the arbitration addressed in writing to each party or serve on each party Form 31 requiring their attendance at a preliminary meeting at which he will give directions. In either case the directions shall address without limitation:
- X.18.1. where appropriate, whether the proceedings should be stayed to permit the parties to explore whether the dispute may be resolved by way of mediation;
- X.18.2. whether and if so in what form and when statements of claim and defence are to be served;

- X.18.3. whether and if so to what extent discovery of documents between the parties is necessary;
- X.18.4. whether strict rules of evidence will apply and how the admissibility, relevance or weight of any material submitted by the parties on matters of fact or opinion shall be determined;
- X.18.5. whether and if so to what extent there shall be oral or written evidence or submissions;
- X.18.6. whether expert evidence is required; and
- X.18.7. whether and if so to what extent the tribunal shall itself take the initiative in ascertaining the facts and the law.

#### The Tribunal's General Powers

- X.19. The chairman of the tribunal shall have power to:
- X.19.1. allow either party upon such terms (as to costs and otherwise) as it shall think fit to amend any statement of claim and defence;
- X.19.2. give directions in relation to the preservation, custody, detention, inspection or photographing of property owned by or in the possession of a party to the proceedings;
- X.19.3. give directions as to the preservation of evidence in the custody or control of a party;
- X.19.4. direct that a witness be examined on oath;
- X.19.5. require each party to give notice of the identity of witnesses it intends to call;
- X.19.6. require exchange of witness statements and any expert's reports;
- X.19.7. appoint one or more experts to report to it on specific issues;
- X.19.8. require a party to give any such expert any relevant information or to produce or provide access to any relevant documents or property;
- X.19.9. order that a transcript be taken of the proceedings;
- X.19.10. extend or abbreviate any time limits provided by this Section of these Rules or by its directions;
- X.19.11. require the parties to attend such procedural meetings as it deems necessary to identify or clarify the issues to be decided and the procedures to be adopted; and
- X.19.12. give such other lawful directions as it shall deem necessary to ensure the just, expeditious, economical and final determination of the dispute.

#### Duty of the Parties

- X.20. The parties shall do all things necessary for the proper and expeditious conduct of the arbitration and shall comply without delay with any direction of the chairman of the tribunal as to procedural or evidential matters.



### Default of the Parties

- X.21. If either party is in breach of Rule X.20 the tribunal shall have power to:
- X.21.1. make peremptory orders prescribing a time for compliance;
  - X.21.2. make orders against a party which fails to comply with a peremptory order;
  - X.21.3. dismiss a claim for want of prosecution in the event of inordinate or inexcusable delay by a party which appears likely to give rise to a substantial risk that it will not be possible to have a fair resolution of the issues or will cause serious prejudice to the other party; and
  - X.21.4. debar that party from further participation and proceed with the arbitration and make an award but only after giving that party written notice of its intention to do so.

### The Hearing

- X.22. The chairman shall fix the date, time and place of the arbitration hearing and shall give the parties reasonable notice thereof. A representative of the Board shall be entitled to attend the hearing as an observer.
- X.23. At or before the hearing the chairman shall determine the order in which the parties shall present their cases.
- X.24. Any witness who gives oral evidence may be questioned by the representative of each party and by each of the arbitrators.
- X.25. The proceedings of an arbitration convened under this Section X shall be confidential and shall be conducted in private.

### Remedies

- X.26. The tribunal shall have power to:
- X.26.1. determine any question of law or fact arising in the course of the arbitration;
  - X.26.2. determine any question as to its own jurisdiction;
  - X.26.3. make a declaration as to any matter to be determined in the proceedings;
  - X.26.4. order the payment of a sum of money;
  - X.26.5. award simple or compound interest;
  - X.26.6. order a party to do or refrain from doing anything;
  - X.26.7. order specific performance of a contract (other than a contract relating to land); and
  - X.26.8. order the rectification, setting aside or cancellation of a deed or other document.

### Majority Decision

- X.27. If the arbitrators fail to agree on any issue they shall decide by a majority and a majority decision shall be binding on all of them. No dissenting judgment shall be produced.

### Provisional Awards

- X.28. The tribunal shall have power to make provisional awards during the proceedings including, without limitation, requiring a party to make an interim payment on account of the claim or the costs of the arbitration. Any such provisional award shall be taken into account when the final award is made.

### The Award

- X.29. If before the award is made the parties agree on a settlement of the dispute the tribunal shall record the settlement in the form of a consent award.
- X.30. The tribunal may make more than one award at different times on different aspects of the matters in dispute.
- X.31. The award shall be in writing and shall contain reasons for the tribunal's decision. A copy of it shall be provided to the Board and to the Chair of the Judicial Panel. Where the award contains decisions on points of law or interpretation that the Chair of the Judicial Panel considers to be of wider application or use to the Board and Clubs, with the agreement of the parties to the arbitration, he may produce and circulate to the Board (for distribution to Clubs) an anonymised summary of the award.

### Costs

- X.32. Until they are paid in full, the parties shall be jointly and severally liable to meet the arbitrators' fees and expenses, the total amount of which shall be specified in the award.
- X.33. The tribunal shall award costs on the general principle that costs should follow the event except where it appears to the tribunal that in the circumstances this is not appropriate in relation to the whole or part of the costs.
- X.34. The party in favour of which an order for costs is made shall be allowed, subject to Rule X.35, a reasonable amount in respect of all costs reasonably incurred, any doubt as to reasonableness being resolved in favour of the paying party.
- X.35. In appropriate cases the tribunal may award costs on an indemnity basis.
- X.36. The chairman shall have power to tax, assess or determine the costs if requested to do so by either party.

### Challenging the Award

- X.37. Subject to the provisions of Sections 67 to 71 of the Act, the award shall be final and binding on the parties and there shall be no right of appeal. There shall be no right of appeal on a point of law under Section 69 of the Act. In the event that a party to arbitration under this Section X challenges the award, whether in the English High Court or any other forum, it shall ensure that the League is provided with a copy of any written pleadings filed and/or evidence adduced as soon as reasonably practicable after their/its filing.

**Representation**

X.38. A party may be represented before a tribunal by a solicitor or counsel provided that 14 days' prior written notice to that effect identifying the solicitor or counsel instructed is given to the other party and to the chairman.

X.39. A Club which is a party may be represented before a tribunal by one of its Officials. An Official shall not be prevented from representing his Club because he is or may be a witness in the proceedings.

**Waiver**

X.40. A party which is aware of non-compliance with this Section of these Rules and yet proceeds with the arbitration without promptly stating its objection to such non-compliance to the chairman shall be deemed to have waived its right to object.



# Disciplinary and Dispute Resolution

## Section Y: Managers' Arbitration Tribunal

## Section Y: Managers' Arbitration Tribunal

### Managers' Arbitration Tribunal

- Y.1. Any dispute arising between the parties to a Manager's contract of employment shall be determined by the Managers' Arbitration Tribunal (in this Section of these Rules referred to as **"the Tribunal"**).
- Y.2. The seat of each arbitration conducted by the Tribunal shall be in England and Wales. Each such arbitration shall be decided in accordance with English law.
- Y.3. Such an arbitration shall be deemed to have commenced upon the party requesting it serving on the other party a request in Form 28.

#### Guidance

Parties to such disputes are encouraged to seek resolution without recourse to arbitration through, for example, a pre-action meeting to discuss the matter, prior to issuing a Form 28.

- Y.4. The party requesting such an arbitration shall send a copy of Form 28 together with a deposit of £5,000 to the Board. That party will also send a copy of the Form 28 to the Chair of the Judicial Panel who shall forthwith send to each party particulars of those individuals who are members of the Judicial Panel and noting which of the members are eligible to sit as chair of the Tribunal.
- Y.5. The Tribunal shall ordinarily comprise three members of the Judicial Panel (one of whom is eligible to sit as chair of the Tribunal) and there shall be no umpire. However, the parties are at liberty to agree that the matter be resolved by a single eligible member of the Judicial Panel, in which case this Section of the Rules shall be interpreted on the basis that the Tribunal consists of a single arbitrator (an eligible member of the Judicial Panel) who shall undertake the duties of the chairman.
- Y.6. Within 14 days of service of the Chair of the Judicial Panel sending particulars of members of the Judicial Panel pursuant to Rule Y.4, each party shall by notice in Form 29 addressed to the Board (copied to the Chair of the Judicial Panel) appoint one eligible Judicial Panel member to act as an arbitrator in the arbitration requested, save where a single arbitrator is agreed pursuant to Rule Y.5, in which case the parties shall jointly confirm his identity to the Board (and the Chair of the Judicial Panel) in writing.
- Y.7. If a party refuses or fails to appoint an arbitrator in accordance with Rule Y.6 the Chair of the Judicial Panel shall make the appointment giving notice in writing to that effect to each party (copied to the Board).
- Y.8. Within 14 days of their appointment the two arbitrators so appointed shall appoint a third arbitrator who shall be an eligible legally qualified member of the Judicial Panel and who shall sit as chairman of the Tribunal. If the two arbitrators so appointed fail to agree on the appointment of the third arbitrator the Chair of the Judicial Panel shall make the appointment giving notice in writing to that effect to each party (copied to the Board).

- Y.9. If following his appointment an arbitrator refuses to act, becomes incapable of acting, is removed by order of a competent court or dies, the Chair of the Judicial Panel shall appoint a member of the Judicial Panel to replace him (and provide notice of that appointment to the Board).
- Y.10. All communications sent in the course of the arbitration by the Tribunal shall be signed on its behalf by its chairman.
- Y.11. Such communications addressed by the Tribunal to one party shall be copied to the other and to the Board.
- Y.12. Any communications sent by either party to the Tribunal shall be addressed to its chairman and shall be copied to the other party and to the Board.
- Y.13. The chairman of the Tribunal shall decide all procedural and evidential matters and for that purpose within 14 days of his appointment he shall serve on each party Form 31 requiring their attendance at a preliminary meeting at which he will give directions including, but not limited to, those set out in Rule X.18.
- Y.14. The chairman of the Tribunal shall have the powers set out in Rule X.19.
- Y.15. The parties shall do all things necessary for the proper and expeditious conduct of the arbitration and shall comply without delay with any direction of the chairman of the Tribunal as to procedural or evidential matters.
- Y.16. If either party is in breach of Rule Y.15 the Tribunal shall have power to:
  - Y.16.1. make peremptory orders prescribing a time for compliance;
  - Y.16.2. make orders against a party which fails to comply with a peremptory order;
  - Y.16.3. dismiss a claim for want of prosecution in the event of inordinate or inexcusable delay by a party which appears likely to give rise to a substantial risk that it will not be possible to have a fair resolution of the issues or will cause serious prejudice to the other party; and
  - Y.16.4. debar that party from further participation and proceed with the arbitration and make an award but only after giving that party written notice of its intention to do so.
- Y.17. The chairman of the Tribunal shall fix the date, time and place of the arbitration hearing and shall give the parties reasonable notice thereof. A representative of the Board shall be permitted to attend the hearing as an observer. In order to allow the parties time in which to fulfil their obligation to attempt to reach a settlement of the dispute by mediation, the hearing shall not take place before the expiry of 42 days from the deemed commencement of the arbitration.

#### Guidance

Where the parties engage in mediation, each party should ensure that he/it is represented in person at such mediation by an individual with sufficient authority to reach a resolution of the dispute.



## Section Y: Managers' Arbitration Tribunal

Y.18.	At or before the hearing the chairman of the Tribunal shall determine the order in which the parties shall present their cases.
Y.19.	Any witness who gives oral evidence may be questioned by the representative of each party and by each of the arbitrators.
Y.20.	Except for the power to order specific performance of a contract, the Tribunal shall have the powers set out in Rule X.26 together with the following additional powers: Y.20.1. to order the cancellation of the registration of the Manager's contract of employment; Y.20.2. to order that the deposit be forfeited by or returned to the party paying it; and Y.20.3. to make such other order as it thinks fit.
Y.21.	The provisions of Rules X.27 to X.40 inclusive, substituting "Tribunal" for "tribunal" and "chairman of the Tribunal" for "chairman", shall apply to proceedings of the Tribunal. In exercising its power to award costs the Tribunal shall have regard to the extent to which each of the parties fulfilled their obligation to attempt to reach a settlement of the dispute by mediation.
Y.22.	The proceedings of an arbitration convened under this Section Y shall be confidential and shall be conducted in private.

## Section Y: Managers' Arbitration Tribunal

# Disciplinary and Dispute Resolution

## Section Z: Premier League Appeals Committee

## Section Z: Premier League Appeals Committee

### Jurisdiction

- Z.1. The Premier League Appeals Committee (hereafter in this Section of these Rules called **“the Committee”**) shall determine the following matters:
- Z.1.1. an appeal by a Club or an Academy Player under the provisions of Youth Development Rule 296;
  - Z.1.2. an appeal by a Club or a Contract Player under the provisions of Rule T.18.3 against a decision of the Board regarding payment of the balance of a Signing-on Fee to the Contract Player;
  - Z.1.3. an appeal by a Club or a Contract Player under the provisions of Rule T.37 against a decision of the Board given under either Rule T.31 or Rule T.32; and
  - Z.1.4. an application by a Club under the provisions of Rule V.24 that payments to an Out of Contract Player may cease without affecting the Club's entitlement to a Compensation Fee.

### Composition of the Committee

- Z.2. The Committee shall be composed of:
- Z.2.1. an independent chairman who holds or has held judicial office and who, with the prior approval of the Professional Footballers' Association, shall be appointed by the Board in such terms as it thinks fit;
  - Z.2.2. a member of the Judicial Panel appointed by the Chair of the Judicial Panel; and
  - Z.2.3. an appointee of the Professional Footballers' Association provided that in cases where an officer or employee of that body is appearing before the Committee representing a party to the proceedings then the appointee shall not be an officer or employee of that body.
- Z.3. If the chairman of the Committee is unable to act or to continue acting as such in the determination of any matter, the Chair of the Judicial Panel shall appoint in his stead a member of the Judicial Panel who holds or has held judicial office.
- Z.4. If following his appointment any other member of the Committee is unable to act or to continue acting, his appointer may appoint a replacement so that the composition of the Committee is maintained as provided in Rule Z.2.
- Z.5. If the members of the Committee fail to agree on any issue, they shall decide by a majority.

### Committee Procedures

- Z.6. The parties to proceedings before the Committee shall be:
- Z.6.1. in an appeal under Rule Z.1.1, Z.1.2 or Z.1.3:
    - Z.6.1.1. the appellant Club or Contract Player; and
    - Z.6.1.2. the respondent Contract Player or Club;

- Z.6.2. in the determination of a dispute under Rule Z.1.3:
    - Z.6.2.1. the applicant Club or Player; and
    - Z.6.2.2. the respondent Player or Club;
  - Z.6.3. in an application under Rule Z.1.4:
    - Z.6.3.1. the applicant Club; and
    - Z.6.3.2. the respondent Out of Contract Player.
- Z.7. Proceedings shall be commenced by an application in writing to the Chair of the Judicial Panel (copied to the Board) identifying:
- Z.7.1. the respondent;
  - Z.7.2. the Rule under the provisions of which the appeal or application is made;
  - Z.7.3. the nature of the appeal or application and the facts surrounding it;
  - Z.7.4. the remedy or relief sought; and
  - Z.7.5. any documents relied upon, copies of which shall be annexed.
- Z.8. Except in the case of an application made by an Academy Player, an application made under the provisions of Rule Z.7 shall be accompanied by a deposit of £1,000.
- Z.9. Upon receipt of an application the Chair of the Judicial Panel shall:
- Z.9.1. procure that for the purpose of determining the application the Committee is composed in accordance with Rule Z.2;
  - Z.9.2. send a copy of the application and any documents annexed to it to the chairman and members of the Committee; and
  - Z.9.3. send a copy of the same by recorded delivery post to the respondent (copied to the Board).
- Z.10. Within 14 days of receipt of the copy application the respondent shall send to the Chair of the Judicial Panel (copied to the Board) by recorded delivery post a written response to the application, annexing thereto copies of any documents relied upon.
- Z.11. Upon receipt of the response the Chair of the Judicial Panel shall send a copy thereof together with a copy of any document annexed to:
- Z.11.1. the chairman and members of the Committee; and
  - Z.11.2. the party making the application.
- Z.12. The chairman of the Committee may give directions as he thinks fit for the future conduct of the proceedings addressed in writing to the parties with which the parties shall comply without delay.
- Z.13. The Committee by its chairman shall have power to summon any Person to attend the hearing of the proceedings to give evidence and to produce documents and any Person who is bound by these Rules and who, having been summoned, fails to attend or to give evidence or to produce documents shall be in breach of these Rules.

- Z.14. The Chair of the Judicial Panel shall make all necessary arrangements for the hearing of the proceedings and shall give written notice of the date, time and place thereof to the parties.
- Z.15. If a party to the proceedings fails to attend the hearing the Committee may either adjourn it or proceed in their absence.
- Z.16. The chairman of the Committee shall have an overriding discretion as to the manner in which the hearing of the proceedings shall be conducted.
- Z.17. The Committee shall not be bound by any enactment or rule of law relating to the admissibility of evidence in proceedings before a court of law.
- Z.18. The hearing shall be conducted in private.
- Z.19. Each party shall be entitled to be represented at the hearing by a solicitor or counsel provided that they shall have given to the other party and to the chairman of the Committee 14 days' prior written notice to that effect.
- Z.20. The Committee's decision shall be announced as soon as practicable and if possible at the end of the hearing and shall be confirmed in writing to the parties (with a copy to the Board and the Chair of the Judicial Panel).
- Z.21. The Committee shall give reasons for its decision.
- Z.22. The decision of the Committee shall be final and binding.

**Fees and Expenses**

- Z.23. The chairman and members of the Committee shall be entitled to receive from the League a reasonable sum by way of fees and expenses.

**Committee's Powers**

- Z.24. Upon determining an application made in accordance with the provisions of this Section of these Rules, the Committee may:
  - Z.24.1. order the deposit required by Rule Z.8 to be forfeited to the League or repaid to the applicant;
  - Z.24.2. order either party to pay to the other such sum by way of costs as it shall think fit which may include the fees and expenses of the chairman and members of the Committee paid or payable under Rule Z.23; and
  - Z.24.3. make such other order as it shall think fit.
- Z.25. The proceedings of an appeal convened under this Section Z shall be confidential and shall be conducted in private.



# Premier League Forms

## Premier League

### Form 1

List of Authorised Signatories of ..... Football Club  
(Rule A.1.16)

**To: The Board  
The Premier League**

The following Officials of the Club are Authorised Signatories:

Print Name	Position	Signature	Limit of Authority* (if any)
.....	.....	.....	.....
.....	.....	.....	.....
.....	.....	.....	.....
.....	.....	.....	.....
.....	.....	.....	.....
.....	.....	.....	.....
.....	.....	.....	.....
.....	.....	.....	.....
.....	.....	.....	.....

\* In particular, please indicate if the individual is an Authorised Signatory for the purposes of an application for a UEFA Club Licence.

Signed ..... Position ..... Date .....



## Premier League

### Form 2

Notification of Club Bank Account (Rule E.2)

**To: The Board  
The Premier League**

We confirm on behalf of the board of ..... Football Club that the following bank account is the Club's bank account for the purposes of Rule E.2:

Name of bank .....

Name of account holder .....

Title of account .....

Sort code .....

Account number .....

Signed by a Director of the Club .....

Date .....

Signed by a Director of the Club .....

Date .....

Return of Player Services Costs and Image Contract Payments by ..... Football Club (Rule E.21)

To: **The Premier League**

Full particulars of all payments made to and all benefits provided to each of our Contract Players and all Image Contract Payments in the Contract Year ended 30 June ..... are as follows:

**Summary**

Name	Salary	Other	Total
<b>Total</b>			

I certify on behalf of ..... Football Club that the information given on this form is correct.

**Signed** .....

**Position** .....

**Date** .....

[**Note:** The following terms which are used in this Form 3 are defined in the Premier League Rules: Accounting Reference Period, Annual Accounts, Contract Player, Contract Year, Image Contract Payment, Player Services Costs and Signing-on Fee.]

Name	Contracted Salary	Adjustments to contracted salary	Actual Salary	Signing-on Fees	Loyalty Bonuses	Other Bonus	Appearance Fees	Total Salary and Bonuses (£)
<b>Total</b>								
<b>Employers NIC</b>								
<b>Total Salary and bonuses - inc Employers NIC</b>								

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

**Other**

Name	Pension Arrangements	P11d benefits (based on latest tax year)	Image Contract Payments	Total other costs
<b>Total Other Costs</b>				

Signed .....

Position .....

Date .....

**Reconciliation**

	£
Total Staff costs as per Annual Accounts	
Less: Non playing staff	
Player Services Costs and Image Contract Payments per Annual Accounts for the Accounting Reference Period ending .....	
Add: Applicable post-Contract Year	
Less: Applicable pre-Contract Year	
<b>Total Costs per Form 3</b>	

Signed .....

Position .....

Date .....

Appeal Under Rule E.41

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

Date: .....

We, [insert name of Club] ..... (the "Club") hereby appeal against the deduction of nine points notified to us by the Board on [date] ..... on the ground that the Event of Insolvency was caused by and resulted directly from circumstances, other than normal business risks, over which the Club could not reasonably be expected to have had control and its Officials had used all due diligence to avoid the happening of such circumstances.

Brief details of the circumstances that led to the Event of Insolvency are set out on the attached sheet(s).

A deposit of £1,000 is enclosed.

Signed .....

Position .....

Calculation of Aggregated Adjusted Earnings Before Tax  
(Rule E.52.3)

Reporting Period: 36 months ending on ..... 20.....				
	T-2	T-1	T	Total
	£	£	£	£
Actual / forecast profit / loss before tax				
<b>Add back:</b>				
Depreciation / impairment of tangible fixed assets				
Amortisation or impairment of goodwill and other intangible assets (excluding amortisation of the costs of players' registrations)				
Youth Development Expenditure				
Women's Football Expenditure				
Community Development Expenditure				
<b>Adjusted Earnings Before Tax</b>				

Statement on behalf of the Board of Directors of the Club

On behalf of the board of directors of ..... Football Club, I confirm in respect of the [Club's] OR [the Group's (of which the Club is a member)] accounting period of 36 months ended on ..... 20..... that [with the exception(s) noted below]:

1. The above calculation of Adjusted Earnings Before Tax has been prepared in accordance with the Rules of the Premier League;
2. Without prejudice to the generality of paragraph 1 above, the estimated figures for T in the above calculation have been prepared:
  - 2.1 in all material respects in a format similar to the Club's Annual Accounts; and
  - 2.2 are based on the latest information available to the Club and are, to the best of the Club's knowledge and belief, an accurate estimate as at the time of preparation of future financial performance.

[The exception(s) referred to above is/are as follows: .....]  
For and on behalf of the board of directors of ..... Football Club

Signed ..... Name ..... Position .....

To be signed by a director of the Club whose particulars are registered under the provisions section 162 of the Companies Act 2006. Date .....



## Owners' and Directors' Declaration (Rules A.1.55, F.2 and F.3)

**To: The Board  
The Premier League**

I, (full name).....of  
.....(post code) .....

hereby declare that:

1. By signing and dating this declaration, I acknowledge and agree to be bound by the Premier League Rules ("Rules"). I further acknowledge and agree that, as a Director, I am/will\* become a "Participant" as that term is defined in The Football Association Rules and, as such, will be bound by them;
2. I am/propose to become\* a Director of .....("the Club");
3. I am/am not\* a person having Control over the Club;
4. I am/am not\* either directly or indirectly involved in or have power to determine or influence the management or administration of another Club or Football League club;
5. I hold/do not hold\* either directly or indirectly a Significant Interest in a Club while either directly or indirectly holding an interest in any class of Shares of another Club;
6. I hold/do not hold\* either directly or indirectly a Significant Interest in a club (and in this Declaration 6, Significant Interest shall be construed as if references to 'the Club' in that definition at Rule A.1.176, were references to 'the club').
7. I am/am not\* prohibited by law from being a director as set out in Rule F.1.4;
8. I have/have not\* been Convicted of an offence as set out in Premier League Rule F.1.5 (nor have I otherwise engaged in conduct outside the United Kingdom that would constitute such an offence in the United Kingdom whether or not such conduct resulted in a Conviction);
9. I have/have not\* been the subject of any of the arrangements, orders, plans or provisions set out in Rule F.1.7 or F.1.8;

10. I have/have not\*
  - 10.1 been a Director of a Club which, while I have been a Director of it, suffered two or more unconnected Events of Insolvency; or
  - 10.2 been a Director of a Club which, while I have been a Director of it, suffered two or more unconnected Events of Insolvency (and in this Declaration 10.2 the definitions of Director at Rule A.1.56. and Events of Insolvency at Rule A.1.62. shall be construed as if references to 'the Club' in those definitions were references to 'the club');
11. I have/have not\* been a Director of two or more Clubs or clubs each of which, while I have been a Director of them, has suffered an Event of Insolvency (and in this Declaration 11 the definitions of Director at Rule A.1.56. and Events of Insolvency at Rule A.1.62. shall be deemed to apply to clubs in the same way as to Clubs);
12. I am/am not\* subject to a suspension or ban from involvement in the administration of a sport as set out in Rule F.1.11;
13. I am/am not\* subject to any form of suspension, disqualification or striking-off by a professional body as set out in Rule F.1.12;
14. I am/am not\* required to notify personal information pursuant to Part 2 of the Sexual Offences Act 2003;
15. I have/have not\* been found to have breached any of the rules set out in Rule F.1.14;
16. I am/am not\* an Intermediary and/or registered as an intermediary or agent pursuant to the regulations of any national member association of FIFA;
17. I have provided to the Board of the Premier League all information relevant to its assessment of my compliance with Rule F.1;
18. I have not provided any false, misleading or inaccurate information to the Board of the Premier League relating to my compliance with Rule F.1;

19. This Declaration is true in every particular.

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

I understand that the words "**Convicted**", "**Club**", "**club**", "**Control**", "**Declaration**", "**Director**", "**Event of Insolvency**", "**Intermediary**", "**Shares**" and "**Significant Interest**" (together with any other defined terms comprising any part of these definitions) have the meanings set out in the Rules of the Premier League.

Signed by the Director/proposed Director .....

Date .....

Signed by an Authorised Signatory .....

Date .....

*\*delete as appropriate*



Dual Interest Notice (Rules G.1 and G.4)

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

Date: .....

Pursuant to Rule G.1 we hereby give notice that a Person

- \*holds
- \*has acquired
- \*has ceased to hold

a Significant Interest in ..... Football Club.

The particulars required by Rule G.4 are as follows:

1. The Person holding/acquiring/ceasing to hold\* a Significant Interest in the Club is  
*(name)* .....  
*of (address)* .....
2. The details of the Significant Interest are as follows  
.....  
.....
3. The proportion (expressed in percentage terms) which the Shares bear to the total number of Shares of that class in issue is .....%
4. The proportion (expressed in percentage terms) which the Shares bear to the total number of issued Shares of the Club is .....%

This notice is given on the basis that the words "**Club**" "**Holding**" "**Person**" "**Shares**" "**Significant Interest**" (together with any other defined terms comprising any part of the definitions set out therein) have the meanings set out in the Rules of the Premier League.

Signed .....

Position .....

*\*delete as appropriate*

## Premier League

## Form 7

Directors' Report (Rules H.6, H.7, H.8 and H.9)

**To: The Football Association Premier League Limited ("the League")**

In accordance with the requirements of Section H of the Rules of the League, we, the Directors of ..... Football Club Limited ("the Club"), hereby report in respect of the Club's accounting period of ..... months ended on .....20 ..... ("the Period of Review") that [with the exception(s) noted below] all Material Transactions entered into by the Club during the Period of Review:

- (1) were negotiated and approved in accordance with the Club's written transfer policy; and
- (2) have been documented and recorded as required by relevant provisions of these Rules and the Football Association Rules.

[The exception(s) referred to above is/are as follows .....]

[Signature of each Director and date of signing]

## Premier League

## Form 8

Registration of Pitch Dimensions by ..... Football Club  
(Rule K.17)

**To: The Board  
The Premier League**

The dimensions of our pitch at [*address of ground*] .....  
for Season 20...../20..... are as follows:

Length: ..... yards (..... metres)

Width: ..... yards (..... metres)

Signed .....

Position .....

Date .....





## Premier League

Form 11

Notification of Shirt Numbers Allocated by  
..... Football Club (Rule M.6)

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

The shirt numbers allocated to members of our first team squad in Season 20...../20.....  
are as follows:

Shirt No.	Name	Shirt No.	Name
1	.....	24	.....
2	.....	25	.....
3	.....	26	.....
4	.....	27	.....
5	.....	28	.....
6	.....	29	.....
7	.....	30	.....
8	.....	31	.....
9	.....	32	.....
10	.....	33	.....
11	.....	34	.....
12	.....	35	.....
13	.....	36	.....
14	.....	37	.....
15	.....	38	.....
16	.....	39	.....
17	.....	40	.....
18	.....	41	.....
19	.....	42	.....
20	.....	43	.....
21	.....	44	.....
22	.....	45	.....
23	.....	46	.....

I undertake to give your prompt notice of any deletions from or additions to the above  
list occurring during the Season.

**Signed** ..... **Position** .....

**Date** .....

## Premier League

Form 12

Registration of Strips by ..... Football Club  
(Rule M.17)

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

I submit herewith samples of our home Strip, alternative Strip(s) and goalkeeper's  
Strip for Season 20..... /20.....

A brief description of each is as follows:

### Home Strip

Shirts : .....  
Shorts : .....  
Stockings : .....  
Goalkeeper : .....

### Alternative Strip 1

Shirts : .....  
Shorts : .....  
Stockings : .....  
Goalkeeper : .....

### Alternative Strip 2\*

Shirts : .....  
Shorts : .....  
Stockings : .....  
Goalkeeper : .....

**Signed** .....

**Position** .....

**Date** .....

\* delete if inapplicable

Scout Registration Form (Rule Q.2)

Scout's Particulars

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

Application to Register

We hereby apply for the above-named to be registered as a Scout whose registration is held by ..... Football Club

Signed .....
Authorised Signatory

Date .....

Endorsement by Scout

I hereby consent to the above application. I certify that the above particulars are correct. I agree to be bound by the Rules of the Premier League.

Signed .....

Date .....

Safeguarding Roles and Responsibilities (Rules S.3, S.4 and S.21)

To: The Board From: ..... Football Club
The Premier League

The following member of Staff has been designated as the Senior Safeguarding Lead:

Name .....

The following member of Staff has been designated as the Head of Safeguarding:

Name .....

The following member of Staff has been designated as Lead Disclosure Officer:

Name .....

Signed .....

Position .....

Date .....





## English Football League Contract

No.
-----

FA Copy	
League Copy	
Club Copy	
Player Copy	

Player's surname	
Player's forename(s)	
Present Postal Address	

\*The Player's birth certificate must be provided to the League in the case of his first registration.

**AN AGREEMENT** made the (day) ..... day of (month and year) .....

Between ..... **Football Club/Company Limited/Plc** whose registered office is at (address) .....

**Registered Company No** .....

(hereinafter referred to as "the Club") of the one part and the above-named Player (hereinafter referred to as "the Player") of the other part

#### WHEREBY it is agreed as follows:

#### 1. Definitions and Interpretation

1.1 The words and phrases below shall have the following meaning.

**"Associated Company"** shall mean any company which is a holding company or subsidiary (each as defined in Section 736 of the Companies Act 1985) of the Club or of any holding company of the Club.

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

**"Club Context"** shall mean in relation to any representation of the Player and/or the Player's Image a representation in connection or combination with the name colours Strip trade marks logos or other identifying characteristics of the Club (including trade marks and logos relating to the Club and its activities which trade marks and logos are registered in the name of and/or exploited by any Associated Company) or in any manner referring to or taking advantage of any of the same.

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

**"Code of Practice"** shall mean the Code of Practice from time to time in force and produced jointly by the Football Association Premier League Limited and the PFA in conjunction with the FA.

**"the FA Rules"** shall mean the rules and regulations from time to time in force of the FA and including those of FIFA and UEFA to the extent they relate or apply to the Player or the Club.

**"the FA"** shall mean the Football Association Limited.

**"FIFA"** shall mean the Fédération Internationale de Football Association.

**"Gross Misconduct"** shall mean serious or persistent conduct behaviour activity or omission by the Player involving one or more of the following:

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

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

**"Holiday Year"** shall mean a period of twelve months from 1st July in one year to 30th June in the next year.

**"Intermediary"** means any person who qualifies as an Intermediary for the purposes of the FA Regulations on Working with Intermediaries as they may be amended from time to time.

**“International Club”** shall mean any association football club that does not participate in a league competition sanctioned by or otherwise affiliated to the FA.

**“International Loan Agreement”** shall mean a loan agreement signed between a Transferor Club and an International Club.

**“Internet”** shall mean the global network of computer systems using TCP/IP protocols including (without limitation) the World Wide Web.

**“the Laws of the Game”** shall mean the laws from time to time in force governing the game of association football as laid down by the International Football Association Board (as defined in the statutes of FIFA).

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

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

**“Manager”** shall mean the official of the Club responsible for selecting the Club’s first team.

**“Media”** shall mean any and all media whether now existing or hereafter invented including but not limited to any print and/or paper medium broadcast satellite or cable transmission and any visual and/or audio medium and including but not limited to the Internet any television or radio channel Website webcast and/or any transmission made by any mobile or mobile telephony standard or technology or other media or broadcasting service.

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

**“Permanent Incapacity”** shall mean either (a) “Permanent Total Disablement” as defined in the League’s personal accident insurance scheme or (b) incapacity of the Player by reason of or resulting from any injury or illness (including mental illness or disorder) where in the written opinion of an appropriately qualified medical consultant instructed by the Club (“the Initial Opinion”) and (if requested in writing either by the Club at any time or by the Player at any time but not later than twenty one days after receipt from the Club of notice in writing terminating this contract pursuant to clause 8.1) of a further such consultant approved or proposed by the Player (and in the absence of either an approval or proposal within 28 days of the request nominated on the application of either party by

the President (“the President”) for the time being of the Royal College of Surgeons) (“the Further Opinion”) the Player will be unlikely by reason of such incapacity to play football to the same standard at which the Player would have played if not for such incapacity for a consecutive period of not less than twenty months commencing on the date of commencement of the incapacity **PROVIDED** that if the Initial Opinion and the Further Opinion disagree with one another then if the Further Opinion was given by a consultant nominated by the President it shall prevail but if not then a third opinion (“the Third Opinion”) from a consultant nominated by the President may be obtained on the application of either party and that opinion shall be final and binding for the purposes of this definition.

**“Player’s Image”** shall mean the Player’s name nickname fame image signature voice and film and photographic portrayal virtual and/or electronic representation reputation replica and all other characteristics of the Player including his shirt number.

**“Player Injury”** shall mean any injury or illness (including mental illness or disorder) other than any injury or illness which is directly caused by or results directly from a breach by the Player of his obligations under clause 3.2.1 of this contract or of any other of his obligations hereunder amounting to Gross Misconduct.

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

**“the Rules”** shall mean the statutes and regulations of FIFA and UEFA the FA Rules the League Rules the Code of Practice and the Club Rules.

**“Strip”** shall mean all versions from time to time of the Club’s official football clothing including shirts shorts socks and/or training kit track suits headwear and/or any other clothing displaying the Club’s name and/or official logo.

**“UEFA”** shall mean the Union des Associations Européennes de Football.

**“Website”** shall mean a site forming part of the Internet with a unique URL/domain name.

1.2 For the purposes of this contract and provided the context so permits:

1.2.1 the singular shall include the plural and vice versa and any gender includes any other gender;



1.2.2 references to person shall include any entity business firm or unincorporated association; and

1.2.3 references to statutory enactments or to the Rules shall include re-enactments and amendments of substantially the same intent as the original referenced enactment or Rule.

1.3 The headings of this contract are for convenience only and not interpretation.

1.4 In the event of any dispute as to the interpretation of any of the provisions of this contract reference shall be made (where appropriate) for clarification to the Code of Practice but so that in the event of any conflict the provisions of this contract shall prevail. Subject thereto wherever specific reference to the Code of Practice is made in this contract the relevant terms and provisions thereof are deemed incorporated herein as if set out in full.

## 2. Appointment and duration

2.1 The Club engages the Player as a professional footballer on the terms and conditions of this contract and subject to the Rules.

2.2 This contract shall remain in force until the date specified in clause 2 of Schedule 2 hereto subject to any earlier determination pursuant to the terms of this contract.

## 3. Duties and Obligations of the Player

3.1 The Player agrees:

3.1.1 when directed by an authorised official of the Club:

3.1.1.1 to attend matches in which the Club is engaged;

3.1.1.2 to participate in any matches in which he is selected to play for the Club; and

3.1.1.3 to attend at any reasonable place for the purposes of and to participate in training and match preparation;

3.1.2 to play to the best of his skill and ability at all times;

3.1.3 except to the extent prevented by injury or illness to maintain a high standard of physical fitness at all times and not to indulge in any activity sport or practice which might endanger such fitness or inhibit his mental or physical ability to play practise or train;

3.1.4 to undertake such other duties and to participate in such other activities as are consistent with the performance of his duties under clauses 3.1.1 to 3.1.3 and as are reasonably required of the Player;

3.1.5 that he has given all necessary authorities for the release to the Club of his medical records and will continue to make the same available as requested by the Club from time to time during the continuance of this contract;

3.1.6 to comply with and act in accordance with all lawful instructions of any authorised official of the Club;

3.1.7 to play football solely for the Club or as authorised by the Club or as required by the Rules;

3.1.8 to observe the Laws of the Game when playing football;

3.1.9 to observe the Rules but in the case of the Club Rules to the extent only that they do not conflict with or seek to vary the express terms of this contract;

3.1.10 to submit promptly to such medical and dental examinations as the Club may reasonably require and to undergo at no expense to himself such treatment as may be prescribed by the medical or dental advisers of the Club or the Club's insurers;

3.1.11 on the termination of this contract for any cause to return to the Club in a reasonable and proper condition any property (including any car) which has been provided or made available by the Club to the Player in connection with his employment.

3.2 The Player agrees that he shall not:

3.2.1 undertake or be involved in any activity or practice which will knowingly cause to be void or voidable or which will invoke any exclusion of the Player's cover pursuant to any policy of insurance maintained for the benefit of the Club on the life of the Player or covering his physical well-being (including injury and incapacity and treatment thereof);

3.2.2 when playing or training wear anything (including jewellery) which is or could be dangerous to him or any other person;

3.2.3 except to the extent specifically agreed in writing between the Club and the Player prior to the signing of this contract use as his regular

place of residence any place which the Club reasonably deems unsuitable for the performance by the Player of his duties other than temporarily pending relocation;

3.2.4 undertake or be engaged in any other employment or be engaged or involved in any trade business or occupation or participate professionally in any other sporting or athletic activity without the prior written consent of the Club PROVIDED THAT this shall not:

3.2.4.1 prevent the Player from making any investment in any business so long as it does not conflict or interfere with his obligations hereunder; or

3.2.4.2 limit the Player's rights under clauses 4 and 6.1.8;

3.2.5 knowingly or recklessly do write or say anything or omit to do anything which is likely to bring the Club or the game of football into disrepute cause the Player or the Club to be in breach of the Rules or cause damage to the Club or its officers or employees or any match official. Whenever circumstances permit the Player shall give to the Club reasonable notice of his intention to make any contributions to the public media in order to allow representations to be made to him on behalf of the Club if it so desires;

3.2.6 except in the case of emergency arrange or undergo any medical treatment without first giving the Club proper details of the proposed treatment and physician/surgeon and requesting the Club's consent which the Club will not unreasonably withhold having due regard to the provisions of the Code of Practice.

#### 4. Community public relations and marketing

4.1 For the purposes of the promotional community and public relations activities of the Club and/or (at the request of the Club) of any sponsors or commercial partners of the Club and/or of the League and/or of any main sponsors of the League the Player shall attend at and participate in such events as may reasonably be required by the Club including but not limited to appearances and the granting of interviews and photographic opportunities as authorised by the Club. The Club shall give reasonable notice to the Player of the Club's requirements and the Player shall make himself available for up to six hours per week of which approximately half shall be devoted to the community and public relations activities of the

Club. No photograph of the Player taken pursuant to the provisions of this clause 4.1 shall be used by the Club or any other person to imply any brand or product endorsement by the Player.

4.2 Whilst he is providing or performing the services set out in this contract (including travelling on Club business) the Player shall:

4.2.1 wear only such clothing as is approved by an authorised official of the Club; and

4.2.2 not display any badge mark logo trading name or message on any item of clothing without the written consent of an authorised official of the Club provided that nothing in this clause shall prevent the Player wearing and/or promoting football boots and in the case of a goalkeeper gloves of his choice.

4.3 Subject in any event to clause 4.4 and except to the extent of any commitments already entered into by the Player as at the date hereof or when on international duty in relation to the Players' national football association UEFA or FIFA he shall not (without the written consent of the Club) at any time during the term of this contract do anything to promote endorse or provide promotional marketing or advertising services or exploit the Player's Image either (a) in relation to any person in respect of such person's products brand or services which conflict or compete with any of the Club's club branded or football related products (including the Strip) or any products brand or services of the Club's two main sponsors/commercial partners or of the League's one principal sponsor or (b) for the League

4.4 The Player agrees that he will not either on his own behalf or with or through any third party undertake promotional activities in a Club Context nor exploit the Player's Image in a Club Context in any manner and/or in any Media nor grant the right to do so to any third party.

4.5 Except to the extent specifically herein provided or otherwise specifically agreed with the Player nothing in this contract shall prevent the Player from undertaking promotional activities or from exploiting the Player's Image so long as:

4.5.1 the said promotional activities or exploitation do not interfere or conflict with the Player's obligations under this contract; and

4.5.2 the Player gives reasonable advance notice to the Club of any

intended promotional activities or exploitation.

- 4.6 The Player hereby grants to the Club the right to photograph the Player both individually and as a member of a squad and to use such photographs and the Player's Image in a Club Context in connection with the promotion of the Club and its playing activities and the promotion of the League and the manufacture sale distribution licensing advertising marketing and promotion of the Club's club branded and football related products (including the Strip) or services (including such products or services which are endorsed by or produced under licence from the Club) and in relation to the League's licensed products services and sponsors in such manner as the Club may reasonably think fit so long as:
- 4.6.1 the use of the Player's photograph and/or Player's Image either alone or with not more than two other players at the Club shall be limited to no greater usage than the average for all players regularly in the Club's first team;
- 4.6.2 the Player's photograph and/or Player's Image shall not be used to imply any brand or product endorsement by the Player; and
- 4.6.3 **PROVIDED** that all rights shall cease on termination of this contract save for the use and/or sale of any promotional materials or products as aforesaid as shall then already be manufactured or in the process of manufacture or required to satisfy any outstanding orders.
- 4.7 In its dealings with any person permitted by the Club to take photographs of the Player the Club shall use reasonable endeavours to ensure that the copyright of the photographs so taken is vested in the Club and/or that no use is made of the said photographs without the Club's consent and in accordance with the provisions of this contract.
- 4.8 The Player shall be entitled to make a responsible and reasonable reply or response to any media comment or published statements likely to adversely affect the Player's standing or reputation and subject as provided for in clause 3.2.5 to make contributions to the public media in a responsible manner.
- 4.9 In this clause 4 where the context so admits the expression "the Club" includes any Associated Company of the Club but only to the extent and in the context that such company directly or indirectly provides facilities to

or undertakes commercial marketing or public relations activities for the Club and not so as to require the consent of any Associated Company when consent of the Club is required.

- 4.10 For the purposes of the Contracts (Rights of Third Parties) Act 1999 nothing in this clause 4 is intended to nor does it give to the League any right to enforce any of its provisions against the Club or the Player.
- 4.11 Nothing in this clause 4 shall prevent the Club from entering into other arrangements additional or supplemental hereto or in variance hereof in relation to advertising marketing and/or promotional services with the Player or with or for all or some of the Club's players (including the Player) from time to time. Any other such arrangements which have been agreed as at the date of the signing of this contract and any image contract or similar contract required to be set out in this contract by the League Rules are set out in Schedule 2 paragraph 13.

## 5. Remuneration and expenses

- 5.1 Throughout his engagement the Club shall pay to the Player the remuneration and shall provide the benefits (if any) as are set out in Schedule 2.
- 5.2 The Club shall reimburse the Player all reasonable hotel and other expenses wholly and exclusively incurred by him in or about the performance of his duties under this contract PROVIDED that the Player has obtained the prior authorisation of a director the Manager or the secretary of the Club and the Player furnishes the Club with receipts or other evidence of such expenses.
- 5.3 The Club may deduct from any remuneration payable to the Player:
- 5.3.1 any monies disbursed and/or liabilities incurred by the Club on behalf of the Player with the Player's prior consent;
- 5.3.2 any other monies (but not claims for damages or compensation) which can be clearly established to be properly due from the Player to the Club.
- 5.4 If at a Disciplinary hearing conducted under Part 1 of Schedule 1 hereto a fine is imposed on a player calculated by reference to the Player's weekly wage, the fine shall take the form of a forfeiture of wages of a corresponding amount so that the amount forfeit shall not become payable to the Player. The forfeiture shall take effect in relation to the monthly instalment of the Player's remuneration falling due next after the date on which the notice

of the decision is given to him ("Pay Day"). But see clause 5.5 dealing with appeals. For the avoidance of doubt, the amount forfeit is the gross amount of the weekly wage.

- 5.5 If on Pay Day the time for appealing has not expired or if notice of appeal has been given, the reference to Pay Day shall be to the day on which the monthly instalment of remuneration becomes payable next after (i) the expiry of the time for appealing without any appeal having been made or (ii) if an appeal is made, the date on which the outcome of the appeal is notified to the Player. In the case of an appeal, the amount that is forfeit shall be the amount (if any) determined on appeal.

## 6. Obligations of the Club

- 6.1 The Club shall:
- 6.1.1 observe the Rules all of which (other than the Club Rules) shall take precedence over the Club Rules;
- 6.1.2 provide the Player each year with copies of all the Rules which affect the Player and of the terms and conditions of any policy of insurance in respect of or in relation to the Player with which the Player is expected to comply;
- 6.1.3 promptly arrange appropriate medical and dental examinations and treatment for the Player at the Club's expense in respect of any injury to or illness (including mental illness or disorder) of the Player save where such injury or illness is caused by an activity or practice on the part of the Player which breaches clause 3.2.1 hereof in which case the Club shall only be obliged to arrange and pay for treatment to the extent that the cost thereof remains covered by the Club's policy of medical insurance or (if the Club does not maintain such a policy) then to the extent that it would remain covered by such a policy were one maintained upon normal industry terms commonly available within professional football and so that save as aforesaid this obligation shall continue in respect of any examinations and/or treatment the necessity for which arose during the currency of this contract notwithstanding its subsequent expiry or termination until the earlier of completion of the necessary examinations and/or prescribed treatment and a period of eighteen months from the date of expiry or termination hereof;
- 6.1.4 The Club shall use all reasonable endeavours to ensure that any

policy of insurance maintained by the Club for the benefit of the Player continues to provide cover for any examinations and/or treatment as are referred to in clause 6.1.3 until completion of any such examinations and/or treatment;

- 6.1.5 comply with all relevant statutory provisions relating to industrial injury and any regulations made pursuant thereto;
- 6.1.6 at all times maintain and observe a proper health and safety policy for the security safety and physical well being of the Player when carrying out his duties under this contract;
- 6.1.7 in any case where the Club would otherwise be liable as employer for any acts or omissions of the Player in the lawful and proper performance of his playing practising or training duties under this contract defend the Player against any proceedings threatened or brought against him at any time arising out of the carrying out by him of any such acts or omissions and indemnify him from any damages awarded and this obligation and indemnity shall continue in relation to any such acts or omissions during the currency of this contract notwithstanding its expiry or termination before such proceedings are threatened and/or brought;
- 6.1.8 give the Player every opportunity compatible with his obligations under this contract to follow any course of further education or vocational training which he wishes to undertake and give positive support to the Player in undertaking such education and training. The Player shall supply the Footballer's Further Education and Vocational Training Society with particulars of any courses undertaken by him; and
- 6.1.9 release the Player as required for the purposes of fulfilling the obligations in respect of representative matches to his national association pursuant to the statutes and regulations of FIFA.
- 6.2 The Club shall not without the consent in writing of the Player:
- 6.2.1 take or use or permit to be used photographs of the Player for any purposes save as permitted by clause 4; or
- 6.2.2 use or reveal the contents of any medical reports or other medical information regarding the Player obtained by the Club save for the purpose of assessing the Player's health and fitness obtaining

medical and insurance cover and complying with the Club's obligations under the Rules.

## 7. Injury and Illness

- 7.1 Any injury to or illness of the Player shall be reported by him or on his behalf to the Club immediately and the Club shall keep a record of such injury or illness.
- 7.2 In the event that the Player shall become incapacitated from playing by reason of any injury or illness (including mental illness or disorder) the Club shall pay to the Player during such period of incapacity or the period of this contract (whichever is the shorter) the following amounts of remuneration for the following periods:
- 7.2.1 in the case of a Player Injury his basic wage over the first eighteen months and one half of his basic wage for the remainder of his period of incapacity;
- 7.2.2 in the case of any other injury or illness his basic wage over the first twelve months and one half of his basic wage for the remainder of his period of incapacity.
- 7.3 In each case specified in clause 7.2 above there shall be paid to the Player in addition to his basic wage all or the appropriate share of any bonus payments if and to the extent that payment or provision for continuation of the same is specifically provided for in Schedule 2 or in the Club's Bonus Scheme.
- 7.4 The payments made by the Club pursuant to clause 7.2 shall be deemed to include all and any statutory sick pay and/or any other state benefits payable by reference to sickness to which the Player may be entitled.
- 7.5 Nothing in this clause 7 shall reduce or vary the entitlement of the Player to signing on fees and/or loyalty payments or any other payments of a similar nature due to him under this Contract.

## 8. Permanent or Prolonged Incapacity

- 8.1 In the event that:
- 8.1.1 the Player shall suffer Permanent Incapacity; or
- 8.1.2 the Player has been incapacitated from playing by reason of or resulting from the same injury or illness (including mental illness or

disorder) for a period (consecutive or in the aggregate) amounting to eighteen months in any consecutive period of twenty months;

the Club shall be entitled to serve a notice upon the Player terminating this contract.

- 8.2 The length of such notice shall be twelve months in the case of an incapacity by reason of a Player Injury and six months in every other case.
- 8.3 The notice referred to in clause 8.1 may be served at any time after:
- 8.3.1 the date on which the Player is declared to be suffering Permanent Total Disablement under the terms of the League's personal accident insurance scheme; or
- 8.3.2 the date on which such Permanent Incapacity is established by the Initial Opinion; or
- 8.3.3 in the case of any incapacity as is referred to in 8.1.2 the date on which the period of incapacity shall exceed eighteen months as aforesaid but so that the right to terminate pursuant to clause 8.1.2 shall only apply while such incapacity shall continue thereafter.
- 8.4 In the event that after the service of any notice pursuant to clause 8.1.1 Permanent Incapacity is not confirmed by the Further Opinion (if requested) or (where relevant) by the Third Opinion then such notice shall lapse and cease to be of effect.
- 8.5 In the case of any notice of termination given under this clause 8 the Club shall be entitled by further notice on or after serving notice of termination to terminate this contract forthwith on paying to the Player at the time of such termination the remainder of his remuneration and any other sums properly due to him under this contract and the value of any other benefits which would be payable or available to the Player during the remainder of the period of his notice of termination provided always that the Club's obligations pursuant to clause 6.1.3 shall continue to apply during the remainder of the said notice period and for any further relevant period as provided therein.
- 8.6 Where the Club has made payment to the Player during any period of incapacity owing to illness or injury and the Player's absence is due to the action of a third party other than of another club player or match official in relation to any damage or injury sustained on or about the field of play

or during training or practising giving the Player a right of recovery against that third party then if the Player makes any claim against such third party the Player must where he is reasonably able to do so include as part of such claim from such third party a claim for recovery of any such payment and upon successful recovery repay to the Club the lesser of the total of the remuneration paid by the Club to the Player during the period of incapacity and the amount of any damages payable to or recovered by the Player in respect of such claim or otherwise by reference to loss of earnings under this contract under any compromise settlement or judgment. Any amounts paid by the Club to the Player in such circumstances shall constitute loans from the Club to be repaid to the Club to the extent aforesaid upon successful recovery as aforesaid.

## 9. Disciplinary Procedure

Except in any case where the Club terminates the Player's employment pursuant to the provisions of clause 10 hereof (when the procedure set out therein shall apply) the Club shall operate the disciplinary procedure set out in Part 1 of Schedule 1 hereto in relation to any breach or failure to observe the terms of this contract or of the Rules.

## 10. Termination by the Club

- 10.1 The Club shall be entitled to terminate the employment of the Player by fourteen days' notice in writing to the Player if the Player:
- 10.1.1 shall be guilty of Gross Misconduct;
  - 10.1.2 shall fail to heed any final written warning given under the provisions of Part 1 of Schedule 1 hereto; or
  - 10.1.3 is convicted of any criminal offence where the punishment consists of a sentence of imprisonment of three months or more (which is not suspended).
- 10.2 If the Club terminates the Player's employment for any reason under clause 10.1 the Club shall within seven days thereafter notify the Player in writing of the full reasons for the action taken.
- 10.3 The Player may by notice in writing served on the Club and the League at any time from the date of termination up to fourteen days after receipt by the Player of written notification under clause 10.2 give notice of appeal against the decision of the Club to the League and such appeal shall be determined in accordance with the procedures applicable pursuant to the League Rules.

- 10.4 If the Player exercises his right of appeal the termination of this contract by the Club shall not become effective unless and until it shall have been determined that the Club was entitled to terminate this contract pursuant to clause 10.1 but so that if it is so determined then subject only to clause 10.5.3 the Player shall cease to be entitled to any remuneration or benefits with effect from the expiration of the period of notice referred to in clause 10.3 and any payment made by the Club in respect thereof shall forthwith become due from the Player to the Club.
- 10.5 Pending the hearing and determination of such appeal the Club may suspend the Player for up to a maximum of six weeks from the date of notice of termination and if the Board so determine such suspension shall be without pay provided that:
- 10.5.1 the payment due to the Player in respect of the fourteen days' notice period under clause 10.1 is made to the Player forthwith;
  - 10.5.2 pending the determination of the appeal an amount equal to the remuneration which would otherwise have been due to the Player but for the suspension without pay is paid to an escrow account held by the PFA as and when it would otherwise have become due for payment to the Player and following the determination of the appeal the PFA will either pay the money (including interest earned on the said account) to the Player or return it to the Club according to the appeal decision;
  - 10.5.3 all other benefits for the Player under the provisions of clauses 6.1.3 and 6.1.4 of this contract shall be maintained and remain in force while the appeal is pending; and
  - 10.5.4 during any such period of suspension the Club shall be under no obligation to assign to the Player any playing training or other duties and shall be entitled to exclude the Player from the Club's premises including its ground and training ground.
- 10.6 Upon any termination of this contract by the Club becoming operative the Club shall forthwith release the Player's registration.

## 11. Termination by the Player

- 11.1 The Player shall be entitled to terminate this contract by fourteen days' notice in writing to the Club if the Club:



11.1.1 shall be guilty of serious or persistent breach of the terms and conditions of this contract; or

11.1.2 fails to pay any remuneration or other payments or bonuses due to the Player or make available any benefits due to him as it or they fall due or within fourteen days thereafter and has still failed to make payment in full or make the benefits available by the expiry of the said fourteen days' notice.

11.2 The Club may within fourteen days of receipt of any notice of termination of this contract by the Player in accordance with clause 11.1 give written notice of appeal against such termination to the Player and to the League which shall hear such appeal in accordance with procedures applicable pursuant to the League Rules.

11.3 If the Club exercises its right of appeal pursuant to clause 11.2 the termination of this contract shall not become operative unless and until it shall have been determined that the Player was entitled to terminate this contract pursuant to clause 11.1.

11.4 Upon any termination of this contract by the Player becoming operative the Club shall forthwith release the Player's registration.

## 12. Grievance Procedure

In the event that the Player has any grievance in connection with his employment under this contract the grievance procedures set out in Part 2 of the Schedule 1 hereto shall be available to the Player.

## 13. Representation of Player

In any disciplinary or grievance procedure the Player shall be entitled to be accompanied by or represented by his Club captain or a PFA delegate and/or any officer of the PFA.

## 14. Holidays

For each Holiday Year the Player shall be entitled to take in the aggregate the equivalent of five weeks paid holiday to be taken at a time or times and for such days during the Holiday Year as shall be determined by the Club but so that (subject to the Club's first team and any international commitments) the Club shall not unreasonably refuse to permit the Player to take three of such weeks consecutively. Holidays not taken during any Holiday Year (or subject to agreement by the Club within one month of the end of such Holiday Year) may not be carried forward into any subsequent Holiday Year.

## 15. Survival

The provisions of this contract shall remain in full force and effect in respect of any act or omission of either party during the period of this contract notwithstanding the termination of this contract.

## 16. Confidentiality

This contract is to be treated as being private and confidential and its contents shall not be disclosed or divulged either directly or indirectly to any person firm or company whatsoever either by the Club the Player or any Intermediary of the Club or the Player except:

- 16.1 with the prior written agreement of both the Club and the Player; or
- 16.2 as may be required by any statutory regulatory governmental or quasi governmental authorities or as otherwise required by law or pursuant to the Rules including (where appropriate) any recognised stock exchange; or
- 16.3 in the case of the Player to his duly appointed Intermediary and professional advisers including the PFA; or
- 16.4 in the case of the Club to its duly appointed Intermediary and its professional advisers or to such of its directors secretary servants or representatives or auditors to whom such disclosure is strictly necessary for the purposes of their duties and then only to the extent so necessary.

## 17. Arbitration

Any dispute between the Club and the Player not provided for in clauses 9, 10, 11,12 and Schedule 1 hereof shall be referred to arbitration in accordance with the League Rules or (but only if mutually agreed by the Club and the Player) in accordance with the FA Rules.

## 18. Specificity of Football

The parties hereto confirm and acknowledge that this contract the rights and obligations undertaken by the parties hereto and the fixed term period thereof reflect the special relationship and characteristics involved in the employment of football players and the participation by the parties in the game of football pursuant to the Rules and the parties accordingly agree that all matters of dispute in relation to the rights and obligations of the parties hereto and otherwise pursuant to the Rules including as to termination of this contract and any compensation payable in respect of termination or breach thereof shall be submitted to and the parties hereto accept the jurisdiction and all appropriate determinations of such tribunal panel or other body (including pursuant to any appeal therefrom) pursuant to the provisions of and in accordance with the procedures and practices under this contract and the Rules.

**19. Severance**

- 19.1 If the Player shall not make an application to an Employment Tribunal for compensation in respect of unfair dismissal or redundancy as a result of not being offered a new contract either on terms at least as favourable as under this contract or at all then the following provisions of this clause 19 shall take effect.
- 19.2 If by the expiry of this contract the Club has not made to the Player an offer of re-engagement on terms at least as favourable to the Player as those applicable over the last twelve months of this contract (or the length of this contract if shorter) then subject to clauses 19.1 and 19.3 the Player shall continue to receive from his Club (as a separate payment representing compensation as more particularly referred to in the Code of Practice) a payment equal to his weekly basic wage (at the average amount of his weekly wage over the preceding 12 months of this contract or the whole of this contract if shorter) for a period of one month from the expiry of this contract or until the Player signs for another club whichever period is the shorter provided that where the Player signs for another club within that period of one month at a lower basic wage than such average then such payment shall in addition include a sum equal to the shortfall in such basic wage for the remainder of such period;
- 19.3 The maximum amount payable to the Player under sub-clause 19.2 is double the maximum sum which an Employment Tribunal can award from time to time as a compensatory award for unfair dismissal.

**20. Miscellaneous**

- 20.1 This contract and the documents referred to herein constitute the entire agreement between the Club and the Player and supersede any and all preceding agreements between the Club and the Player.
- 20.2 The further particulars of terms of employment not contained in the body of this contract which must be given to the Player in compliance with Part 1 of the Employment Rights Act 1996 are given in Schedule 2.
- 20.3 This contract is signed by the parties hereto in duplicate so that for this purpose each signed agreement shall constitute an original but taken together they shall constitute one agreement.
- 20.4 For the purposes of the Data Protection Act 1998 the Player consents to the

Club the League PFA and FA collecting Personal Data including Sensitive Personal Data (both as defined in the said Act) about the Player. The Club's Data Protection Policy can be found in the Club's employee handbook.

**21. Jurisdiction and Law**

This contract shall be governed by and construed in accordance with English law and the parties submit to the non exclusive jurisdiction of the English Courts.



## Schedule 1

## Part 1

## Disciplinary Procedure and Penalties

**1. Introduction**

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

**2. Records**

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

**3. The Procedure**

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

**3.1 Investigation**

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

**3.2 Disciplinary Hearing**

3.2.1 If the Club decides to hold a disciplinary hearing about the matter complained of the Player will be given full details in writing of the complaint against him and reasonable notice of the date and time of the hearing. At the hearing the Player will be given an opportunity to state his case either personally or through his representative as provided for in clause 13 of this contract.

3.2.2 Subject as provided in paragraph 3.2.3 no disciplinary penalty will be imposed without first giving the Player the opportunity to state his case to the Manager or if the Player so requests to a director of the Club and where the Club considers it appropriate or where the Player requests the same without a disciplinary hearing.

3.2.3 A disciplinary hearing may proceed in the Player's absence and a disciplinary penalty may be imposed if he fails to appear at such hearing after having received proper notice thereof.

**3.3 Appeals**

3.3.1 The Player shall have a right of appeal to the Board against any disciplinary decision. The Player should inform the Board in writing of his wish to appeal within fourteen days of the date of notification to him of the decision which forms the subject of such appeal. The Board will conduct an appeal hearing as soon as possible thereafter at which the Player will be given a further opportunity to state his case. The decision of the Board will be notified to the Player in writing within seven days and subject to paragraph 3.3.2 will be final and binding under this procedure.

3.3.2 In the event of any sanction being imposed or confirmed in excess of an oral warning the Player may by notice in writing served on the Club and the League within fourteen days of receipt by the Player of written notification of the decision of the Board give notice of appeal against it to the League who will determine the matter in accordance with the League Rules.

3.3.3 If the Player exercises any right of appeal as aforesaid any sanction imposed by the Club upon the Player shall not take effect until the appropriate appeal has been determined and the sanction confirmed varied or revoked as the case may be.

#### 4. Disciplinary Penalties

- 4.1 At a disciplinary hearing or on an appeal against a disciplinary decision the Club may dismiss the allegation or if it is proved to the Club's satisfaction may:
- 4.1.1 give an oral warning a formal written warning or after a previous warning or warnings a final written warning to the Player;
  - 4.1.2 impose a fine not exceeding the amount of the Player's basic wage for a period of up to two weeks for a first offence (unless otherwise approved by the PFA in accordance with the Code of Practice) and up to four weeks for subsequent offences in any consecutive period of twelve months but only in accordance with the provisions of the Code of Practice;
  - 4.1.3 order the Player not to attend at any of the Club's premises for such period as the Club thinks fit not exceeding four weeks;
  - 4.1.4 in any circumstances which would entitle the Club to dismiss the Player pursuant to any of the provisions of clause 10 of this contract dismiss the Player or impose such other disciplinary action (including suspension of the Player and/or a fine of all or part of the amount of the Player's basic wage for a period not exceeding six weeks).
- 4.2 Any warning or sanction given under this disciplinary procedure will be deleted in the Club's records after twelve months.

#### Part 2 Grievance Procedures

1. The Player shall bring any grievance informally to the notice of the Manager in the first instance. The Player may be required by the Manager to put any such grievance in writing. Having enquired into such grievance the Manager will then notify the Player of his decision.
2. If the grievance is not determined by the Manager to the Player's satisfaction the Player may within fourteen days thereafter serve formal notice of the grievance in writing on the secretary of the Club and the matter shall thereupon be determined by the chairman of the Club or by the Board as soon as possible and in any event within four weeks of the receipt of the notice.

#### Schedule 2 – Insert Player's Name..... Supplemental Provisions and Employment Rights Act 1996

The following provisions shall apply to supplement the provisions of this contract and the information as set out herein in order to comply with the requirements of Part 1 of the Employment Rights Act 1996.

1. The Player's employment with the Club began on
  2. The date of termination of this contract is **30 June 20**
  3. No employment with a previous employer shall count as part of the Player's continuous period of employment hereunder.
  4. The Player's hours of work are such as the Club may from time to time reasonably require of him to carry out his duties and the Player shall not be entitled to any additional remuneration for work done outside normal working hours.
  5. The place of employment shall be at the Club's ground and training ground but the Club shall be entitled to require the Player to play and to undertake his duties hereunder at any other place throughout the world.
  6. No contracting out certificate pursuant to the Pensions Scheme Act 1993 is in force in respect of the Player's employment under this contract.
- 7. The Professional Footballers' Pension Scheme**
- 7.1 Immediately on signing this contract, the Player shall:
- 7.1.1 be automatically enrolled as; or
  - 7.1.2 or continue to be;
- a member of the 2011 Section of the Professional Footballers' Pension Scheme (the "Scheme") and shall remain so during the continuance of his employment hereunder unless he:
- 7.1.3 notifies the Scheme Administrator in writing that he wishes to opt out of the Scheme;
  - 7.1.4 has previously registered with HM Revenue & Customs for Fixed or Enhanced Protection; or



7.1.5 joins an International Club on a temporary basis by way of International Loan Agreement (in which case his entitlement to membership of the Scheme shall be suspended for the duration of that International Loan Agreement); or

7.1.6 is otherwise ineligible for membership of the Scheme in accordance with the terms of the Scheme's definitive trust deed and rules as amended from time to time.

7.2 For as long as the Player remains a member of the 2011 Section, an annual contribution (funded by the levy on transfer fees) will be paid into the Scheme for the benefit of the Player. The annual contribution shall be £5,208 or such other amount as determined by the Trustees of the Scheme from time to time.

7.3 The Player shall not be required to contribute to the 2011 Section but may elect to contribute such amount as he notifies to the Scheme Administrator in writing. Where a Player decides to contribute to the 2011 Section he can agree with his Club and the Scheme Administrator for the contribution to be made through a salary sacrifice arrangement.

7.4 Where, by virtue of previous membership of the Scheme, the Player has built up benefits under its Cash Section and/or Income Section, those benefits are frozen and will be revalued until his retirement from the Scheme. The Player shall be entitled to such benefits (including death benefits) from each section of the Scheme in which he has participated on such conditions as are set out in the Scheme's definitive trust deed and rules as amended from time to time.

7.5 The Player further agrees that the Club may disclose his name, address, gender, date of birth, National Insurance number, salary information and dates of commencement and termination of employment to the League and the administrators of the Scheme for the purposes of facilitating the administration of the Scheme.

8. Remuneration

The Player's remuneration shall be:

8.1 Basic Wage:

£.....per week/per annum payable by monthly instalments in arrear from.....to.....

£.....per week/per annum payable by monthly instalments in arrear from.....to.....

£.....per week/per annum payable by monthly instalments in arrear from.....to.....

£.....per week/per annum payable by monthly instalments in arrear from.....to.....

£.....per week/per annum payable by monthly instalments in arrear from.....to.....

8.2 Such of the bonuses and incentives as the Player shall be entitled to receive under the terms of the Club's bonus and incentive scheme as are set out below/a copy of which is annexed hereto.

.....

8.3 Any other payments as follows:

.....

9. Insurances (if any) maintained for the benefit of the Player subject to the terms and conditions thereof during currency of this contract the premiums of which are paid by the Club.

Nature of Policy	Amount
.....	.....

10. Benefits (if any) to be provided to the Player during the currency of this contract

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

11. The Player's normal retirement age is 35 years.

12. The terms and conditions of this contract form part of a number of collective agreements between the Club (through the League) and the Player (through the PFA) affecting the Player's employment and full details thereof are set out in the Code of Practice.

13 (If applicable) The following provisions which are additional or supplemental to those set out in clause 4 have been agreed between the Club and the Player as referred to in clause 4.11.

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

14. Any other provisions:

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

**SIGNED by the Player** .....

**in the presence of:** .....

(Witness signature) .....

(Address) .....

Occupation .....

**SIGNED by the Player's parent or guardian** (if the player is under 18)

.....

in the presence of: .....

(Witness signature) .....

(Address) .....

Occupation .....

**SIGNED by** (name).....

**for and on behalf of the Club in the**

presence of: .....

(Witness signature) .....

(Address) .....

Occupation .....

Did Player use the services of an Intermediary yes/no

If yes, name of Intermediary.....

Signature of Intermediary .....

Did the Club use the services of an Intermediary yes/no

If yes, name of Intermediary .....

Signature of Intermediary.....

No.
-----

FA Copy		
League Copy		
Club Copy		
Player Copy		

Player's surname	
Player's forename(s)	
Present Postal Address	
Date of Birth	
Place of Birth*	
Nationality	
National Insurance Number	
Club for which Player was last registered	
Club for which Player last played (excluding domestic trial)	

\*The Player's birth certificate must be provided to the League in the case of his first registration.

**AN AGREEMENT** made the *(day)* ..... day of *(month and year)* .....

Between ..... **Football Club/Company Limited/Plc** whose registered office is at **(address)** .....  
 .....  
**Registered Company No** .....

(hereinafter referred to as "the Club") of the one part and the above-named Player (hereinafter referred to as "the Player") of the other part

**WHEREBY it is agreed as follows:**

**1. Definitions and Interpretation**

1.1 The words and phrases below shall have the following meaning.

**"Associated Company"** shall mean any company which is a holding company or subsidiary (each as defined in Section 736 of the Companies Act 1985) of the Club or of any holding company of the Club.

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

**"Club Context"** shall mean in relation to any representation of the Player and/or the Player's Image a representation in connection or combination with the name colours Strip trade marks logos or other identifying characteristics of the Club (including trade marks and logos relating to the Club and its activities which trade marks and logos are registered in the name of and/or exploited by any Associated Company) or in any manner referring to or taking advantage of any of the same.

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

**"Code of Practice"** shall mean the Code of Practice from time to time in force and produced jointly by the Football Association Premier League Limited and the PFA in conjunction with the FA.

**"the FA Rules"** shall mean the rules and regulations from time to time in force of the FA and including those of FIFA and UEFA to the extent they relate or apply to the Player or the Club.

**"the FA"** shall mean the Football Association Limited.

**"FIFA"** shall mean the Fédération Internationale de Football Association.

**"Gross Misconduct"** shall mean serious or persistent conduct behaviour activity or omission by the Player involving one or more of the following:

- (a) theft or fraud;
- (b) deliberate and serious damage to the Club's property;

- (c) use or possession of or trafficking in a Prohibited Substance;
- (d) incapacity through alcohol affecting the Player's performance as a player;
- (e) breach of or failure to comply with of any of the terms of this contract

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

**"Holiday Year"** shall mean a period of twelve months from 1st July in one year to 30th June in the next year.

**"Intermediary"** means any Person who qualifies as an Intermediary for the purposes of the FA Regulations on Working with Intermediaries as they may be amended from time to time.

**"International Club"** shall mean any association football club that does not participate in a league competition sanctioned by or otherwise affiliated to the FA.

**"International Loan Agreement"** shall mean a loan agreement signed between a Transferor Club and an International Club.

**"Internet"** shall mean the global network of computer systems using TCP/IP protocols including (without limitation) the World Wide Web.

**"the Laws of the Game"** shall mean the laws from time to time in force governing the game of association football as laid down by the International Football Association Board (as defined in the statutes of FIFA).

**"the League"** shall mean the football league of which the Club is a member from time to time.

**"the League Rules"** shall mean the rules or regulations from time to time in force of the League.

**"Manager"** shall mean the official of the Club responsible for selecting the Club's first team.

**"Media"** shall mean any and all media whether now existing or hereafter invented including but not limited to any print and/or paper medium broadcast satellite or cable transmission and any visual and/or audio medium and including but not limited to the Internet any television or radio channel Website webcast and/or any transmission made by any mobile or mobile telephony standard or technology or other media or broadcasting service.

**"PFA"** shall mean the Professional Footballers Association.

**"Permanent Incapacity"** shall mean either (a) "Permanent Total Disablement" as defined in the League's personal accident insurance scheme or (b) incapacity of the Player by reason of or resulting from any injury or illness (including mental illness or disorder) where in the written opinion of an appropriately qualified medical consultant instructed by the Club ("the Initial Opinion") and (if requested in writing either by the Club at any time or by the Player at any time but not later than twenty one days after receipt from the Club of notice in writing terminating this contract pursuant to clause 8.1) of a further such consultant approved or proposed by the Player (and in the absence of either an approval or proposal within 28 days of the request nominated on the application of either party by the President ("the President") for the time being of the Royal College of Surgeons) ("the Further Opinion") the Player will be unlikely by reason of such incapacity to play football to the same standard at which the Player would have played if not for such incapacity for a consecutive period of not less than twenty months commencing on the date of commencement of the incapacity **PROVIDED** that if the Initial Opinion and the Further Opinion disagree with one another then if the Further Opinion was given by a consultant nominated by the President it shall prevail but if not then a third opinion ("the Third Opinion") from a consultant nominated by the President may be obtained on the application of either party and that opinion shall be final and binding for the purposes of this definition.

**"Player's Image"** shall mean the Player's name, nickname, fame, image, signature, voice and film and photographic portrayal, virtual and/or electronic representation, reputation, replica and all other characteristics of the Player including his shirt number.

**“Player Injury”** shall mean any injury or illness (including mental illness or disorder) other than any injury or illness which is directly caused by or results directly from a breach by the Player of his obligations under clause 3.2.1 of this contract or of any other of his obligations hereunder amounting to Gross Misconduct.

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

**“the Rules”** shall mean the statutes and regulations of FIFA and UEFA the FA Rules the League Rules the Code of Practice and the Club Rules.

**“Strip”** shall mean all versions from time to time of the Club’s official football clothing including shirts shorts socks and/or training kit track suits headwear and/or any other clothing displaying the Club’s name and/or official logo.

**“UEFA”** shall mean the Union des Associations Européennes de Football.

**“Website”** shall mean a site forming part of the Internet with a unique URL/domain name.

- 1.2 For the purposes of this contract and provided the context so permits:
  - 1.2.1 the singular shall include the plural and vice versa and any gender includes any other gender;
  - 1.2.2 references to person shall include any entity business firm or unincorporated association; and
  - 1.2.3 references to statutory enactments or to the Rules shall include re-enactments and amendments of substantially the same intent as the original referenced enactment or Rule.
- 1.3 The headings of this contract are for convenience only and not interpretation.
- 1.4 In the event of any dispute as to the interpretation of any of the provisions of this contract reference shall be made (where appropriate) for clarification to the Code of Practice but so that in the event of any conflict the provisions of this contract shall prevail. Subject thereto wherever specific reference to the Code of Practice is made in this contract the relevant terms and provisions thereof are deemed incorporated herein as if set out in full.

## 2. Appointment and duration

- 2.1 The Club engages the Player as a professional footballer on the terms and conditions of this contract and subject to the Rules.
- 2.2 This contract shall remain in force until the date specified in clause 2 of Schedule 2 hereto subject to any earlier determination pursuant to the terms of this contract.

## 3. Duties and Obligations of the Player

- 3.1 The Player agrees:
  - 3.1.1 when directed by an authorised official of the Club:
    - 3.1.1.1 to attend matches in which the Club is engaged;
    - 3.1.1.2 to participate in any matches in which he is selected to play for the Club; and
    - 3.1.1.3 to attend at any reasonable place for the purposes of and to participate in training and match preparation;
  - 3.1.2 to play to the best of his skill and ability at all times;
  - 3.1.3 except to the extent prevented by injury or illness to maintain a high standard of physical fitness at all times and not to indulge in any activity sport or practice which might endanger such fitness or inhibit his mental or physical ability to play practise or train;
  - 3.1.4 to undertake such other duties and to participate in such other activities as are consistent with the performance of his duties under clauses 3.1.1 to 3.1.3 and as are reasonably required of the Player;
  - 3.1.5 that he has given all necessary authorities for the release to the Club of his medical records and will continue to make the same available as requested by the Club from time to time during the continuance of this contract;
  - 3.1.6 to comply with and act in accordance with all lawful instructions of any authorised official of the Club;
  - 3.1.7 to play football solely for the Club or as authorised by the Club or as required by the Rules;
  - 3.1.8 to observe the Laws of the Game when playing football;

- 3.1.9 to observe the Rules but in the case of the Club Rules to the extent only that they do not conflict with or seek to vary the express terms of this contract;
- 3.1.10 to submit promptly to such medical and dental examinations as the Club may reasonably require and to undergo at no expense to himself such treatment as may be prescribed by the medical or dental advisers of the Club or the Club's insurers;
- 3.1.11 on the termination of this contract for any cause to return to the Club in a reasonable and proper condition any property (including any car) which has been provided or made available by the Club to the Player in connection with his employment.

3.2 The Player agrees that he shall not:

- 3.2.1 undertake or be involved in any activity or practice which will knowingly cause to be void or voidable or which will invoke any exclusion of the Player's cover pursuant to any policy of insurance maintained for the benefit of the Club on the life of the Player or covering his physical well-being (including injury and incapacity and treatment thereof);
- 3.2.2 when playing or training wear anything (including jewellery) which is or could be dangerous to him or any other person;
- 3.2.3 except to the extent specifically agreed in writing between the Club and the Player prior to the signing of this contract use as his regular place of residence any place which the Club reasonably deems unsuitable for the performance by the Player of his duties other than temporarily pending relocation;
- 3.2.4 undertake or be engaged in any other employment or be engaged or involved in any trade business or occupation or participate professionally in any other sporting or athletic activity without the prior written consent of the Club **PROVIDED THAT** this shall not:
  - 3.2.4.1 prevent the Player from making any investment in any business so long as it does not conflict or interfere with his obligations hereunder; or
  - 3.2.4.2 limit the Player's rights under clauses 4 and 6.1.8;

- 3.2.5 knowingly or recklessly do, write or say anything or omit to do anything which is likely to bring the Club or the game of football into disrepute, cause the Player or the Club to be in breach of the Rules or cause damage to the Club or its officers or employees or any match official. Whenever circumstances permit the Player shall give to the Club reasonable notice of his intention to make any contributions to the public media in order to allow representations to be made to him on behalf of the Club if it so desires;
- 3.2.6 except in the case of emergency arrange or undergo any medical treatment without first giving the Club proper details of the proposed treatment and physician/surgeon and requesting the Club's consent which the Club will not unreasonably withhold having due regard to the provisions of the Code of Practice.

4. **Community, public relations and marketing**

- 4.1 For the purposes of the promotional, community and public relations activities of the Club and/or (at the request of the Club) of any sponsors or commercial partners of the Club and/or of the League and/or of any main sponsors of the League the Player shall attend at and participate in such events as may reasonably be required by the Club, including but not limited to, appearances and the granting of interviews and photographic opportunities as authorised by the Club. The Club shall give reasonable notice to the Player of the Club's requirements and the Player shall make himself available for up to six hours per week of which approximately half shall be devoted to the community and public relations activities of the Club. No photograph of the Player taken pursuant to the provisions of this clause 4.1 shall be used by the Club or any other person to imply any brand or product endorsement by the Player.
- 4.2 Whilst he is providing or performing the services set out in this contract (including travelling on Club business), the Player shall:
  - 4.2.1 wear only such clothing as is approved by an authorised official of the Club; and
  - 4.2.2 not display any badge, mark, logo, trading name or message on any item of clothing without the written consent of an authorised official of the Club provided that nothing in this clause shall prevent the Player wearing and/or promoting football boots and, in the case of a goalkeeper, gloves of his choice.





- 4.3 Subject in any event to clause 4.4 and except to the extent of any commitments already entered into by the Player as at the date hereof or when on international duty in relation to the Players' national football association UEFA or FIFA, he shall not (without the written consent of the Club) at any time during the term of this contract do anything to promote, endorse or provide promotional marketing or advertising services or exploit the Player's Image either (a) in relation to any person in respect of such person's products brand or services which conflict or compete with any of the Club's club branded or football related products (including the Strip) or any products, brand or services of the Club's two main sponsors/commercial partners or of the League's one principal sponsor or (b) for the League.
- 4.4 The Player agrees that he will not either on his own behalf or with or through any third party, undertake promotional activities in a Club Context nor exploit the Player's Image in a Club Context in any manner and/or in any Media nor grant the right to do so to any third party.
- 4.5 Except to the extent specifically herein provided or otherwise specifically agreed with the Player, nothing in this contract shall prevent the Player from undertaking promotional activities or from exploiting the Player's Image so long as:
- 4.5.1 the said promotional activities or exploitation do not interfere or conflict with the Player's obligations under this contract; and
- 4.5.2 the Player gives reasonable advance notice to the Club of any intended promotional activities or exploitation.
- 4.6 The Player hereby grants to the Club the right to photograph the Player both individually and as a member of a squad and to use such photographs and the Player's Image in a Club Context in connection with the promotion of the Club and its playing activities and the promotion of the League and the manufacture sale distribution licensing advertising marketing and promotion of the Club's club branded and football related products (including the Strip) or services (including such products or services which are endorsed by or produced under licence from the Club) and in relation to the League's licensed products, services and sponsors in such manner as the Club may reasonably think fit so long as:
- 4.6.1 the use of the Player's photograph and/or Player's Image either alone or with not more than two other players at the Club shall be limited to no greater usage than the average for all players regularly in the Club's first team;

- 4.6.2 the Player's photograph and/or Player's Image shall not be used to imply any brand or product endorsement by the Player; and
- 4.6.3 **PROVIDED** that all rights shall cease on termination of this contract save for the use and/or sale of any promotional materials or products as aforesaid as shall then already be manufactured or in the process of manufacture or required to satisfy any outstanding orders.
- 4.7 In its dealings with any person permitted by the Club to take photographs of the Player the Club shall use reasonable endeavours to ensure that the copyright of the photographs so taken is vested in the Club and/or that no use is made of the said photographs without the Club's consent and in accordance with the provisions of this contract.
- 4.8 The Player shall be entitled to make a responsible and reasonable reply or response to any media comment or published statements likely to adversely affect the Player's standing or reputation and subject as provided for in clause 3.2.5, to make contributions to the public media in a responsible manner.
- 4.9 In this clause 4, where the context so admits the expression "the Club" includes any Associated Company of the Club but only to the extent and in the context that such company directly or indirectly provides facilities to or undertakes commercial marketing or public relations activities for the Club and not so as to require the consent of any Associated Company when consent of the Club is required.
- 4.10 For the purposes of the Contracts (Rights of Third Parties) Act 1999 nothing in this clause 4 is intended to nor does it give to the League any right to enforce any of its provisions against the Club or the Player.
- 4.11 Nothing in this clause 4 shall prevent the Club from entering into other arrangements additional or supplemental hereto or in variance hereof in relation to advertising, marketing and/or promotional services with the Player or with or for all or some of the Club's players (including the Player) from time to time. Any other such arrangements which have been agreed as at the date of the signing of this contract and any image contract or similar contract required to be set out in this contract by the League Rules are set out in Schedule 2 paragraph 13.
- 5. Remuneration and expenses**
- 5.1 Throughout his engagement the Club shall pay to the Player the remuneration and shall provide the benefits (if any) as are set out in Schedule 2.

- 5.2 The Club shall reimburse the Player all reasonable hotel and other expenses wholly and exclusively incurred by him in or about the performance of his duties under this contract **PROVIDED** that the Player has obtained the prior authorisation of a director the Manager or the secretary of the Club and the Player furnishes the Club with receipts or other evidence of such expenses.
- 5.3 The Club may deduct from any remuneration payable to the Player:
- 5.3.1 any monies disbursed and/or liabilities incurred by the Club on behalf of the Player with the Players prior consent;
- 5.3.2 any other monies (but not claims for damages or compensation) which can be clearly established to be properly due from the Player to the Club.
- 5.4 If at a Disciplinary hearing conducted under Part 1 of Schedule 1 hereto a fine is imposed on a player calculated by reference to the Player's weekly wage, the fine shall take the form of a forfeiture of wages of a corresponding amount so that the amount forfeit shall not become payable to the Player. The forfeiture shall take effect in relation to the monthly instalment of the Player's remuneration falling due next after the date on which the notice of the decision is given to him ("Pay Day"). But see clause 5.5 dealing with appeals. For the avoidance of doubt, the amount forfeit is the gross amount of the weekly wage.
- 5.5 If on Pay Day the time for appealing has not expired or if notice of appeal has been given, the reference to Pay Day shall be to the day on which the monthly instalment of remuneration becomes payable next after (i) the expiry of the time for appealing without any appeal having been made or (ii) if an appeal is made, the date on which the outcome of the appeal is notified to the Player. In the case of an appeal, the amount that is forfeit shall be the amount (if any) determined on appeal.

## 6. Obligations of the Club

- 6.1 The Club shall:
- 6.1.1 observe the Rules, all of which (other than the Club Rules) shall take precedence over the Club Rules;
- 6.1.2 provide the Player each year with copies of all the Rules which affect the Player and of the terms and conditions of any policy of insurance in respect of or in relation to the Player with which the Player is expected to comply;

- 6.1.3 promptly arrange appropriate medical and dental examinations and treatment for the Player at the Club's expense in respect of any injury to or illness (including mental illness or disorder) of the Player, save where such injury or illness is caused by an activity or practice on the part of the Player which breaches clause 3.2.1 hereof, in which case the Club shall only be obliged to arrange and pay for treatment to the extent that the cost thereof remains covered by the Club's policy of medical insurance or (if the Club does not maintain such a policy), then to the extent that it would remain covered by such a policy were one maintained upon normal industry terms commonly available within professional football and so that save as aforesaid this obligation shall continue in respect of any examinations and/or treatment the necessity for which arose during the currency of this contract notwithstanding its subsequent expiry or termination until the earlier of completion of the necessary examinations and/or prescribed treatment and a period of eighteen months from the date of expiry or termination hereof;
- 6.1.4 The Club shall use all reasonable endeavours to ensure that any policy of insurance maintained by the Club for the benefit of the Player continues to provide cover for any examinations and/or treatment as are referred to in clause 6.1.3 until completion of any such examinations and/or treatment;
- 6.1.5 comply with all relevant statutory provisions relating to industrial injury and any regulations made pursuant thereto;
- 6.1.6 at all times maintain and observe a proper health and safety policy for the security safety and physical well being of the Player when carrying out his duties under this contract;
- 6.1.7 in any case where the Club would otherwise be liable as employer for any acts or omissions of the Player in the lawful and proper performance of his playing, practising or training duties under this contract, defend the Player against any proceedings threatened or brought against him at any time arising out of the carrying out by him of any such acts or omissions and indemnify him from any damages awarded and this obligation and indemnity shall continue in relation to any such acts or omissions during the currency of this contract notwithstanding its expiry or termination before such proceedings are threatened and/or brought;

6.1.8 give the Player every opportunity compatible with his obligations under this contract to follow any course of further education or vocational training which he wishes to undertake and give positive support to the Player in undertaking such education and training. The Player shall supply the Footballer's Further Education and Vocational Training Society with particulars of any courses undertaken by him; and

6.1.9 release the Player as required for the purposes of fulfilling the obligations in respect of representative matches to his national association pursuant to the statutes and regulations of FIFA.

6.2 The Club shall not, without the consent in writing of the Player:

6.2.1 take or use or permit to be used photographs of the Player for any purposes save as permitted by clause 4; or

6.2.2 use or reveal the contents of any medical reports or other medical information regarding the Player obtained by the Club save for the purpose of assessing the Player's health and fitness obtaining medical and insurance cover and complying with the Club's obligations under the Rules.

## 7. Injury and Illness

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

7.2 In the event that the Player shall become incapacitated from playing by reason of any injury or illness (including mental illness or disorder), the Club shall pay to the Player during such period of incapacity or the period of this contract (whichever is the shorter) the following amounts of remuneration for the following periods:

7.2.1 in the case of a Player Injury, his basic wage over the first eighteen months and one half of his basic wage for the remainder of his period of incapacity;

7.2.2 in the case of any other injury or illness, his basic wage over the first twelve months and one half of his basic wage for the remainder of his period of incapacity.

7.3 In each case specified in clause 7.2, above there shall be paid to the Player in addition to his basic wage all or the appropriate share of any bonus payments

if and to the extent that payment or provision for continuation of the same is specifically provided for in Schedule 2 or in the Club's Bonus Scheme.

7.4 The payments made by the Club pursuant to clause 7.2 shall be deemed to include all and any statutory sick pay and/or any other state benefits payable by reference to sickness to which the Player may be entitled.

7.5 Nothing in this clause 7 shall reduce or vary the entitlement of the Player to signing on fees and/or loyalty payments or any other payments of a similar nature due to him under this contract.

## 8. Permanent or Prolonged Incapacity

8.1 In the event that:

8.1.1 the Player shall suffer Permanent Incapacity; or

8.1.2 the Player has been incapacitated from playing by reason of or resulting from the same injury or illness (including mental illness or disorder) for a period (consecutive or in the aggregate) amounting to eighteen months in any consecutive period of twenty months,

the Club shall be entitled to serve a notice upon the Player terminating this contract.

8.2 The length of such notice shall be twelve months in the case of an incapacity by reason of a Player Injury and six months in every other case.

8.3 The notice referred to in clause 8.1 may be served at any time after:

8.3.1 the date on which the Player is declared to be suffering Permanent Total Disablement under the terms of the League's personal accident insurance scheme; or

8.3.2 the date on which such Permanent Incapacity is established by the Initial Opinion; or

8.3.3 in the case of any incapacity as is referred to in 8.1.2, the date on which the period of incapacity shall exceed eighteen months as aforesaid but so that the right to terminate pursuant to clause 8.1.2 shall only apply while such incapacity shall continue thereafter.

8.4 In the event that after the service of any notice pursuant to clause 8.1.1, Permanent Incapacity is not confirmed by the Further Opinion (if requested) or (where relevant) by the Third Opinion, then such notice shall lapse and cease to be of effect.

8.5 In the case of any notice of termination given under this clause 8 the Club shall be entitled by further notice on or after serving notice of termination to terminate this contract forthwith on paying to the Player at the time of such termination the remainder of his remuneration and any other sums properly due to him under this contract and the value of any other benefits which would be payable or available to the Player during the remainder of the period of his notice of termination, provided always that the Club's obligations pursuant to clause 6.1.3 shall continue to apply during the remainder of the said notice period and for any further relevant period as provided therein.

8.6 Where the Club has made payment to the Player during any period of incapacity owing to illness or injury and the Player's absence is due to the action of a third party other than of another club, player or match official in relation to any damage or injury sustained on or about the field of play or during training or practising giving the Player a right of recovery against that third party, then if the Player makes any claim against such third party the Player must where he is reasonably able to do so include as part of such claim from such third party a claim for recovery of any such payment and upon successful recovery repay to the Club the lesser of the total of the remuneration paid by the Club to the Player during the period of incapacity and the amount of any damages payable to or recovered by the Player in respect of such claim or otherwise by reference to loss of earnings under this contract under any compromise settlement or judgment. Any amounts paid by the Club to the Player in such circumstances shall constitute loans from the Club to be repaid to the Club to the extent aforesaid upon successful recovery as aforesaid.

## 9. Disciplinary Procedure

Except in any case where the Club terminates the Player's employment pursuant to the provisions of clause 10 hereof (when the procedure set out therein shall apply) the Club shall operate the disciplinary procedure set out in Part 1 of Schedule 1 hereto in relation to any breach or failure to observe the terms of this contract or of the Rules.

## 10. Termination by the Club

10.1 The Club shall be entitled to terminate the employment of the Player by fourteen days' notice in writing to the Player if the Player:

10.1.1 shall be guilty of Gross Misconduct;

10.1.2 shall fail to heed any final written warning given under the provisions of Part 1 of Schedule 1 hereto; or

- 10.1.3 is convicted of any criminal offence where the punishment consists of a sentence of imprisonment of three months or more (which is not suspended).
- 10.2 If the Club terminates the Player's employment for any reason under clause 10.1, the Club shall within seven days thereafter notify the Player in writing of the full reasons for the action taken.
- 10.3 The Player may by notice in writing served on the Club and the League at any time from the date of termination up to fourteen days after receipt by the Player of written notification under clause 10.2, give notice of appeal against the decision of the Club to the League and such appeal shall be determined in accordance with the procedures applicable pursuant to the League Rules.
- 10.4 If the Player exercises his right of appeal the termination of this contract by the Club shall not become effective unless and until it shall have been determined that the Club was entitled to terminate this contract pursuant to clause 10.1 but so that if it is so determined then subject only to clause 10.5.3 the Player shall cease to be entitled to any remuneration or benefits with effect from the expiration of the period of notice referred to in clause 10.3 and any payment made by the Club in respect thereof shall forthwith become due from the Player to the Club.
- 10.5 Pending the hearing and determination of such appeal the Club may suspend the Player for up to a maximum of six weeks from the date of notice of termination and, if the Board so determine, such suspension shall be without pay provided that:
- 10.5.1 the payment due to the Player in respect of the fourteen days' notice period under clause 10.1 is made to the Player forthwith;
- 10.5.2 pending the determination of the appeal an amount equal to the remuneration which would otherwise have been due to the Player but for the suspension without pay is paid to an escrow account held by the PFA as and when it would otherwise have become due for payment to the Player and following the determination of the appeal the PFA will either pay the money (including interest earned on the said account) to the Player or return it to the Club according to the appeal decision;
- 10.5.3 all other benefits for the Player under the provisions of clauses 6.1.3 and 6.1.4 of this contract shall be maintained and remain in force while the appeal is pending; and

10.5.4 during any such period of suspension the Club shall be under no obligation to assign to the Player any playing training or other duties and shall be entitled to exclude the Player from the Club's premises including its ground and training ground.

10.6 Upon any termination of this contract by the Club becoming operative, the Club shall forthwith release the Player's registration.

## 11. Termination by the Player

11.1 The Player shall be entitled to terminate this contract by fourteen days' notice in writing to the Club if the Club:

11.1.1 shall be guilty of serious or persistent breach of the terms and conditions of this contract; or

11.1.2 fails to pay any remuneration or other payments or bonuses due to the Player or make available any benefits due to him as it or they fall due or within fourteen days thereafter and has still failed to make payment in full or make the benefits available by the expiry of the said fourteen days' notice.

11.2 The Club may, within fourteen days of receipt of any notice of termination of this contract by the Player in accordance with clause 11.1 give written notice of appeal against such termination to the Player and to the League which shall hear such appeal in accordance with procedures applicable pursuant to the League Rules.

11.3 If the Club exercises its right of appeal pursuant to clause 11.2, the termination of this contract shall not become operative unless and until it shall have been determined that the Player was entitled to terminate this contract pursuant to clause 11.1.

11.4 Upon any termination of this contract by the Player becoming operative the Club shall forthwith release the Player's registration.

## 12. Grievance Procedure

In the event that the Player has any grievance in connection with his employment under this contract the grievance procedures set out in Part 2 of the Schedule 1 hereto shall be available to the Player.

## 13. Representation of Player

In any disciplinary or grievance procedure the Player shall be entitled to be accompanied by or represented by his Club captain or a PFA delegate and/or any officer of the PFA.

## 14. Holidays

For each Holiday Year the Player shall be entitled to take in the aggregate the equivalent of five weeks paid holiday to be taken at a time or times and for such days during the Holiday Year as shall be determined by the Club but so that (subject to the Club's first team and any international commitments) the Club shall not unreasonably refuse to permit the Player to take three of such weeks consecutively. Holidays not taken during any Holiday Year (or subject to agreement by the Club within one month of the end of such Holiday Year) may not be carried forward into any subsequent Holiday Year.

## 15. Survival

The provisions of this contract shall remain in full force and effect in respect of any act or omission of either party during the period of this contract notwithstanding the termination of this contract.

## 16. Confidentiality

This contract is to be treated as being private and confidential and its contents shall not be disclosed or divulged either directly or indirectly to any person firm or company whatsoever either by the Club the Player or any Intermediary of the Club or the Player except:

16.1 with the prior written agreement of both the Club and the Player; or

16.2 as may be required by any statutory, regulatory, governmental or quasi governmental authorities or as otherwise required by law or pursuant to the Rules including (where appropriate) any recognised stock exchange; or

16.3 in the case of the Player to his duly appointed Intermediary and professional advisers including the PFA; or

16.4 in the case of the Club to its duly appointed Intermediary and its professional advisers or to such of its directors secretary servants or representatives or auditors to whom such disclosure is strictly necessary for the purposes of their duties and then only to the extent so necessary.

**17. Arbitration**

Any dispute between the Club and the Player not provided for in clauses 9, 10, 11,12 and Schedule 1 hereof shall be referred to arbitration in accordance with the League Rules or (but only if mutually agreed by the Club and the Player) in accordance with the FA Rules.

**18. Specificity of Football**

The parties hereto confirm and acknowledge that this contract the rights and obligations undertaken by the parties hereto and the fixed term period thereof reflect the special relationship and characteristics involved in the employment of football players and the participation by the parties in the game of football pursuant to the Rules, and the parties accordingly agree that all matters of dispute in relation to the rights and obligations of the parties hereto and otherwise pursuant to the Rules, including as to termination of this contract and any compensation payable in respect of termination or breach thereof, shall be submitted to and the parties hereto accept the jurisdiction and all appropriate determinations of such tribunal panel or other body (including pursuant to any appeal therefrom) pursuant to the provisions of and in accordance with the procedures and practices under this contract and the Rules.

**19. Severance**

- 19.1 If the Player shall not make an application to an Employment Tribunal for compensation in respect of unfair dismissal or redundancy as a result of not being offered a new contract either on terms at least as favourable as under this contract or at all, then the following provisions of this clause 19 shall take effect.
- 19.2 If by the expiry of this contract the Club has not made to the Player an offer of re-engagement on terms at least as favourable to the Player as those applicable over the last twelve months of this contract (or the length of this contract if shorter) then subject to clauses 19.1 and 19.3 the Player shall continue to receive from his Club (as a separate payment representing compensation as more particularly referred to in the Code of Practice) a payment equal to his weekly basic wage (at the average amount of his weekly wage over the preceding 12 months of this contract or the whole of this contract if shorter) for a period of one month from the expiry of this contract or until the Player signs for another club, whichever period is the shorter, provided that where the Player signs for another club within that

- period of one month at a lower basic wage than such average then such payment shall in addition include a sum equal to the shortfall in such basic wage for the remainder of such period;
- 19.3 The maximum amount payable to the Player under sub-clause 19.2 is double the maximum sum which an Employment Tribunal can award from time to time as a compensatory award for unfair dismissal.

**20. Miscellaneous**

- 20.1 This contract and the documents referred to herein constitute the entire agreement between the Club and the Player and supersede any and all preceding agreements between the Club and the Player.
- 20.2 The further particulars of terms of employment not contained in the body of this contract which must be given to the Player in compliance with Part 1 of the Employment Rights Act 1996 are given in Schedule 2.
- 20.3 This contract is signed by the parties hereto in duplicate so that for this purpose each signed agreement shall constitute an original but taken together they shall constitute one agreement.

**21. Privacy Notice**

For the purposes of the Data Protection Act 2018 and the General Data Protection Regulation ("GDPR") the Player acknowledges that the Club, the League, the PFA and The FA are collecting, sharing and otherwise processing Personal Data which may include Special Categories of Personal Data (both as defined in the GDPR) about the Player including such data in this contract. The League's, the PFA's and The FA's Player Privacy Notice will be provided to you directly during the registration process and/or will be available on their respective websites. The Club's Data Protection Policy can be found in the Club's employee handbook.

**22. Jurisdiction and Law**

This contract shall be governed by and construed in accordance with English law and the parties submit to the non exclusive jurisdiction of the English Courts.

Schedule 1  
Part 1  
Disciplinary Procedure and Penalties

**1. Introduction**

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

**2. Records**

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

**3. The Procedure**

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

**3.1 Investigation**

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

**3.2 Disciplinary Hearing**

- 3.2.1 If the Club decides to hold a disciplinary hearing about the matter complained of, the Player will be given full details in writing of the complaint against him and reasonable notice of the date and time of the hearing. At the hearing the Player will be given an opportunity to state his case either personally or through his representative as provided for in clause 13 of this contract.
- 3.2.2 Subject as provided in paragraph 3.2.3 no disciplinary penalty will be imposed without first giving the Player the opportunity to state his case to the Manager or if the Player so requests to a director of the Club and where the Club considers it appropriate or where the Player requests the same without a disciplinary hearing.
- 3.2.3 A disciplinary hearing may proceed in the Player's absence and a disciplinary penalty may be imposed if he fails to appear at such hearing after having received proper notice thereof.

**3.3 Appeals**

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

4. Disciplinary Penalties

- 4.1 At a disciplinary hearing or on an appeal against a disciplinary decision, the Club may dismiss the allegation or if it is proved to the Club's satisfaction may:
  - 4.1.1 give an oral warning a formal written warning or after a previous warning or warnings a final written warning to the Player;
  - 4.1.2 impose a fine not exceeding the amount of the Player's basic wage for a period of up to two weeks for a first offence (unless otherwise approved by the PFA in accordance with the Code of Practice) and up to four weeks for subsequent offences in any consecutive period of twelve months but only in accordance with the provisions of the Code of Practice;
  - 4.1.3 order the Player not to attend at any of the Club's premises for such period as the Club thinks fit not exceeding four weeks;
  - 4.1.4 in any circumstances which would entitle the Club to dismiss the Player pursuant to any of the provisions of clause 10 of this contract dismiss the Player or impose such other disciplinary action (including suspension of the Player and/or a fine of all or part of the amount of the Player's basic wage for a period not exceeding six weeks).
- 4.2 Any warning or sanction given under this disciplinary procedure will be deleted in the Club's records after twelve months.

Part 2

Grievance Procedures

- 1. The Player shall bring any grievance informally to the notice of the Manager in the first instance. The Player may be required by the Manager to put any such grievance in writing. Having enquired into such grievance the Manager will then notify the Player of his decision.
- 2. If the grievance is not determined by the Manager to the Player's satisfaction the Player may within fourteen days thereafter serve formal notice of the grievance in writing on the secretary of the Club and the matter shall thereupon be determined by the chairman of the Club or by the Board as soon as possible and in any event within four weeks of the receipt of the notice.

Schedule 2 – Insert Player's Name .....  
Supplemental Provisions and Employment Rights Act 1996

The following provisions shall apply to supplement the provisions of this contract and the information as set out herein in order to comply with the requirements of Part 1 of the Employment Rights Act 1996.

- 1. The Player's employment with the Club began on .....
- 2. The date of termination of this contract is **30 June 20**.....
- 3. No employment with a previous employer shall count as part of the Player's continuous period of employment hereunder.
- 4. The Player's hours of work are such as the Club may from time to time reasonably require of him to carry out his duties and the Player shall not be entitled to any additional remuneration for work done outside normal working hours.
- 5. The place of employment shall be at the Club's ground and training ground but the Club shall be entitled to require the Player to play and to undertake his duties hereunder at any other place throughout the world.
- 6. No contracting out certificate pursuant to the Pensions Scheme Act 1993 is in force in respect of the Player's employment under this contract.

7. The Professional Footballers' Pension Scheme

- 7.1 Immediately on signing this contract, the Player shall:
  - 7.1.1 be automatically enrolled as; or
  - 7.1.2 or continue to be;
    - a member of the 2011 Section of the Professional Footballers' Pension Scheme (the "Scheme") and shall remain so during the continuance of his employment hereunder unless he:
      - 7.1.3 notifies the Scheme Administrator in writing that he wishes to opt out of the Scheme;



- 7.1.4 has previously registered with HM Revenue & Customs for Fixed or Enhanced Protection;
- 7.1.5 joins an International Club on a temporary basis by way of International Loan Agreement (in which case his entitlement to membership of the Scheme shall be suspended for the duration of that International Loan Agreement); or
- 7.1.6 is otherwise ineligible for membership of the Scheme in accordance with the terms of the Scheme's definitive trust deed and rules as amended from time to time.
- 7.2 For as long as the Player remains a member of the 2011 Section, an annual contribution (funded by the levy on transfer fees) will be paid into the Scheme for the benefit of the Player. The annual contribution shall be £5,208 or such other amount as determined by the Trustees of the Scheme from time to time.
- 7.3 The Player shall not be required to contribute to the 2011 Section but may elect to contribute such amount as he notifies to the Scheme Administrator in writing. Where a Player decides to contribute to the 2011 Section he can agree with his Club and the Scheme Administrator for the contribution to be made through a salary sacrifice arrangement.
- 7.4 Where, by virtue of previous membership of the Scheme, the Player has built up benefits under its Cash Section and/or Income Section, those benefits are frozen and will be revalued until his retirement from the Scheme. The Player shall be entitled to such benefits (including death benefits) from each section of the Scheme in which he has participated on such conditions as are set out in the Scheme's definitive trust deed and rules as amended from time to time.
- 7.5 The Player further agrees that the Club may disclose his name, address, gender, date of birth, National Insurance number, salary information and dates of commencement and termination of employment to the League and the administrators of the Scheme for the purposes of facilitating the administration of the Scheme.

## 8. Remuneration

The Player's remuneration shall be:

### 8.1 Basic Wage:

£ **per week/per annum** payable by monthly instalments in arrear  
from ..... to .....

£ **per week/per annum** payable by monthly instalments in arrear  
from ..... to .....

£ **per week/per annum** payable by monthly instalments in arrear  
from ..... to .....

### 8.2 Such of the bonuses and incentives as the Player shall be entitled to receive under the terms of the Club's bonus and incentive scheme as are set out below/a copy of which is annexed hereto.

SEE ATTACHED

### 8.3 Any other payments as follows:

SEE ATTACHED

## 9. Insurances (if any) maintained for the benefit of the Player subject to the terms and conditions thereof during currency of this contract the premiums of which are paid by the Club.

Nature of Policy	Amount
N/A	

N/A

## 10. Benefits (if any) to be provided to the Player during the currency of this contract

SEE ATTACHED

## 11. The Player's normal retirement age is 35 years.



Player Ethnicity Monitoring Questionnaire (Rule T.24)

**USE OF INFORMATION**

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

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

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

**What is your ethnic group?**

(Choose ONE section from A to E, then tick the appropriate box to indicate the ethnicity that you identify with from the list below)

- |  |   |  |
|--|---|--|
| <p><b>A White</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> British</li> <li><input type="checkbox"/> English</li> <li><input type="checkbox"/> Scottish</li> <li><input type="checkbox"/> Welsh</li> <li><input type="checkbox"/> Irish</li> <li><input type="checkbox"/> Gypsy or Irish Traveller</li> <li><input type="checkbox"/> Any other White Background, please write in .....</li> </ul> | <p><b>C Asian or Asian British</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Indian</li> <li><input type="checkbox"/> British-Indian</li> <li><input type="checkbox"/> Pakistani</li> <li><input type="checkbox"/> British-Pakistani</li> <li><input type="checkbox"/> Bangladeshi</li> <li><input type="checkbox"/> British-Bangladeshi</li> <li><input type="checkbox"/> Chinese</li> <li><input type="checkbox"/> British-Chinese</li> <li><input type="checkbox"/> Any other Asian background, please write in .....</li> </ul> | <p><b>E Other Background</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Arab</li> <li><input type="checkbox"/> Other</li> <li><input type="checkbox"/> Prefer not to say .....</li> </ul> |
| <p><b>B Mixed</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> White and Black Caribbean</li> <li><input type="checkbox"/> White and Black African</li> <li><input type="checkbox"/> White and Asian</li> <li><input type="checkbox"/> Any other Mixed Background, please write in .....</li> </ul>   | <p><b>D Black or Black British</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Caribbean</li> <li><input type="checkbox"/> British-Caribbean</li> <li><input type="checkbox"/> African</li> <li><input type="checkbox"/> British-African</li> <li><input type="checkbox"/> Any other Black background, please write in .....</li> </ul>   | <p><b>F Undeclared</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Prefer not to disclose my ethnic origin .....</li> </ul>  |

**Name of Academy Player**

.....

**Signed**

.....

**Date**

.....

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

Amateur Registration Form (Rule U.15)

**Player's Particulars**

Surname ..... Other name(s) .....  
 Address.....  
 ..... Post Code .....  
 Date of birth .....  
 Nationality\* .....

**Application to Register**

We hereby apply for the above-named Player to be registered as an Amateur Player for ..... Football Club

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

**Endorsement by Scout**

I consent to the above application and acknowledge further to the Data Protection Act 2018 and the General Data Protection Regulation ("GDPR") that The Football Association Premier League Limited shall be collecting, sharing and otherwise processing Personal Data which may include Special Categories of Personal Data (both as defined in the GDPR) about me including such data in this Amateur Registration Form for the purpose of discharging its functions as a regulatory and governing body of football and otherwise in accordance with the Premier League Player Privacy Notice available at [www.premierleague.com/player-privacy-policy](http://www.premierleague.com/player-privacy-policy). I certify that the above particulars are correct. I agree to be bound by the Rules of the Premier League. [Having been registered as a Contract Player, I confirm that at least 30 days has elapsed since my contract registration terminated.\*\*]

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

\* if the player last played for a club affiliated to a national association other than The Football Association, this Form must be accompanied by written confirmation from The Football Association that an international registration transfer certificate has been issued in respect of the player.  
 \*\* delete words in brackets if inapplicable

I hereby certify that I have this day registered (name of Player) .....  
 ..... as an Amateur Player whose registration is held by ..... Football Club.

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

For and on behalf of the Board of The Premier League

# Premier League

## Form 19

Offer Of New Contract (Rule V.17.2)

To: [name and address of Out of Contract Player] .....  
.....

Copy to: **The Board**  
**The Premier League**

Under the provisions of Rule V.17.2 of the Rules of the Premier League  
..... Football Club hereby offers  
you a new contract to commence on the 1st July .....  
in the following terms:

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

This offer remains open and capable of acceptance for a period of one month  
within which time you may either accept it and enter into a new contract in the  
terms offered or decline it in writing. If you consider that the terms offered are  
less favourable than those in your current contract you may give notice to that  
effect in Form 20.

Signed .....  
Position .....  
Date .....



# Premier League

## Form 20

Application for Free Transfer (Rule V.20)

To: [name of Club] ..... Football Club  
  
And to: The Board  
The Premier League

I acknowledge having received your offer of a new contract in Form 19 dated

I consider that the terms offered are less favourable than those in my current  
contract dated ..... and I hereby give notice to  
that effect and apply for a free transfer.

Signed .....  
Position .....  
Date .....

Contingent Sum Notification (Rule V.36.2)

To: [name of Transferor Club] ..... Football Club

Copy to: The Board
The Premier League

A Contingent Sum became payable to you on [date] by virtue of the Transfer Agreement between us relating to [name of Contract Player] .....

The contingent event resulting in the Contingent Sum becoming payable was .....

and the Contingent Sum which will be paid into the Compensation Fee Account within seven days of it becoming due amounts to £ .....

Signed on behalf of the Transferee Club .....
Position .....
Date .....

Fixed Penalty Notice (Rule W.4)

To: .....
Date: .....

You are in breach of Rule ..... in that on [date] .....you [description of breach, indicating in appropriate cases whether it is a first, second or third breach of that Rule] .....

You are required within 14 days of the date of this notice to pay a fixed penalty of £ ..... Alternatively, you are entitled within that period to appeal under the provisions of Rule W.56.1.1. If you appeal and your appeal is dismissed the fixed penalty becomes payable forthwith.

Failure to pay the fixed penalty as required by this notice or forthwith upon any appeal being dismissed will constitute a breach of the Rules of the League in respect of which you will be liable to be dealt with under the provisions of Section W.

Signed .....
For and on behalf of the Board

Summary Jurisdiction Notice (Rule W.9)

To: .....

Date: .....

You are in breach of Rule ..... in that on [date] you .....

The Board intends to exercise its summary jurisdiction and to impose on you a fine of £ .....

You are required within 14 days of the date of this notice to either:

- (1) submit to the Board's jurisdiction and pay the fine imposed; or
- (2) elect to be dealt with by a Commission.

Any such election should be in writing addressed to me at the League Office.

Failure to comply with this requirement within the time limit will constitute a breach of the Rules of the League in respect of which you will be liable to be dealt with under the provisions of Section W.

Signed .....

For and on behalf of the Board



Complaint (Rule W.21)

To: .....

Date: .....

The Board's complaint is that you are in breach of Rule ..... in that on [date] ..... you [description of breach] .....

A summary of the facts alleged is as follows: .....

\*Annexed hereto are copies of the following documents upon which the Board relies: .....

In accordance with Rule W.26, within 14 days of receipt of this complaint you are required to send to me by recorded delivery post a written answer in Form 25.

Signed .....

For and on behalf of the Board

\* delete if inapplicable

Answer (Rule W.26)

To: The Board
The Premier League

Date: .....

I/We\* acknowledge having received the complaint dated .....
The complaint is admitted/denied\*. I/We\* request that the complaint be determined by
written representations.\*

\*[If the complaint is admitted] I/We\*ask the Commission to take into account the
following mitigation: .....
§

\*[If the complaint is denied and is to be determined at a hearing] My/Our\* reasons for
denying the complaint are: .....
§

\*[If the complaint is denied and is to be determined by written representations] My/
Our\*representations are as follows: .....
§

Annexed hereto are copies of the following documents upon which I/We\*rely: .....
§

Signed ..... Position .....
[for and on behalf of\*] the Respondent

\* delete as appropriate
§ continue on separate sheet if necessary



Appeal Against Fixed Penalty (Rule W.59)

To: The Board
The Premier League

Date: .....

I/We\* hereby appeal against the fixed penalty imposed by the notice in Form 22
dated .....

My/our\* appeal is
\* against the decision of the Board to impose the fixed penalty.
\* against the amount of the fixed penalty.
\* against the decision of the Board to impose the fixed penalty and its amount.

The grounds of my/our\* appeal are:
.....
§

A deposit of £1,000 is enclosed.

Signed # .....

Position .....
[for and on behalf of\*] the Respondent

\*delete as appropriate
§ continue on separate sheet if necessary
# state position if signed on behalf of a Club

# Premier League

Form 27

Appeal Against Commission Decision (Rule W.60)

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

Date: .....

I/We\* hereby appeal against the decision of the Commission before which I/We\* appeared dated .....

My/our\* appeal is

- \* against the decision of the Commission
- \* against the amount of the penalty
- \* against the decision of the Commission and the penalty.
- \* against the amount of compensation ordered by the Commission

The grounds of My/our\* appeal are: .....  
.....  
..... §

\*I/We intend to apply at the appeal hearing for leave to adduce the following fresh evidence .....  
.....  
..... §

The reasons for such application are .....  
.....  
..... §

A deposit of £1,000 is enclosed.

Signed # .....

\* delete whichever are inapplicable  
 § continue on separate sheet if necessary  
 # state position if signed on behalf of a Club



# Premier League

Form 28

Request for Arbitration (Rules X.7 or Y.3)

To: ..... From: .....  
 .....  
 .....  
 .....

A dispute has arisen between us concerning (brief description of matters in dispute)  
.....  
.....  
.....  
.....  
.....  
.....

I/We wish to have the dispute settled by arbitration in accordance with the provisions of Section [ ]<sup>§</sup> of the Rules of the Premier League and you are hereby required to appoint an arbitrator pursuant thereto.

Signed .....  
 Position\* .....  
 Date .....

§ insert "Y" if the arbitration is to be determined by the Managers' Arbitration Tribunal; insert "X" in any other case.  
 \* to be completed if the Form is signed on behalf of the League or a Club.

Copy to: The Board  
The Premier League



# Premier League

## Form 29

Appointment of Arbitrator (Rules X.9 or Y.6)

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

From: .....

Pursuant to the request for arbitration made by .....  
and dated ....., I/we hereby appoint  
(name of appointee) ..... as an arbitrator in  
the arbitration requested.

Signed .....  
Position\* .....  
Date .....

Copy to: (the other party) .....

\* to be completed if the Form is signed on behalf of the League or a Club.



# Premier League

## Form 30

Appointment of Single Arbitrator (Rule X.13.1)

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

Pursuant to the request for arbitration made by .....  
and dated ..... we, the parties to the arbitration, hereby  
jointly appoint (name of appointee) .....  
as the single arbitrator in the arbitration requested.

Signed ..... Signed .....

on behalf of ..... on behalf of .....

Position\* ..... Position\* .....

Date ..... Date .....

\* to be completed if the Form is signed on behalf of the League or a Club



# Premier League

## Form 31

Notice of Preliminary Meeting (Rules X.18 or Y.13)

**To:** ..... **From:** .....

.....

.....

.....

You are hereby required to attend a preliminary meeting at (place) .....  
 ..... on (date) ..... at (time) .....  
 when the tribunal will give directions for the conduct of the arbitration to which each of  
 you is a party.

*Signed* .....

Chairman

*Dated* .....



# Youth Development Rules

# Youth Development Rules

## General

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

### Definitions

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

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

### General

#### Guidance

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

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

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

- 1.10. **“Academy Psychologist”** means the Official referred to in Rule 110;
- 1.11. **“Academy Return Date”** means the date specified as such by the Premier League;
- 1.12. **“Academy Secretary”** means the Official referred to in Rule 61;
- 1.13. **“Academy Staff”** means those Officials of a Club employed or otherwise engaged to work in the Club’s Academy;

#### Guidance

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

- 1.14. **“Academy Standards Application”** means the online system:
  - (a) through which Clubs are required to complete the self-assessment referred to in Rule 7, as part of the ISO process for the auditing of Academies;
  - (b) through which the ISO provides feedback to Clubs as part of the multi-disciplinary assessment referred to in Rule 9.2; and
  - (c) through which quantitative data can be provided to Clubs;
- 1.15. **“Artificial Surface”** means a playing surface which in the reasonable opinion of the League meets the requirements of the FIFA Quality Programme for Football Turf and any new outdoor or indoor Artificial Surface pitch installed by a Club which operates or applies to operate a Category 1 Academy must achieve the ‘FIFA Quality’ rating under the FIFA Quality Programme for Football Turf;

#### Guidance

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

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

## General

- 1.16. **“Authorised Games”** means:
- (a) international matches arranged by a national association including preparation and trials therefor;
  - (b) matches in which the Academy Player plays for the Club holding his registration:
    - (i) in its first teams;
    - (ii) which are comprised in a Games Programme; or
    - (iii) which are comprised in Festivals or Tournaments, participation in which is limited to Academy teams or which are sanctioned by The Football Association or by a foreign national association;
  - (c) friendly matches organised by the Club holding the Academy Player’s registration and played at an Academy, participation in which is limited to Academy Players registered at an Academy or Trialists but excluding matches between two teams consisting of one Club’s Academy Players;
  - (d) friendly matches against any opposition played outside the season dates set out in the Games Programme Schedule in which the Academy Player plays for the Club holding his registration;
  - (e) matches organised by the English Schools Football Association or Independent Schools Football Association or an association affiliated to either of such Associations in which the Academy Player plays with the prior agreement of his Parents (in the case of an Academy Player under the age of 18 years), all participation in such matches to be notified by the Academy Player to the Club holding his registration;
  - (f) trial matches for other Clubs or Football League clubs in which the Academy Player plays with the prior written permission of the Club holding his registration; or
  - (g) any other match authorised by the Board;

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

**Guidance**

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

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

1.19. **“Charter for Academy Players and Parents”** means the information to be provided by the League to the Parent of each Academy Player upon each occasion of his registration for a Club and which will contain:

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

## General

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

1.20. **“Chief Executive”** means the Official referred to in Premier League Rule J.1.1;

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

1.22. **“Coach Competency Framework”** means a document which sets out the key competencies and behaviours which the Club expects its Academy coaches to possess and demonstrate;

1.23. **“Coaching Curriculum”** means a Club’s coaching curriculum which must be set out in writing and include:

- (a) the technical, tactical, physical, psychological and social skills that the Club wishes its Academy Players to develop;
- (b) the appropriate means of coaching Academy Players in order that they develop those skills (having due regard to their age); and
- (c) specific coaching curricula for each Development Phase;

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

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

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

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

**Guidance**

See further Rules 77 to 80.

1.28. **“Development Centre”** means an establishment operated by a Club in England or Wales for the coaching of Children which is not an Academy and includes any such establishment by whatever name or title it is known;

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

- 1.30. **“Duty of Care”** means the responsibility of each Club to promote, protect and support the individual wellbeing of each Academy Player and member of Academy Staff, within the Academy, in accordance with the following pillars:
- (a) Education (see Rules 173 to 189);
  - (b) Personal development and life skills (see Rules 190 to 193);
  - (c) Inductions and transitions (see Rules 194 to 198);
  - (d) Academy Player and Parent voice (see Rules 199 to 200);
  - (e) Safeguarding and mental and emotional wellbeing (see Rules 201 to 204);
  - (f) Health and safety (see Rules 205 to 206);
  - (g) Inclusion, diversity and equality (see Rules 207 to 208); and
  - (h) Injury and medical (see Rules 209 to 216);
- 1.31. **“Education Advisor”** means, in respect of any Club in membership of the Premier League, experts appointed by the Premier League to support the delivery of education to Academy Players, and, in respect of any Club in membership of the Football League, means the charity, League Football Education;
- 1.32. **“Education Programme”** has the meaning set out in Rule 173;
- 1.33. **“EHOc”** means the ‘Elite Heads of Coaching’ programme provided by the League for Heads of Coaching at Category 1, Category 2 and Category 3 Academies and in respect of which additional funding is available from the League in the event of Club participation;
- 1.34. **“Elite Academy Managers Development Programme”** or **“EAM”** means the development programme provided by the League for Academy Managers;
- 1.35. **“Elite Player Performance Plan”** means the document of that name dated May 2011 and presented to the General Meeting held on Thursday 2 June 2011;
- 1.36. **“Emergency Action Plan”** means a plan detailing the medical facilities and personnel who shall be available at each Club’s home matches in the Games Programmes, and the contingency plan for how any medical emergencies at such matches shall be dealt with;
- 1.37. **“Emergency First Aid in Football”** or **“EFAiF”** means the qualification of that name issued by or on behalf of The Football Association;
- 1.38. **“FA Advanced Youth Award”** means the advanced qualification for Academy coaches to be developed and awarded by The Football Association;

**Guidance**

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

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

- 1.40. **“Festival”** means an event, which may be spread over more than one day, at which teams from three or more Clubs (or clubs) play a series of matches in an environment in which the matches are competitive but the results are not given any particular significance;
- 1.41. **“Foundation Phase”** means the Under 9 to Under 11 age groups inclusive;
- 1.42. **“Foundation Phase Games Programme”** means the games programmes organised by the League and the Football League for teams in each of the Under 9 to Under 11 age groups as set out in Rules 134 to 138;
- 1.43. **“Full Time”** means, when applied to a role specified under these Rules, one where the working hours are at least 35 hours per week (subject to such additional hours as the Club may require). A Full Time role may be fulfilled by more than one Official (e.g. on a job-share basis) provided that the minimum hours stated above are undertaken;

**Guidance**

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

- 1.44. **“Full Time Education”** means the education provided for registered pupils at primary or secondary schools or full-time equivalent students at colleges of further education;
- 1.45. **“Full Time Training Model”** means:
- (a) in the Professional Development Phase, a programme of coaching and education whereby the Academy Player’s academic education shall be scheduled to enable four hours of coaching per day (which may be split into two sessions of two hours each) to take place within the Core Coaching Time; and
  - (b) in the Youth Development Phase, a programme which complies with the following:
    - (i) the Academy Player shall receive within the Core Coaching Time a minimum of twenty hours of education;
    - (ii) the Academy Player shall receive a significant amount of coaching within the Core Coaching Time. The exact amount of such coaching to take place within the Core Coaching Time is to be determined by the Club for each individual Academy Player. The Club shall demonstrate the amount of coaching is significantly more than the amount of coaching in the Core Coaching Time which the Club gives to its Academy Players engaged on the Hybrid Training Model. Full details must be set out in the Academy Player’s individual coaching plan referred to in Rule 118;



## General

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

1.46. **"Futsal"** means the variant of association football that is played in accordance with the Futsal Laws of the Game as published from time to time by FIFA (with any such variation thereto as the League may from time to time determine), the current such Laws being available at:  
[http://resources.fifa.com/mm/document/footballdevelopment/refereeing/51/44/50/laws\\_of\\_the\\_game\\_futsal2014\\_15\\_enev\\_neutral.pdf](http://resources.fifa.com/mm/document/footballdevelopment/refereeing/51/44/50/laws_of_the_game_futsal2014_15_enev_neutral.pdf)

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

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

**Guidance**

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

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

1.49. **"Head of Academy Coaching"** means the Official referred to in Rule 63;

1.50. **"Head of Education"** means the Official referred to in Rule 104;

1.51. **"Head of Recruitment"** means the Official referred to in Rule 106;

1.52. **"Hybrid Training Model"** means a programme of coaching and education whereby the coaching of an Academy Player primarily takes place outside the Core Coaching Time save that, subject to the provisions of these Rules, he may be released from attendance at school during the School Day for a maximum of half a day a week (if he is in the Foundation Phase) or two days a week (if he is in the Youth Development Phase);

## General

**Guidance**

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

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

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

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

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

1.57. **"ISO Audit"** means the process of independent auditing of Clubs' Academies in accordance with Rule 6 to Rule 12, including a process of self-assessment by each Club, and a multi-disciplinary assessment by the ISO;

1.58. **"Learning Management System"** or **"LMS"** means the online system provided by the League for the upload and storage of educational data and information regarding Academy Players;

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

- (a) reports from all relevant Academy Staff (including from the coaching, education and sports science and medicine/performance support disciplines);
- (b) for Academy Players on the Full Time Training Model or the Hybrid Training Model, reports and educational data from the Academy Player's school (and where the League requests, all Academy Players on the Part Time Training Model);
- (c) self-assessment by the Academy Player; and
- (d) short, medium and long-term targets for the Academy Player's football, athletic and personal development;

1.60. **"Part Time"** means, when applied to a role specified under these Rules, one where the working hours are less than 35 hours per week. A Part Time role may be fulfilled by two or more Officials (e.g. on a job-share basis);

**Guidance**

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

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

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

**Guidance**

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

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



- 1.75. **“Qualified Teacher Status”** means the accreditation which an individual must obtain in order to teach in state-maintained schools in England and Wales;
- 1.76. **“Scholarship Agreement”** means an agreement made between a Club and an Academy Player in PLYD Form 1;
- 1.77. **“School Day”** means the times when the pupils of a school are required to attend that school as determined by its governors;
- 1.78. **“Season 2019/20 Registration Extension”** means an agreement between an Academy Player and a Club to extend his registration so that it expires on a date falling 12 weeks after the Academy Return Date;
- 1.79. **“Senior Academy Physiotherapist”** means the Official referred to in Rule 95;
- 1.80. **“Senior Professional Development Coach”** means the Official referred to in Rule 71;
- 1.81. **“Sports Science and Medicine/Performance Support Programme”** means an integrated, interdisciplinary programme for the provision of sports science, medical services, performance support and analysis as more particularly described in Rules 217 to 220;
- 1.82. **“Sports Therapist”** means a Person who holds at least an undergraduate degree in sports therapy;
- 1.83. **“Technical Board”** has the meaning set out in Rules 28 to 30;
- 1.84. **“Tournament”** means a grouping of competitive matches between three or more Clubs (or clubs) whose results are given significance (e.g. there may be a winner of the Tournament) and which are typically played together at one venue and over a short period of time (e.g. one day or a few days);
- 1.85. **“Training Camp”** means an event for the Academy Players of one Club and which lasts for one or more days and at which a variety of coaching and other on-pitch and off-pitch activities takes place;
- 1.86. **“Training Model”** means the Full Time Training Model, the Hybrid Training Model or the Part Time Training Model;
- 1.87. **“Trialist”** means a player playing in age groups Under 9 to Under 21 who is attending an Academy on trial under the provisions of Rules 235 or 236;
- 1.88. **“Vision Statement”** means a written statement of the Club’s desired culture, values, ambitions and strategic aims, and the behaviours and activities which the Club has adopted and will adopt (including within its Academy) in order to achieve the same;
- 1.89. **“Youth Development Phase”** means the Under 12 to Under 16 age groups inclusive; and
- 1.90. **“Youth Development Phase Games Programme”** means the games programmes organised by the League and Football League for teams in each of the Under 12 to Under 16 age groups, full details of which are set out in Rules 139 to 153.

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

#### General

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

#### Applications to Operate Academies

6. Each Club which operates or applies to operate an Academy shall give the League and the ISO access to such facilities, personnel, documents and records as they reasonably require in order to undertake their responsibilities under these Rules.
7. In accordance with such timetable as issued by the League from time to time, a Club which wishes to operate (or continue to operate) an Academy must (a) submit its written application (signed on behalf of the Club by an Authorised Signatory) to do so to the ISO, and (b) submit a self-assessment via the Academy Standards Application to demonstrate adherence with:
- 7.1. the ‘safe to operate’ conditions implemented by the ISO from time to time;
- 7.2. the Rules; and
- 7.3. the standards issued by the ISO from time to time in respect of the areas set out in Rule 9.2, below (the **“Standards”**).
8. The PGB, taking into account the advice of the ISO (which shall be provided following a review by the ISO of the submission referred to in Rule 7), shall determine whether each applicant Club adheres to the ISO’s ‘safe to operate’ conditions, the Rules and the Standards and notify each such Club of its determination by the deadline stipulated by the League.
9. The PGB shall determine that a Club either:
- 9.1. does not comply with the ISO’s ‘safe to operate’ conditions, the Rules and the Standards, in which case the PGB will issue an action plan to the Club for it to address any breaches of the conditions, Rules or Standards, failure to comply with which may (at the PGB’s absolute discretion) result in the

	refusal to grant a licence to operate an Academy, the removal of an existing licence to operate an Academy or the downgrading of the Category status of an Academy; or
9.2.	does comply with the ISO's 'safe to operate' conditions, the Rules and the Standards in full, in which case the Club shall maintain the Category status of its Academy and the ISO shall conduct a further multi-disciplinary assessment of the Club's Academy over a three-year period across the following areas (utilising such assessment criteria as devised by the ISO from time to time): <ul style="list-style-type: none"> <li>(a) leadership and management;</li> <li>(b) coaching;</li> <li>(c) medicine/performance support;</li> <li>(d) education and player care; and</li> <li>(e) pathway and productivity.</li> </ul>
10.	Where during or following the completion of the multi-disciplinary assessment referred to at Rule 9, above, the ISO determines that the Club is failing to or has failed to adequately fulfil any element of the assessment criteria, it may recommend to the PGB that it issues an action plan to the Club for it to address any such failure(s), failure to comply with which may (at the PGB's absolute discretion) result in the downgrading of the Category status of the Club's Academy.
11.	Where a Club wishes to apply for its Academy to obtain a higher Category status: (a) it must indicate the same in the submission referred to at Rule 7, above; and (b) the assessment processes referred to in Rules 7 and 9 will take place over the course of one year, rather than three. Where a Club can demonstrate at the time of submission that it is compliant with all requirements of the higher Category status, the ISO may consider awarding such higher Category status to the Club on a provisional basis whilst the one-year assessment referred to in point (b) is undertaken.
12.	Each Club shall be given no less than one weeks' notice of the dates of any element of an ISO Audit and may not change those dates save with the permission of the PGB, which shall only be granted if the PGB is satisfied there are exceptional circumstances which justify such a change.
13.	Prior to any element of an ISO Audit being presented to the PGB, the ISO shall: <ul style="list-style-type: none"> <li>13.1. give to the Club a copy of it and of the ISO's recommendation;</li> <li>13.2. thereafter, if requested by the Club, hold a meeting with Officials of the Club and representatives of the League to discuss it; and</li> <li>13.3. consider any representations made by the Club or the League about the Club's ISO Audit and make all appropriate amendments to the ISO Audit consequent upon those representations.</li> </ul>

**Guidance**

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

14.	The PGB, having given due consideration to a Club's ISO Audit and recommendation and to the advice of the League, shall (where appropriate) issue all licences to operate Academies and shall determine the Category of each Academy in respect of which it grants a licence.
15.	For the avoidance of doubt, a Club shall only have the right to make representations to the PGB in connection with its application for a licence to operate an Academy if it believes that the ISO Audit contains manifest error.
16.	A Club may only appeal against the decision of the PGB not to issue it a licence to operate an Academy, or against the PGB's determination of the Category of its Academy, if that decision was: <ul style="list-style-type: none"> <li>16.1. reached as a result of fraud, malice or bad faith;</li> <li>16.2. reached as a result of procedural errors so great that the rights of the Club have been clearly and substantially prejudiced;</li> <li>16.3. reached as a result of a perverse interpretation of the law; or</li> <li>16.4. one which could not reasonably have been reached by any tribunal which had applied its mind properly to the facts of the case.</li> </ul>
17.	Any appeal by a Club pursuant to Rule 16 shall be dealt with in accordance with Rule K (Arbitration) of the Rules of The Football Association.
18.	A Club that has had a licence removed may not re-apply for a licence to operate an Academy within three years of the PGB's determination unless: <ul style="list-style-type: none"> <li>18.1. the PGB is satisfied that there are exceptional circumstances which justify a further application; and</li> <li>18.2. the Club bears any costs of the League, ISO and PGB reasonably incurred by any of those bodies in assessing and determining the Club's further application.</li> </ul>

**Guidance**

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

19.	Any Club or Official making a false statement (whether made verbally or in writing) or falsifying a document in connection with: <ul style="list-style-type: none"> <li>19.1. an application for a licence to operate an Academy;</li> <li>19.2. the League's annual evaluation undertaken pursuant to Rule 31.2;</li> <li>19.3. an ISO Audit; or</li> <li>19.4. any other provision of these Rules,</li> </ul> shall be in breach of these Rules and shall be liable to be dealt with in accordance with the provisions of Section W of the Premier League Rules.
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20. If, in breach of Rule 3.2, a Club fails to comply with any Rule in this section, or if a Club or Official makes a false statement or falsifies a document as set out in Rule 19, then the PGB may:
- 20.1. revoke the Club's licence to operate an Academy; or
  - 20.2. suspend the Club's licence to operate an Academy for such time as it shall determine during which the Club shall have the opportunity to ensure it becomes compliant with the relevant Rule; or
  - 20.3. determine that the Club's Academy shall have a lower Category than its current Category; or
  - 20.4. withdraw or suspend the Club's entitlement to any central funding provided for the purposes of youth development; and
  - 20.5. in any of the above cases require the ISO to undertake an ISO Audit of the Club's Academy as soon as reasonably practicable.
21. Without prejudice to Rule 20, any breach of Rules 3.2, 6, 19, 26.2, 35 to 43, 47, 48, 49, 116 to 120, 123.2, 127 to 129, 131, 132, 137, 138, 151 to 153, 160 to 162, 170, 171, 173 to 189, 197, 215 to 228, 242, 244, 245, 248 to 251, 257, 263, 266, 267, 279, 282, 285 to 287, 297 to 300, 318, 321 or 325 shall be liable to be dealt with under the provisions of Section W of the Premier League Rules.

**Guidance**

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

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

## Youth Development Rules

### Strategy, Leadership and Management of the Academy

**Strategic Documents**

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

**Academy Performance Plan**

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

**Performance Management Application**

26. Each Club which operates an Academy shall:
- 26.1. utilise the Performance Management Application from the date of its implementation by the League and record on it the data listed in Rule 1.64;
  - 26.2. ensure that the data held on the Performance Management Application which is within the Club's control is held securely and is only released to, or accessed by, those Persons who require access to it pursuant to any of these Rules; and
  - 26.3. provide the League with such information as it may from time to time require for the purposes of analysing and benchmarking on a national or Category-wide basis any aspect of the performance of Academy Players or Clubs.

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

**Technical Board**

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

**Monitoring**

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

**Productivity Profile**

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





## Youth Development Rules

### Performance Management, Player Development and Progression

#### Performance Clock

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

#### Guidance

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

#### Individual Learning Plans and Multi-disciplinary Reviews

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

#### Guidance

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

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

## Performance Management, Player Development and Progression

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

#### Guidance

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

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

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

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

**General**

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

**Guidance**

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

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

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





## Staff

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

**Guidance**

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

**Academy Management Team**

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

**Guidance**

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

**Academy Manager**

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

## Staff

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

**Guidance**

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

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

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

**Guidance**

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

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

**Academy Operations Manager**

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

**Academy Secretary**

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

**Guidance**

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

**Head of Academy Coaching**

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

- 63.3. be responsible for designing and delivering the Club's Continued Professional Development programme, which shall reflect the Club's Playing Philosophy and Coaching Philosophy and each coach's Coach Competency Framework for all the Club's Academy coaches;
- 63.4. discharge the responsibilities with regard to Development Action Plans set out at Rules 78 to 80;
- 63.5. hold at least an up to date UEFA A Licence, an FA Youth Award, and an FA Advanced Youth Award;
- 63.6. hold a current Basic First Aid for Sport Qualification, current EFAiF or an equivalent or higher qualification approved by the Board;
- 63.7. have recent and relevant experience of coaching Academy Players in an Academy (or of a comparable environment);
- 63.8. be employed Full Time in the case of a Head of Academy Coaching employed in a Category 1, Category 2 or Category 3 Academy and at least Part Time in the case of a Category 4 Academy;
- 63.9. attend at least five hours of in-service training to be provided by the League each year;
- 63.10. attend such training to be provided by The Football Association as is necessary to maintain the validity of the qualifications set out in Rule 63.5; and
- 63.11. in conjunction with each of the Club's coaches, plan, deliver and monitor the delivery of individual development plans for each such coach.

**Guidance**

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

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

**Guidance**

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

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

**Coaches**

65. Each Club which operates an Academy shall employ as a minimum the number of Full Time coaches for each Development Phase in accordance with the Category of its Academy as set out in the following table:







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

**Guidance**

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

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

**Goalkeeping Coaches**

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

- 69. Each goalkeeping coach must:
  - 69.1. attend at least five hours of in-service training to be provided by The Football Association each year;
  - 69.2. attend the first aid training for Academy coaches provided by The Football Association at least once every three years; and
  - 69.3. undertake Continued Professional Development organised by the Club.
- 70. Each goalkeeping coach must hold an up to date UEFA B Licence and an FA Goalkeeping Coaching B Licence.

**Guidance**

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

**Senior Professional Development Coach**

- 71. Each Club which operates a Category 1 or Category 2 Academy shall (and a Club which operates a Category 3 or Category 4 Academy may) appoint a Senior Professional Development Coach who shall:
  - 71.1. report to the Academy Manager;
  - 71.2. liaise with the Manager;
  - 71.3. hold a UEFA A Licence and the FA Advanced Youth Award with the age specific specialist element relevant to the Professional Development Phase;
  - 71.4. oversee on a day-to-day basis the Coaching Curriculum for the Under 19 to Under 21 age groups;
  - 71.5. manage the transition of Academy Players to the Club's senior squad in accordance with the Club's procedure for the same described in Rule 73;
  - 71.6. contribute to the Multi-disciplinary Reviews of all Academy Players in the Professional Development Phase; and
  - 71.7. manage the Club's team which competes in the Professional Development League.
- 72. Each Club which operates a Category 3 or Category 4 Academy that does not appoint a Senior Professional Development Coach in accordance with Rule 71 shall assign a member of the coaching staff responsible for the coaching of the Club's professional players to act as a liaison coach who shall:
  - 72.1. liaise with the Academy Manager;
  - 72.2. liaise with the Manager; and
  - 72.3. manage the transition of Academy Players to the Club's senior squad in accordance with the Club's procedure for the same described in Rule 73.
- 73. Each Club which operates an Academy shall develop, implement and provide evidence of a procedure to enable the transition of Academy Players to its senior squad.

**Guidance**

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

## Staff

**Coaches: Qualifications and Professional Development**

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

**Guidance**

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

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

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

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

**Guidance**

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

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

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

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

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

## Staff

**Head of Academy Sports Science and Medicine**

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

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

**Guidance**

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

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

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

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

**Guidance**

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



## Staff

85. The Head of Academy Sports Science and Medicine shall hold either:
- 85.1. if he is a registered physiotherapist member of the Health and Care Professions Council or a registered medical practitioner, a current AREA certificate, ATMMiF or an equivalent or higher qualification approved by the Board; or
- 85.2. if he is neither of the above, a current EFAiF or an equivalent or higher qualification approved by the Board.
86. For the avoidance of doubt, if the Head of Academy Sports Science and Medicine is not a registered physiotherapist member of the Health and Care Professions Council or a registered medical practitioner (as set out in Rule 85.1 and 85.2 respectively) then the primacy of decisions regarding the clinical treatment of Academy Players shall rest with a physiotherapist or registered medical practitioner.
87. The Head of Academy Sports Science and Medicine must undertake Continued Professional Development organised by the Club or the League.

**Guidance**

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

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

**Academy Nutritionist**

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

**Lead Sports Scientist**

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

## Staff

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

**Guidance**

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

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

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

**Lead Strength and Conditioning Coaches**

92. Each Club which operates a Category 1 or 2 Academy shall employ a Lead Strength and Conditioning Coach who shall:
- 92.1. in the case of a Category 1 Academy, be employed Full Time, and in the case of a Category 2 Academy, be employed at least Part Time;
- 92.2. be responsible for providing to the Club’s Academy Players appropriate strength and conditioning training and monitoring as part of the Sports Science and Medicine/Performance Support Programme;
- 92.3. hold at least a bachelor’s degree in sports science (or another relevant discipline) from a recognised university and have or be working towards British Association of Sport and Exercise Sciences accreditation;
- 92.4. hold a current Basic First Aid for Sport Qualification, current EFAiF or an equivalent or higher qualification approved by the Board; and
- 92.5. hold or be working towards accreditation by the UK Strength and Conditioning Association (or equivalent workshops run by any equivalent body).
93. The Lead Strength and Conditioning Coach must undertake Continued Professional Development organised by the Club.

**Guidance**

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

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



## Staff

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

**Senior Academy Physiotherapist**

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

**Guidance**

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

**Physiotherapists and Sports Therapists**

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

## Staff

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

**Guidance**

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

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

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

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

**Academy Doctor**

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

**Guidance**

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

**Performance Analysts**

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



## Staff

**Guidance**

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

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

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

**Guidance**

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

**Head of Education**

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

## Staff

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

**Head of Recruitment**

106. Each Club which operates an Academy shall employ a Head of Recruitment who shall:
- 106.1. report to the Academy Manager;
  - 106.2. have responsibility for the organisation, management and delivery of the Club's policies and procedures for the recruitment of Academy Players;
  - 106.3. have responsibility for the recruitment and training of the Club's Scouts (including taking all reasonable steps to ensure that they comply with the requirements regarding qualifications, registration and Continued Professional Development set out at Rule 224);
  - 106.4. be in possession of (or be actively working towards):
    - 106.4.1. the FA Talent ID Level 4 for a Club operating a Category 1 Academy;
    - 106.4.2. the FA Talent ID Level 3 for a Club operating a Category 2 Academy; and
    - 106.4.3. the FA Talent ID Level 2 for a Club operating a Category 3 or a Category 4 Academy,
  - 106.5. undertake at least five hours of in-service training each year;
  - 106.6. undertake Continued Professional Development organised by the Club; and
  - 106.7. be Full Time in the case of Category 1 and Category 2 Academies, and at least Part Time in the case of Category 3 and 4 Academies.

**Guidance**

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

**Interns**

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

**Guidance**

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

**Player Care**

108. Each Club which operates a Category 1 or Category 2 Academy shall employ an individual, who shall:
- 108.1. be Full Time for each Club which operates a Category 1 Academy and Part Time for each Club which operates a Category 2 Academy; and
  - 108.2. be responsible for the management and delivery of the Personal Development and Life Skills Plan for Academy Players and the Induction and Transition Strategy, in addition to the other aspects of the Club's Duty of Care, including mental and emotional wellbeing of Academy Players.
109. Each Club which operates a Category 3 or Category 4 Academy may nominate an existing member of Academy Staff to carry out the responsibilities referred to in Rule 108.2 above, in addition to his other duties.

**Academy Psychologist**

110. Each Club which operates a Category 1 Academy shall employ one or more Academy Psychologist(s), who shall:
- 110.1. be Full Time (however more than one Person may be employed for this purpose to ensure that overall working hours are commensurate with one Full Time employee) for each Club which operates a Category 1 Academy; and
  - 110.2. be accredited by the British Psychological Society and/or the British Association of Sports and Exercise Sciences, or be directly supervised by someone accredited by one or both of those bodies.

**Coaching Curriculum**

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

**Guidance**

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

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

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

**Coaching Hours**

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

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

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

**Guidance**

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

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

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

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

- U12 and U13: 4 hours
- U14: 5 hours
- U15 and U16: 6 hours

3. A Club may be permitted to operate a Training Model in a particular Development Phase other than as set out in the table in Rule 116. This would need to be approved in advance by the League (who may take advice from the Education Advisor).

- 117. The maximum time in which Academy Players in the Foundation Phase can be engaged in a single coaching session is 90 minutes and there will be appropriate rest periods between each such session.
- 118. Each Club shall ensure that:
  - 118.1. each Academy Player has access to an individual coaching plan tailored to his specific needs;
  - 118.2. each Academy Player is made aware of his individual coaching plan (and any changes thereto) as soon as reasonably practicable in advance of his being coached in accordance with it; and
  - 118.3. all coaching is recorded on the Academy Player's Performance Clock.
- 119. Each Club shall ensure that a coach to Academy Players and Trialists ratio of 1:10 is maintained for all coaching sessions (save that the ratio for Category 1 Academies using the Full Time Training Model shall be 1:8).
- 120. Each Club shall ensure that each Academy Player in age groups Under 9 and older participates at least once a year in a Festival (or other coaching event such as a Training Camp or a Tournament) which lasts for at least two days.
- 121. Each Club shall ensure that each of its coaches plans each coaching session by setting out the learning objectives which the session is designed to achieve and the coaching which will be given in order to achieve them.

Development Centres	
122.	Each Club which operates a Category 1, Category 2 or Category 3 Academy may operate one or more Development Centres, to be located within one hour's travelling time of the location of its principal venue for the provision of coaching and education to Academy Players.
123.	A Child being coached at a Club's Development Centre: <ul style="list-style-type: none"> <li>123.1. may not be registered for that Club;</li> <li>123.2. may not play in matches for that Club unless registered as a Trialist; and</li> <li>123.3. will be free to play for other teams.</li> </ul>
124.	Clubs which operate Development Centres shall keep an attendance record of all the Children who participate in coaching sessions thereat.
125.	Each Development Centre operated by a Club may be inspected from time to time by the League and by the ISO.
126.	Without prejudice to the generality of Rule 125, the inspection referred to in that Rule may include: <ul style="list-style-type: none"> <li>126.1. inspection of the facilities provided; and</li> <li>126.2. assessment of whether the coaching provided at the Development Centre is in accordance with the Club's coaching syllabus.</li> </ul>
127.	No Club shall cause or permit a Child whose registration is held by another Club (or club) or with whom another Club (or club) has entered into a pre-registration agreement which remains current to attend its Development Centre.
128.	No Club shall cause or permit a team representing its Development Centre to play football against a team representing another Club (or a Football League club).

#### Guidance

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

## Youth Development Rules

### Games Programme

General	
129.	Save as permitted by the Board, Clubs shall not affiliate to any other youth leagues or enter any cup competitions except The Football Association Youth Challenge Cup.
130.	An Academy Player whose registration is held by a Club which operates an Academy shall play football only in a Games Programme or in Authorised Games and in coaching and training games (participation in which is limited to registered Academy Players and Trialists) organised by and played at an Academy.
131.	A Club which operates an Academy shall not require, cause or allow an Academy Player whose registration it holds to play football except as permitted by Rule 130.
132.	Each Club which operates an Academy shall record in each Academy Player's Performance Clock: <ul style="list-style-type: none"> <li>132.1. each match in which he has played; and</li> <li>132.2. his playing time in each match.</li> </ul>

#### Guidance

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

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

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

134.	The League will organise a games programme for teams in each of the Under 9 to Under 11 age groups of Clubs operating Category 1 and 2 Academies (and for the avoidance of doubt teams from both Categories shall participate together in this games programme).
135.	The Football League will organise a games programme for teams in each of the Under 9 to Under 11 age groups of Clubs operating Category 3 Academies.
136.	The games programmes referred to in Rules 134 and 135 shall consist of matches which: <ul style="list-style-type: none"> <li>136.1. shall be competitive but whose results (except in the case of Tournaments) shall not give any particular competitive significance between Academies (for example, no league table or the like shall be produced);</li> <li>136.2. subject to Rule 136.3 shall be organised on a local basis so that, as far as reasonably possible, no team has to travel more than one hour to an away match (save that longer travel times may be necessary in order that each Club can participate meaningfully in the games programme);</li> </ul>





- 136.3. may be played in Festivals organised on a local, regional or national basis and each Club which operates a Category 1 Academy shall organise and host a minimum of three Festivals per Season;
- 136.4. shall take place during the Games Programme Schedule;
- 136.5. may include matches against representative county schoolboy sides (being sides selected by the English Schools' Football Association);
- 136.6. shall be played outdoors, save in respect of:
  - 136.6.1 Clubs operating Category 1 or 2 Academies when, during the second half of December and the whole of both January and February, they shall be played indoors; and
  - 136.6.2 Clubs operating Category 3 Academies when, during the second half of December and the whole of both January and February, they may be played indoors;
- 136.7 shall consist of matches played in accordance with the following formats (save that some matches played indoors may be played as Futsal games):

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

The participating Clubs shall endeavour to agree which of the above formats shall be utilised, but in default of agreement the home Club shall decide.

**Guidance**

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

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

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

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

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

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

**Guidance**

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

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

**Guidance**

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

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

**Youth Development Phase Games Programme**

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



- 141. The games programme for Category 1 Clubs referred to in Rule 139 shall include the Under 13, Under 14 and Under 15 Premier League National Cups, participation in which shall not be mandatory.
- 142. Each Club must inform the League by 30 April in each year whether it wishes to compete in the Under 13, Under 14 and Under 15 Premier League National Cups the following season.
- 143. The games programmes referred to in Rules 139 and 140 shall consist of matches which shall:
  - 143.1. be competitive but whose results (save for matches in the Under 13, Under 14 and Under 15 Premier League National Cups) shall not be given any particular competitive significance between Academies (for example, no league table or the like shall be produced);
  - 143.2. (in the case of the games programme referred to in Rule 139) be organised on a regional basis so that as far as reasonably possible no team has to travel more than two hours to an away match save that longer travel times may be necessary:
    - 143.2.1. in order that each Club can participate meaningfully in the games programme; and
    - 143.2.2. for matches in the Under 13, Under 14 and Under 15 Premier League National Cups;
  - 143.3. (in the case of the games programme referred to in Rule 140) be organised on a local basis so that as far as reasonably possible no team has to travel more than one hour to an away match and/or regional basis so that as far as reasonably possible no team has to travel more than two hours to an away match (save that in both cases longer travel times may be necessary in order that each Club can participate meaningfully in the games programme);
  - 143.4. shall include one or more Festivals or Tournaments for each Club organised on a regional, national or international basis (which may include matches organised pursuant to Rule 148), with the number of such Festivals and Tournaments increasing for the older age groups in the Youth Development Phase;
  - 143.5. take place during the Games Programme Schedule;
  - 143.6. be played outdoors, except for matches for age groups Under 12 to Under 15 during the second half of December and the whole of both January and February involving teams of Category 1 and Category 2 Academies, which shall be played indoors; and
  - 143.7. consist of matches played in accordance with the following formats (save that some matches played indoors may be played as Futsal games):

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

**Guidance**

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

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

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

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

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

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

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

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

**Guidance**

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

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

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

**Guidance**

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

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

**Professional Development Phase Games Programme**

154. The League will organise two games programmes, one for teams of Clubs operating Category 1 Academies and one for teams of Clubs operating Category 2 Academies.

155. The Football League will organise a games programme for teams of Clubs operating Category 3 and Category 4 Academies, and following such consultation determine with those Clubs in its absolute discretion what games programme(s) should be developed for those Clubs, Rules relating to the games programme and (subject to Rule 156.3) how that games programme should be delivered.

156. The games programmes organised by The League and The Football League pursuant to Rules 154 and 155 will be constituted on the following geographical bases:

- 156.1. Category 1:
  - 156.1.1. a national league and a regional league (depending on age group) with some matches played on a national basis and some international matches against teams representing clubs in membership of national associations other than The Football Association or the Football Association of Wales (and such matches may be played either in England or abroad);
- 156.2. Category 2:
  - 156.2.1. in two leagues, each of which shall be constituted on a geographical basis (for example one league of northern based teams and one of southern based teams), the exact constitution of each league to be determined by the Board in its absolute discretion having regard to those Clubs (and Football League clubs) which operate Category 2 Academies;
  - 156.2.2. where practical, international matches against teams representing clubs in membership of a national association other than The Football Association or the Football Association of Wales (and such matches may be played either in England or abroad); and
- 156.3. Categories 3 and 4:
  - 156.3.1. in two or more leagues, each of which shall be constituted on a geographical basis (for example one league of northern based teams and one of southern based teams), the exact number of leagues and their geographical constitution to be determined by The Football League in its absolute discretion and having regard to those Football League clubs (and Clubs) which operate Category 3 and 4 Academies.

157. Matches in the Professional Development Phase Games Programme organised under Rule 154:

- 157.1. shall be played in accordance with the Laws of the Game (and for the avoidance of doubt shall be in the 11v11 format);
- 157.2. shall be for Players in the Under 18 age group (and younger) only, save that a Club may name in its team sheet a goalkeeper in the Under 19 age group;



## Games Programme

## Games Programme

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

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

### Games Programme: Postponement etc. of Matches

<b>Premier League 2 and Professional Development League</b>	
161.	Each Club which operates a Category 1 Academy shall compete in Premier League 2 as part of the Professional Development Phase Games Programme.
162.	Each Club which operates a Category 2 Academy shall compete in the Professional Development League as part of the Professional Development Phase Games Programme, unless it is able to demonstrate to the League that its starting 11s in its first team matches during the preceding Season in those competitions set in Rule L.9.1 to Rule L.9.5 included on average at least five Players in the Under 21 age group or younger.

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

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



## Youth Development Rules

### Duty of Care

#### Education

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

#### Guidance

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

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

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



## Duty of Care

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

### Reports on Educational Progression

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

### Guidance

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

### Delivery of the Education Programme

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

## Duty of Care

### Guidance

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

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

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



## Duty of Care

### Guidance

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

182. **Full Time Training Model**  
Each Club which operates an Academy shall, in respect of each of its Academy Players in the Youth Development Phase being trained under the Full Time Training Model, ensure that it provides the Academy Player with coaching and education in accordance with a programme which complies with Rules 183 to 188 and which is approved in advance by the League.
183. The education element of the Full Time Training Model must comply with these Rules and be structured in accordance with one of the four options set out below or in accordance with such other proposals as the League may approve.
184. Each Club which operates the Full Time Training Model must:
- 184.1. unless otherwise approved by the League, only enable Academy Players in the Under 12 and Under 13 age groups to participate in the Full Time Training Model where they reside within 90 minutes of the Club's principal training venue;
  - 184.2. enter into an agreement with any school at which its Academy Players are being educated setting out the obligations of the Club and the school in respect of the education of those Academy Players;
  - 184.3. ensure that Academy Players in the Under 12, Under 13 and Under 14 age groups being educated at schools are fully integrated with other pupils of their age, which obligation shall include (without limitation) attending lessons with such other pupils according to the school's normal timetable (save where the Academy Players are being coached in the Core Coaching Time in accordance with these Rules);
  - 184.4. ensure that there is in place a written agreement between the Club, each Academy Player engaged on the Full Time Training Model, his Parent and his school which sets out full details of his education and Coaching Curriculum;
  - 184.5. ensure that the Education Programme of each such Academy Player provides him with a minimum of 20 hours' education during each week of the school term;
  - 184.6. ensure that appropriate staff/student ratios are utilised for all educational activity in which the Academy Player is engaged;
  - 184.7. ensure that each Academy Player follows a curriculum which reflects the 'Progress 8' measurement of educational assessment and attainment (save where there are educational reasons why an Academy Player requires an amended curriculum to be followed, the League may grant dispensation from this requirement, subject to the approval of an Education Advisor);
  - 184.8. obtain from the Academy Player's school his school reports and, where possible, educational attainment data; and

## Duty of Care

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

### Guidance

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

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

### Guidance

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

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

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



## Duty of Care

### Guidance

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

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

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

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

### Option 1

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

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

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

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

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

### Option 2

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

### Option 3

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

## Duty of Care

### Option 4

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

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

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

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

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

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

189.	Each Club which operates an Academy shall notify the League, in such a manner as the League shall from time to time specify, of the Training Model on which each of its Academy Players is engaged and, if an Academy Player changes to the Hybrid Training Model or Part Time Training Model, forthwith inform the League of the change and provide such evidence as the League may require to show that the Academy Player and his Parent consented to the change.
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### Personal Development and Life Skills Plans

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





## Duty of Care

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

### Inductions and Transitions

194. Each Club shall arrange a pre-season induction event for Academy Players and their Parents and there shall be at least one such induction event per Development Phase.

195. The induction meeting referred to in Rule 194 shall provide such information to the Academy Players and their Parents as is necessary in order for them to understand the coaching and, if relevant, education that the Academy Player will receive from the Club.

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

197. The Code of Conduct set out in Appendix 12 shall be binding on all Academy Players attending Academies (and, for those Academy Players under the age of 18, their Parents) and on Clubs and Officials and any breach thereof by such Academy Players or by Clubs or Officials shall be treated as a breach of these Rules.

198. Each Club which operates an Academy shall devise and implement an Induction and Transition Strategy.

### Academy Player and Parent Voice

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

### Guidance

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

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

### Safeguarding and Mental and Emotional Wellbeing

201. Each Club shall take all reasonable steps to ensure that it protects the welfare of each of its Academy Players and Players up to the Under 23 age group who continue to train with the Academy on a regular basis by offering support for his wellbeing and pastoral care generally.

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

## Duty of Care

203. The provisions of Section S of the League's Rules (concerning Safeguarding and Mental Health) apply to Academies and Development Centres.

204. Without prejudice to the generality of Rule 203 each Club shall appoint an Academy safeguarding officer who shall:

204.1. undertake the functions set out in Rule S.5.8 specifically with regard to the Academy; and

204.2. liaise with the Club's Head of Safeguarding.

### Health and Safety

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

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

### Inclusion, Diversity and Equality

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

208. Each Club which operates an Academy shall deliver training for its Academy Players and Academy Staff on equality, diversity and inclusion.

### Injury and Medical

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

209.1. age-appropriate medical and physical screening;

209.2. anthropometric assessments;

209.3. physiological/fitness testing;

209.4. movement and posture/functional screening;

209.5. predictive testing of size and shape/maturation measurement (save that a Club operating a Category 4 Academy shall not be obliged to conduct such tests);

209.6. psychological profiling (Category 1 Academies only);

209.7. cardiac screening for Academy Players in the Under 15 age group; and

209.8. monitoring of physical exertion (Category 1 Academies only),

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



## Duty of Care

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

### Guidance

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

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

- 215. Each Club which operates an Academy shall ensure that there is available at all games involving Academy teams appropriate first aid or primary care provision and, without prejudice to the generality of the foregoing or to any Rules applicable to an Authorised Game, that:
  - 215.1. a doctor who holds a current Football Association Advanced Resuscitation and Emergency Aid certificate, ATTMiF or an equivalent or higher qualification approved by the Board or paramedic (in the case of a Club which operates a Category 1 or Category 2 Academy) or a physiotherapist who holds the ITMMiF or an equivalent or higher qualification approved by the Board (in the case of a Club which operates a Category 3 or Category 4 Academy) is present at each game in the Professional Development Phase Games Programme;
  - 215.2. a doctor or physiotherapist who holds the ITMMiF or an equivalent or higher qualification approved by the Board is present at each venue at which matches in the Foundation Phase and Youth Development Phase take place; and
  - 215.3. a defibrillator is maintained at each venue at which matches are played and at which coaching takes place.

## Duty of Care

### Guidance

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

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

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



## Youth Development Rules

### Sports Science and Medicine/Performance Support

### Sports Science and Medicine/Performance Support

#### Sports Science and Medicine/Performance Support Programme

217. Each Club which operates an Academy shall establish a Sports Science and Medicine/Performance Support Programme (in accordance with the criteria set out in these Rules which apply to the Category of its Academy) for the benefit of its Academy Players.
218. Each Club's Sport Science and Medicine/Performance Support Programme shall be managed by its Head of Academy Sports Science and Medicine (in the case of a Club which operates a Category 1 or Category 2 Academy) or by an appropriately qualified Official (in the case of the Club which operates a Category 3 or Category 4 Academy).
219. The Sports Science and Medicine/Performance Support Programme of each Club should detail the planned provision to each of its Academy Players of at least the following areas:
- 219.1. physical development;
  - 219.2. medical services (including the prevention and treatment of injury and diet and nutrition);
  - 219.3. Performance Analysis; and
  - 219.4. psychology.
220. The progress and development of each Academy Player under the Sports Science and Medicine/Performance Support Programme (including without limitation the results of the tests set out in Rule 209, and full details of any injuries, the treatment thereof, and the length of any period of rehabilitation) shall be noted in his Multi-disciplinary Review and recorded in his Performance Clock.

#### Performance Analysis

221. Each Club operating a Category 1 or Category 2 Academy shall:
- 221.1. have such technical facilities as are necessary to undertake the Performance Analysis required of it by Rule 221.2;
  - 221.2. undertake Performance Analysis (including, in the case of a Club which operates a Category 1 Academy, by undertaking GPS evaluation in the Professional Development Phase and in the Youth Development Phase if the Full Time Training Model is utilised) of training activity and matches in the Youth Development Phase Games Programme, the Professional Development Phase Games Programme and the Professional Development League;
  - 221.3. use the results of such Performance Analysis in its monitoring of the coaching and development of Academy Players in the Youth Development Phase and the Professional Development Phase; and
- make available to the League such Performance Analysis data as it reasonably shall require to undertake the benchmarking of data for that Academy against national trends.

222. Each Club operating a Category 3 or Category 4 Academy shall comply with Rule 221 but only in respect of players in the Under 17 to Under 18 age groups.
223. Subject to a Club complying with Rule 221 or 222 (as appropriate depending on the Category of its Academy), and to a sufficient number of Clubs (and Football League clubs) likewise complying, the Premier League may make available to it benchmarked data derived from comparing the Performance Analysis data it has submitted to the League with that submitted by other Clubs (on an anonymised basis).

#### Guidance

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

# Youth Development Rules

## Talent Identification and Recruitment

### Scouts: Qualifications

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

### Guidance

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

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

### Scouts: Attendance at Matches

226. Each Club which operates an Academy shall permit the Scouts of other Clubs to attend at matches played in the Games Programmes provided that:
- 226.1. the Club which has employed or engaged the Scout notifies both Clubs involved in the match of the Scout's proposed attendance by no later than 12 noon on the last Working Day before the published date of the match; and
  - 226.2. the Scout is able to produce on demand to the home Club the identification card issued to him by his Club in accordance with the Premier League Rules.

227. Each Scout shall inform the home Club of his arrival at a match.

228. Each Club which operates an Academy shall prepare and produce a document setting out the process of how Scouts employed by that Club should approach Academy Players (and other players) and the process thereafter. Such process should comply in full with the Premier League Rules, these Rules and the Code of Conduct for Scouts and should build upon the training that the Scout received while obtaining the relevant scouting qualification referred to in Rule 224.1.

### Registrations and Provision of Information by the League

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

## Talent Identification and Recruitment

230. Subject to Rule 231, the League will undertake the registration (which shall be backdated to the date of application) of the Academy Player if:
- 230.1. seven days have elapsed from the date the League receives the application referred to above; and
  - 230.2. during that time, the League has not been contacted by the Academy Player or his Parent to inform the League that he no longer wishes to be registered as an Academy Player for that Club,
- and in such circumstances, the Academy Player may be coached by and play for the Club during the period of seven days referred to in Rule 230.1. The provisions of Rules 296 to 299 shall apply during the period referred to in Rule 230.1.
231. Without prejudice to its powers of inquiry under Section W of the Premier League Rules, prior to undertaking any registration of an Academy Player, the League may, in its absolute discretion, request:
- 231.1. any Official of the Club seeking to register the Academy Player, any Official of a Club with which the Academy Player has previously been registered, the Academy Player himself and/or his Parent(s) to appear before it to answer questions; and
  - 231.2. such Persons or any Club (or club) to produce documents,
- in each case, to ensure that there has been no breach of Rules 296 to 299.
232. Where a request is made by the League in accordance with Rule 231, the League may, in its absolute discretion, stay the registration of the Academy Player until it is satisfied that there has been no breach of Rules 296 to 299 (and, in such circumstances, the Academy Player may not be coached by or play for the Club seeking to register him until the League notifies the Academy Player and the Club that the registration has been undertaken).
233. If the Academy Player directly or indirectly contacts another Club, and such contact results in the Academy Player becoming registered with that other Club without the consent of the Club referred to in Rule 229, the other Club shall be presumed to have breached Rule 297.

### Guidance

#### Rule 229

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

#### Rule 233

The presumption set out in this Rule is rebuttable if the new Club can establish to the satisfaction of the Board that it did not in fact breach Rule 297.

### Time/Distance Rules

234. Subject to Rule 264, each Club which operates an Academy shall be permitted to register Academy Players who reside within the travel times measured from the location of the Club's principal venue for the provision of coaching and education set out in the following table.



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

Any question or dispute concerning the travelling time requirements in this Rule, and whether permission should be granted to register the relevant Academy Player, shall be determined by the Board.

**Trials**

235. Subject to the conditions set out in Rules 236 and 242, a Trialist may attend an Academy for up to eight consecutive weeks in any one season without being registered provided that:
- 235.1. at least seven days' prior written notice to that effect shall be given to any junior club of which such Trialist is a member; and
  - 235.2. before the trial commences his particulars shall be notified forthwith to the League by sending to the Board: (a) PLYD Form 2 duly completed; (b) proof of his home address and date of birth in such form as is required by the Board; and (c) a photographic image of the Trialist in such format as is required by the Board.
236. In the case of the Trialist in one of the age groups Under 9 to Under 16, a Club may apply to the Board for permission to extend the period of eight weeks referred to in Rule 235 for an additional period of four weeks.
237. An application to extend a trial period must be:
- 237.1. made by the Club at least one week before the Trialist's trial period is due to expire;
  - 237.2. accompanied by such information and assurances as the League may require; and
  - 237.3. consented to by the Trialist and his Parent.

238. An application to extend a trial period shall only be granted by the League if it is satisfied as to arrangements put in place by the Club for the welfare and education of the Trialist.
239. A Trialist may not register with another Club (or club) during the first seven weeks of the initial eight week trial period but may at any time terminate an extended trial period to which he is subject.
240. Rule 34 (Performance Clocks) and Rule 35 (Multi-disciplinary Reviews) shall apply with regard to Trialists.
241. Each Club shall give the League all such access to information and Persons as it may require in order to monitor the welfare and progression of Trialists and to determine whether to grant an application to extend a trial period.
242. The conditions referred to in Rule 235 are as follows:
- 242.1. a trial may be offered or given by a Club to anyone in age groups Under 9 to Under 11 inclusive who has his permanent residence within one hour's travelling time of the Club's Academy;
  - 242.2. a trial may be offered or given by any Club to anyone in age groups Under 12 and Under 13 who has his permanent residence within one and a half hours' travelling time of the Club's Academy;
  - 242.3. a trial may be offered or given by a Club to anyone in age groups Under 14 to Under 16 inclusive;
  - 242.4. subject to Rule 242.5.2 a trial may be offered or given by one or more Clubs to an Academy Player in age group Under 16 who has been informed by the Club holding his registration that it will not offer to enter into a Scholarship Agreement with him, any such trial or series of trials may not in the aggregate exceed eight weeks;
  - 242.5. a trial may not be offered or given to anyone:
    - 242.5.1. who is on trial at another Academy; or
    - 242.5.2. whose registration is held by another Club (or club) except with the written consent of such Club (or club) or in the case of an Academy Player who is exercising his entitlement under either Rule 268, Rule 270 or Rule 271 to seek registration as an Academy Player at the Academy of another Club (or club).
- Any question or dispute concerning the travelling time requirements in this Rule shall be determined by the Board in its absolute discretion.
243. If a Trialist attending an Academy is injured so that he cannot be coached or play football or if the period of his trial is interrupted by any other occurrence, application may be made to the Board in writing to extend the period of his trial, giving full reasons therefor, and the Board shall have power to extend such period in such terms as it may think fit.
244. If before the date upon which a Trialist's trial period is due to end his trial is terminated, notice to that effect shall be given to the League by sending to the Board PLYD Form 3 duly completed.



## Talent Identification and Recruitment

245. Upon a Trialist commencing a trial, the League may provide to him and his Parent a copy of these Rules and such other information as the League considers relevant.

246. Where a Club makes an application to the League in PLYD Form 5 that an Academy Player who is a Trialist with that Club at the time of the application be registered as an Academy Player with that Club, the relevant trial will be immediately deemed cancelled by the League and the provisions of Rules 229 to 233 shall apply.

**Pre-Registration Agreements**

247. Subject to the provisions of Art. 19 of the FIFA Regulations on the Status and Transfer of Players, on or after 1st January in any season a Club may enter into a pre-registration agreement with a player who does not reside within one and a half hours' travelling time of its Academy provided that such a player is then:

247.1. in his Under 16, Under 17 or Under 18 year;

247.2. in Full Time Education; and

247.3. not registered with another Club or Football League club.

248. A pre-registration agreement shall be in PLYD Form 4 and shall include an undertaking by the Club to enter into a Scholarship Agreement with the player upon the Club having acquired the player's registration and

248.1. in the case of a player in his Under 16 year, on or after the last Friday in June in the academic year in which the Academy Player reaches the age of 16; or

248.2. in the case of a player in his Under 17 or Under 18 year, upon his ceasing Full Time Education.

Unless authorised in writing by the Board, a breach of such an undertaking will constitute a breach of these Rules.

249. Clubs shall submit to the Board copies of all pre-registration agreements within five days of their being entered into.

250. A written Coaching Curriculum shall be annexed to each pre-registration agreement and the player shall not be coached by or at the Club's Academy or participate in its matches, tours, Festivals, Training Camps or Tournaments until the programme has been approved in writing by the Board and then only to the extent set out in the programme.

**Registrations**

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

## Talent Identification and Recruitment

252. Each Club must ensure that every player who represents it in a match, Festival, Tournament or any other event that forms part of the Games Programme is able to produce at that event, on request by the League, a valid registration card issued by the League.

253. Subject to Rule 254 (and save for any instances in which a Season 2019/20 Registration Extension is agreed), players in age groups Under 9, Under 10, Under 11, Under 12, Under 14 and Under 16 shall be registered for one year and those in age groups Under 13 and Under 15 for two years.

254. The registration of an Academy Player shall endure until the last Friday in June in the academic year in which he reaches the age of 16 if:

254.1. he is engaged in the Full Time Training Model; or

254.2. the Club has made an application to the Board to this end, having offered to engage the Academy player on the Full Time Training Model and the Academy Player having rejected this offer for sound educational reasons. In such a case the Board shall enquire into the circumstances and satisfy itself as to the bona fides of the application, and if so satisfied shall have the power to determine that the Academy Player's registration should so endure.

255. The registration of Academy Players will be undertaken by the League and all registrations are subject to the approval of the Board.

256. Registrations of Academy Players undertaken by The Football League which are held by Clubs promoted to the League shall be treated as having been undertaken by the League provided all circumstances surrounding that registration comply with these Rules, failing which the League shall be at liberty to reject that registration unless otherwise determined by the Board.

257. An application for the registration of an Academy Player at an Academy shall be made by completing and submitting to the Board: (a) PLYD Form 5 signed on behalf of the Club by an Authorised Signatory; (b) a copy of the Code of Conduct referred to in Rule 197; (c) proof of both the Academy Player's home address and date of birth in such form as is required by the Board; and (d) a photographic image of the Academy Player in such format as is required by the Board. The completed PLYD Form 5 must be submitted to the Board by the Club within five days of signature by the Academy Player.

258. A Club shall request each Academy Player (or if he is a minor his Parent) to complete PLYD Form 6 at the same time that he completes PLYD Form 5. If he does so the Club shall submit the completed PLYD Form 6 to the Board at the same time that it submits PLYD Form 5. If the Academy Player or his Parent (as applicable) elects not to complete PLYD Form 6, he should nevertheless submit PLYD Form 5 to the Board forthwith.

259. An application in PLYD Form 5 shall be refused if it is made in respect of a player with whom a Club (or club), other than the applicant Club, has entered into a pre-registration agreement which remains current.

260.	Except in the case of a Scholar, a player shall not be registered as an Academy Player unless he is in Full Time Education.								
261.	The Board may from time to time direct the minimum number of Academy Players to be registered by each Club in each age group, and each Club shall comply with any such direction.								
262.	<p>The maximum numbers of Academy Players registrable by a Club at any one time are as follows:</p> <table border="0"> <tr> <td>Age groups Under 9 to Under 14 inclusive:</td> <td>30 in each age group</td> </tr> <tr> <td>Age groups Under 15 and Under 16 inclusive:</td> <td>20 in each age group</td> </tr> <tr> <td>Age groups Under 17 and Under 18:</td> <td>30 across both age groups</td> </tr> <tr> <td>Age groups Under 19 to Under 21 inclusive:</td> <td>15 in each age group</td> </tr> </table> <p>save that no Club shall be in breach of this Rule where any surplus of Academy Players registered in a particular age group is as a consequence of the Club agreeing Season 2019/20 Registration Extensions with one or more of its Academy Players.</p>	Age groups Under 9 to Under 14 inclusive:	30 in each age group	Age groups Under 15 and Under 16 inclusive:	20 in each age group	Age groups Under 17 and Under 18:	30 across both age groups	Age groups Under 19 to Under 21 inclusive:	15 in each age group
Age groups Under 9 to Under 14 inclusive:	30 in each age group								
Age groups Under 15 and Under 16 inclusive:	20 in each age group								
Age groups Under 17 and Under 18:	30 across both age groups								
Age groups Under 19 to Under 21 inclusive:	15 in each age group								
263.	No application to register any Academy Player in the Under 9 age group may be signed by the Academy Player before the third Saturday in May immediately preceding his Under 9 year.								
264.	<p>A player in age groups Under 14 to Under 16 inclusive who resides more than one and a half hours' travelling time from the nearest Academy may be registered as an Academy Player at the nearest Club which operates an Academy of the appropriate Category subject to the following conditions:</p> <p>264.1. an application for registration of an Academy Player under the provisions of this Rule shall be accompanied by a written Coaching Curriculum which shall include full particulars of any coaching the Academy Player will receive at or in the locality of his place of residence;</p> <p>264.2. the Coaching Curriculum shall be designed so as to ensure that it does not cause the Academy Player to be absent from school;</p> <p>264.3. in the case of an Academy Player registered under the provisions of this Rule at an Academy, the Head of Education shall make enquiries of the Academy Player's school at least four times each season during the currency of his registration so as to satisfy himself that the Academy Player's best interests are being served by the Coaching Curriculum and that it is not adversely affecting his education; the result of each enquiry shall be reported in writing to the Academy Manager who in the event of an adverse report shall apply to the Board for the cancellation of the Academy Player's registration; and</p> <p>264.4. unless any other travelling arrangements have been submitted to and approved in writing by or on behalf of the Board, on the occasion of each visit by the Academy Player to the Academy at which he is registered he shall be accompanied on both the outward and the return journey by his Parent.</p>								

265.	<p>An application to register an Academy Player shall be refused if:</p> <p>265.1. the Academy Player is in age groups Under 10, Under 11 or Under 12;</p> <p>265.2. the registration of that Academy Player was held by another Club or Football League club ("the former Club") within the period of 12 months prior to the making of the application;</p> <p>265.3. the former Club had given notice to that Academy Player under the provisions of Rules 267.1 or 267.2 that it intended to retain his registration; and</p> <p>265.4. the Club making the application had within the said period of 12 months registered two Academy Players in age groups Under 10, Under 11 or Under 12 whose registrations had been held by the former Club, unless the Club making the application and the former Club agree otherwise.</p>
266.	<p>On or before the third Saturday in May in every year each Club shall send to the Board a list in PLYD Form 7 containing the names of each of the Academy Players whose registration it then holds (other than those who have entered into a Scholarship Agreement whose names are included in the list required by Rule U.32), indicating:</p> <p>266.1. which it retains;</p> <p>266.2. which it intends to retain;</p> <p>266.3. which it intends to terminate (with effect from the first Saturday in June); and</p> <p>266.4. in the case of Academy Players in the Under 9, Under 10, Under 11, Under 12 and Under 14 age groups, which of those Academy Players have agreed to a Season 2019/20 Registration Extension.</p>
<b>End of Season Procedure</b>	
267.	<p>Except in the case of an Academy Player who has been offered and has accepted a Scholarship Agreement in accordance with Rule 278 or agreed a Season 2019/20 Registration Extension:</p> <p>267.1. on or before the third Saturday in May in every year in which his registration is held, each Club shall give or send to each of its Academy Players in age groups Under 9 to Under 11 PLYD Form 8 notifying him whether it intends to retain or to terminate his registration with effect from the first Saturday in June; and</p> <p>267.2. on or before the third Saturday in May, each Club shall give or send to each of its Academy Players in age groups Under 12 and Under 14 PLYD Form 9 notifying him whether it intends to retain his registration for the next two seasons or to terminate it with effect from the first Saturday in June.</p>
268.	An Academy Player who receives notification under Rule 267.1 or Rule 267.2 of his Club's intention to terminate his registration shall be at liberty following receipt of such notification to seek registration as an Academy Player at the Academy of any other Club (or club).



- 269. Where a Club and Academy Player agree to a Season 2019/20 Registration Extension:
  - 269.1. that agreement must be confirmed to the League (in such form as approved by the League) by the third Saturday in May;
  - 269.2. by no later than the date falling two weeks before the last day of the Season 2019/20 Registration Extension, each Club shall:
    - 269.2.1. provide to each relevant Academy Player in the Under 9 to Under 11 age groups a PLYD Form 8 notifying him whether it intends to retain or to terminate his registration with effect from the end of the Season 2019/20 Registration Extension;
    - 269.2.2. provide to each relevant Academy Player in the Under 12 and Under 14 age groups a PLYD Form 9 notifying him whether it intends to retain his registration for the next two seasons or to terminate his registration with effect from the end of the Season 2019/20 Registration Extension;
  - 269.3. where a Club offers to retain the Academy Player's registration in line with Rule 269.2.1 or 269.2.2, confirmation of whether the Academy Player has accepted or refused that offer must be provided to the League (in such form as approved by the League) before the conclusion of the Season 2019/20 Extension Date;
  - 269.4. an Academy Player who receives notification under Rule 269.2.1 or 269.2.2 of his Club's intention to terminate his registration (or who has received an offer of retention under those Rules but has refused it) shall be at liberty to seek registration as an Academy Player at the Academy of any other Club (or club) with effect from the conclusion of his Season 2019/20 Registration Extension.
- 270. An Academy Player who receives notification under Rule 267.1 or Rule 267.2 of his Club's intention to retain his registration shall likewise be at liberty after the first Saturday in June to seek registration as an Academy Player at the Academy of any other Club (or club) provided that:
  - 270.1. by the first Saturday in June he has given written notice to his Club and the Board terminating his registration; and
  - 270.2. he has received the Board's written acknowledgement of the same.
- 271. An Academy Player in age group Under 16 who has not received an offer to enter into a Scholarship Agreement by 31 December or who has been notified in writing by his Club that such an offer will not be forthcoming shall thereafter be at liberty to seek registration as an Academy Player at the Academy of any other Club (or club) and, in such circumstances (save where the Academy Player concerned remains in Full Time Education beyond his Under 16 year), the Club that holds his registration shall not be entitled to receive compensation from any Club (or club) that subsequently registers the Academy Player for its training and development of that Academy Player, in accordance with Rule 325.

**Guidance**

In the circumstances outlined in Rule 271, where a different Club or club signifies its intent to register the Academy Player beyond his Under 16 year, the two Clubs/clubs concerned, the Academy Player (through his Parents) and the League shall enter into discussions, where appropriate, to consider means by which

he might begin training with his new Club or club before the end of his Under 16 year, provided always that his education is not negatively affected in any way.

**Termination of Registration**

- 272. Subject to Rule 273, the registration of an Academy Player who has not entered into a Scholarship Agreement with a Club shall terminate upon the happening of the earliest of the following events:
  - 272.1. the Academy Player completing his Full Time Education;
  - 272.2. the receipt by the Board at any time of a mutual cancellation notification in PLYD Form 10 duly completed and signed by the Academy Player and his Parent and on behalf of the Club holding his registration;
  - 272.3. the receipt by the Board of the Academy Player's notice duly given in accordance with the provisions of Rule 270.1;
  - 272.4. the first Saturday in June following the receipt by the Board of PLYD Form 7 upon which his Club has indicated its intention to terminate the Academy Player's registration;
  - 272.5. at the conclusion of a Season 2019/20 Registration Extension, where no agreement has been reached in accordance with Rule 269.3; or
  - 272.6. the expiry, surrender, suspension or revocation of the Academy licence of the Club holding the registration.
- 273. The Board shall have power at any time to cancel the registration of an Academy Player:
  - 273.1. upon the written application of either:
    - 273.1.1. the Academy Player or, if the Academy Player is a Child, his Parent on his behalf (and one of the grounds, but not the only ground, on which such an application may be made is that the categorisation of the Club's Academy has been lowered pursuant to Rule 20.3); or
    - 273.1.2. the Club holding his registration; or
  - 273.2. of its own volition in the circumstances set out in Rule 274.
- 274. If the Board is not satisfied that a Club is complying with any one or more of the Rules concerning the Hybrid or Full Time Training Model, or if it is of the view that the education of an Academy Player engaged on the Hybrid or Full Time Training Model is being prejudiced as a result of his engagement thereon (regardless of whether the Club is in compliance with these Rules) it may, either of its own volition or on the written application of an Academy Player who is affected thereby (or of his Parent on his behalf if he is a Child):
  - 274.1. cancel the registration of the Academy Player; or
  - 274.2. order that the Academy Player be deemed to be engaged on one of the other Training Models.
- 275. The Board will not exercise its powers set out in Rule 274 without having first given the Club, the Academy Player and his Parent the opportunity to make representations to it.





276. The Board shall determine such an application in such manner as it shall think fit and, in particular, shall have power to appoint one or more suitably qualified Persons to enquire into all the circumstances of the application (adopting such procedures as are considered appropriate) and to report to the Board, recommending whether the application should be granted or refused. If the application is granted, the Board may impose conditions (e.g. as to compensation) on the cancellation of the registration. For the avoidance of doubt, the ability to determine any application, and any conditions relating thereto, shall continue notwithstanding any expiry of the registration after the date of the original application.

277. Upon an Academy Player's registration terminating by virtue of the provisions of Rule 272.2, the Board shall provide him with a copy of PLYD Form 10 as evidence thereof.

### Scholarships

278. On or after 1 January in the year in which he attains the age of 14 years and in any event on or before 31 December in his Under 16 year, a Club may offer to enter into a Scholarship Agreement with an Academy Player whose registration it holds.

279. Failure by a Club to honour any offer of a scholarship notified to the League in accordance with Rule 281, without reasonable cause shall render that Club liable to disciplinary action pursuant to Section W of the Premier League Rules.

280. A Club may likewise offer to enter into a Scholarship Agreement with an Academy Player in age group Under 16 who is seeking registration under the provisions of Rule 271.

281. A club which operates a Category 4 Academy may only offer to enter into a Scholarship Agreement with:

- 281.1. anyone who is not an Academy Player; or
- 281.2. an Academy Player in age group Under 16 who is seeking registration under the provisions of Rule 271,

but only on or after 1 January in his Under 16 Year.

282. Any offer made under the provisions of Rules 278 or 280 shall be in PLYD Form 11, a copy of which shall be sent to the Board by the Club making the offer within five days of it being made. In addition, any offer of scholarship to a player registered with a club not in membership of the Premier League or Football League shall be sent to the Board by the Club within five days of such offer being made.

283. An Academy Player receiving an offer in PLYD Form 11 shall respond thereto within 28 days by completing and submitting to the Club making the offer PLYD Form 12, a copy of which shall be sent to the Board by the Club within five days of receipt. An Academy Player who does not accept the offer shall be at liberty after the first Saturday in June following his Under 16 year to seek registration at any other Club (or club).

284. An Academy Player who fails to respond as required by Rule 283 shall be deemed to have not accepted the offer.

285. A Club may enter into a Scholarship Agreement with an Academy Player if:

- 285.1. it holds his registration; or
- 285.2. his registration is not held by another Club (or club); and
- 285.3. (except in the case of an Academy Player who has entered into a Scholarship Agreement with another Club (or club) which has been cancelled by mutual agreement) he is under the age of 18 years; and
- 285.4. the Scholarship Agreement commences no earlier than the last Friday in June in the academic year in which the Academy Player reaches the age of 16.

286. An Academy Player who enters into a Scholarship Agreement with a Club shall be:

- 286.1. entitled to receive such remuneration as shall be determined by the Board from time to time; and
- 286.2. required to complete his Education Programme (as defined in PLYD Form 1).

287. The registration of an Academy Player who enters into a Scholarship Agreement with a Club shall be effected by completion of and submission to the Board of Football Association Form G(4), signed on behalf of the Club by an Authorised Signatory, together with copies of the Academy Player's Scholarship Agreement, the initial duration of which must not exceed two years, and birth certificate.

288. If the parties to a Scholarship Agreement have agreed in writing that they will enter into a contract of employment in Form 16 prior to or immediately upon the termination of the Scholarship Agreement, and provided that the written agreement between them specifies the length of the contract and full details of all the remuneration and benefits payable under it, the Club shall not be obliged to complete and sign a mutual cancellation notification upon the Academy Player's application for cancellation of his registration pursuant to clause 13.1 of the Scholarship Agreement. If the Club chooses not to cancel the Academy Player's registration, the Academy Player shall remain registered with the Club and the Scholarship Agreement shall remain in full force and effect.

### 289. Appeal against Termination

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

### 290. Appeal against Disciplinary Decision

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

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

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



293.	<b>Order for Costs</b> The Board shall have power to make an order for costs: 293.1. in determining appeals under Rule 289 or Rule 290; and 293.2. if any such appeal, having been commenced, is withdrawn.
294.	The Board shall have power to determine the amount of any such costs which may include, without limitation, those incurred by the League in the conduct of the appeal.
295.	Costs ordered to be paid as aforesaid shall be recoverable: 295.1. in the case of a Club, under the provisions of Rule E.27; or 295.2. in the case of an Academy Player, as a civil debt.
296.	<b>Further Appeal</b> Within 14 days of a decision of the Board given under the provisions of Rule 292 either party may by notice in writing appeal against such decision to the Premier League Appeals Committee whose decision shall be final.

**Approaches by and to Clubs and Inducements**

297.	A Club shall not, either directly or indirectly, make any approach to or communicate with: 297.1. an Academy Player registered with another Club (or club); or 297.2. a player with whom another Club (or club) has entered into a pre-registration agreement which remains current.
298.	A public statement made by an Official of or Intermediary for a Club expressing interest in an Academy Player whose registration is held by another Club (or club) or a player with whom another Club (or club) has entered into a pre-registration agreement which remains current shall be deemed for the purpose of Rule 296 to be an indirect approach in breach of that Rule.
299.	Except as permitted by Rules 268, 269.4, 270, 271 and 283, an Academy Player whose registration is held by a Club shall not, either directly or indirectly, make any approach to another Club (or club).
300.	Except that a Club may, not earlier than 31 December next following the commencement of his Under 16 year, offer an Academy Player a contract as a Contract Player upon his attaining the age of 17 years and subject to Rules 247 and 278: 300.1. no Club shall induce or attempt to induce a player to become registered as an Academy Player by that Club by offering him, or any Person connected with him, either directly or indirectly, a benefit or payment of any description whether in cash or in kind; 300.2. no Club shall likewise induce or attempt to induce an Academy Player to enter into a Scholarship Agreement and in particular no Club shall pay or offer to pay to an Academy Player upon his entering into a Scholarship Agreement remuneration in excess of the remuneration referred to in Rule 286.1; and 300.3. no Academy Player shall, either directly or indirectly, accept any such inducement.

**Facilities**

301.	Each Club which operates an Academy shall ensure that: 301.1. it provides as a minimum the facilities and accommodation set out in Rules 303 to 317; and 301.2. if it operates a Category 1 Academy, such facilities and accommodation are available for the exclusive use of its Academy at all times when it requires access to them in order to comply with these Rules.						
302.	Save where otherwise indicated, or with the permission of the Board, the facilities and accommodation set out in Rules 303 to 317 shall be provided at the Club's principal venue for the coaching and education of Academy Players.						
303.	Grass pitches <table border="1"> <tr> <td><b>Category 1</b></td> <td>a) A sufficient number of grass pitches of the appropriate sizes (as required by the Rules relating to Games Programmes and with goals sized as required by the Rules relating to Games Programmes) to enable the Club to play all its matches in the Games Programmes and fulfil its commitments under these Rules as regards coaching. b) One floodlit grass pitch enclosed with perimeter fencing and with designated areas for spectator attendance (save that if a Club is unable to obtain planning permission for floodlighting then the requirement for floodlighting shall be waived). c) A designated area (on grass) for the coaching of goalkeepers.</td> </tr> <tr> <td><b>Category 2 and 3</b></td> <td>a) A sufficient number of grass pitches of the appropriate sizes (as required by the Rules relating to Games Programmes and with goals sized as required by the Rules relating to Games Programmes) to enable the Club to play all its matches in the Games Programmes and fulfil its commitments under these Rules as regards coaching. b) A designated area for the coaching of goalkeepers.</td> </tr> <tr> <td><b>Category 4</b></td> <td>a) A sufficient number of grass pitches of the appropriate sizes (as required by the Rules relating to Games Programmes and with goals sized as required by the Rules relating to Games Programmes) to enable the Club to play all its matches in the Games Programmes and fulfil its commitments under these Rules as regards coaching. b) A designated area (on grass) for the coaching of goalkeepers.</td> </tr> </table>	<b>Category 1</b>	a) A sufficient number of grass pitches of the appropriate sizes (as required by the Rules relating to Games Programmes and with goals sized as required by the Rules relating to Games Programmes) to enable the Club to play all its matches in the Games Programmes and fulfil its commitments under these Rules as regards coaching. b) One floodlit grass pitch enclosed with perimeter fencing and with designated areas for spectator attendance (save that if a Club is unable to obtain planning permission for floodlighting then the requirement for floodlighting shall be waived). c) A designated area (on grass) for the coaching of goalkeepers.	<b>Category 2 and 3</b>	a) A sufficient number of grass pitches of the appropriate sizes (as required by the Rules relating to Games Programmes and with goals sized as required by the Rules relating to Games Programmes) to enable the Club to play all its matches in the Games Programmes and fulfil its commitments under these Rules as regards coaching. b) A designated area for the coaching of goalkeepers.	<b>Category 4</b>	a) A sufficient number of grass pitches of the appropriate sizes (as required by the Rules relating to Games Programmes and with goals sized as required by the Rules relating to Games Programmes) to enable the Club to play all its matches in the Games Programmes and fulfil its commitments under these Rules as regards coaching. b) A designated area (on grass) for the coaching of goalkeepers.
<b>Category 1</b>	a) A sufficient number of grass pitches of the appropriate sizes (as required by the Rules relating to Games Programmes and with goals sized as required by the Rules relating to Games Programmes) to enable the Club to play all its matches in the Games Programmes and fulfil its commitments under these Rules as regards coaching. b) One floodlit grass pitch enclosed with perimeter fencing and with designated areas for spectator attendance (save that if a Club is unable to obtain planning permission for floodlighting then the requirement for floodlighting shall be waived). c) A designated area (on grass) for the coaching of goalkeepers.						
<b>Category 2 and 3</b>	a) A sufficient number of grass pitches of the appropriate sizes (as required by the Rules relating to Games Programmes and with goals sized as required by the Rules relating to Games Programmes) to enable the Club to play all its matches in the Games Programmes and fulfil its commitments under these Rules as regards coaching. b) A designated area for the coaching of goalkeepers.						
<b>Category 4</b>	a) A sufficient number of grass pitches of the appropriate sizes (as required by the Rules relating to Games Programmes and with goals sized as required by the Rules relating to Games Programmes) to enable the Club to play all its matches in the Games Programmes and fulfil its commitments under these Rules as regards coaching. b) A designated area (on grass) for the coaching of goalkeepers.						



## Facilities

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

### Guidance

Because of Rule 307, Clubs may need to have a greater number of pitches than the bare minimum necessary to fulfil matches in the Games Programme.

308. Artificial Surface Pitch	
<b>Categories 1 and 2</b>	One floodlit outdoor Artificial Surface pitch (save that if a Club is unable to obtain planning permission for floodlighting then the requirement for floodlighting shall be waived). It is recommended and mandatory with effect from 1 July 2016 that this pitch complies with Rule K.15.
<b>Categories 3 and 4</b>	Access to one floodlit outdoor Artificial Surface pitch (which need not be at the principal venue).
309. Indoor area for training and the playing of matches	
<i>Note: ideally a Club's indoor facility should be located at its principal venue for the coaching of Academy Players and any new facility must be located at the principal venue. It is accepted, however, that a number of Clubs have existing indoor facilities which are located elsewhere, or that it may be impossible for a Club's indoor facility to be located at its principal venue for planning reasons. In such cases, where the Board is satisfied that the Club's indoor facility may be located other than at its principal venue, there shall also be a requirement that the Rules relating to the maximum travel time from an Academy Player's residence to the coaching venue are complied with.</i>	
<b>Categories 1 and 2</b>	One indoor Artificial Surface pitch measuring a minimum of 60 yards by 40 yards which shall be owned by the Club (or alternatively the Club must have a legally enforceable agreement with the owner of the facility for its use by the Club, expiring not earlier than the end of the current Season) and which shall be for the exclusive use of the Academy at all times. (Note: an indoor pitch which complies with the size requirements set out in Rule K.15 is recommended).

## Facilities

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

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

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

### Guidance

Sufficient and suitable facilities must be provided at all venues. Thus, if a Category 3 or Category 4 Academy utilises an Artificial Surface pitch or an indoor pitch which is located away from its principal venue, it must ensure that there is substantial compliance with this Rule 310 with regard to changing room and washing facilities.

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

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



## Facilities

### Guidance

In Category 3 and 4 Academies, this room:

- a) need not be located at the principal venue; but
- b) if it is so located (but not otherwise), may also be used as the guest lounge described in Rule 312.

#### 312. Guest lounge

<b>Categories 1 to 4</b>	A guest lounge for the use of Parents at each training session and match that is open to Parents. The guest lounge shall be large enough to hold 50 people and have access to refreshments and toilet facilities.  <i>Note: in Category 3 and 4 Academies, this room may also be used as the team meeting room described in Rule 310 provided that it is large enough.</i>
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#### 313. Match analysis suite

<b>Categories 1 and 2</b>	A room large enough to hold 20 people and equipped with such appropriate video and IT technology as is necessary to undertake, and present the results of, Performance Analysis.  If the facility is shared with the professional squad, access for the Academy sufficient for its purposes needs to be clearly demonstrated.
<b>Category 3</b>	A match analysis suite is recommended but not mandatory.

#### 314. Medical facilities

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

### Guidance

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

There should be provision for:

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

## Facilities

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

#### 315. Administration office space

<b>Categories 1 to 4</b>	<ul style="list-style-type: none"> <li>a) Such office space and access to IT, email and the internet as each member of Academy Staff requires in order to perform the responsibilities set out in his job description;</li> <li>b) A private meeting room.</li> </ul>
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### Guidance

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

#### 316. Academy Player accommodation

<b>Categories 1 to 4</b>	<p>Sufficient and adequate accommodation for all registered Academy Players and Trialists under the age of 18 not residing with their Parents. Clubs shall comply with any guidelines about Academy Player accommodation published by the League from time to time and with all applicable legal requirements in relation to the provision of such accommodation.</p> <p>Such accommodation shall be located in as close proximity as is reasonably practicable to the Club's principal venue for the coaching and education of Academy Players and to the place at which Academy Players undertake their education (if this is not the principal venue).</p>
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### Guidance

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

#### 317. Classrooms

<b>Category 1</b>	<p>A minimum of three classrooms which shall each:</p> <ul style="list-style-type: none"> <li>• contain sufficient desks for 20 students;</li> <li>• contain 20 computers with access to the internet; and</li> <li>• conform in all respects with any requirements for classrooms issued by the Department for Education.</li> </ul>
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<b>Category 2</b>	<p>A minimum of two classrooms which shall each:</p> <ul style="list-style-type: none"> <li>• contain sufficient desks for 20 students; and</li> <li>• contain 20 computers with internet access.</li> </ul> <p>At least one of the classrooms must conform in all respects with any requirements for classrooms issued by the Department for Education.</p>
<b>Categories 3 and 4</b>	<p>Access for Academy Players and Trialists to a study area large enough to hold 20 people and which contains at least 20 computers with internet access.</p>

**Guidance**

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

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

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

**Youth Development Rules**  
Finance and Expenses

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

**Guidance**

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

The League will keep the Academy Financial Information provided to it pursuant to Rules 318 and 320 confidential save that:

1. the League may disclose the Information if properly required to do so by law or by any regulatory authority;
2. the League may disclose the Information to the ISO or the PGB (and if it does so, the League shall use all reasonable endeavours to ensure that the ISO or the PGB keeps the Information confidential);
3. the League may disclose the Information to any Person or entity retained to undertake an audit of a Club’s Academy Financial Information pursuant to Rule 322 (and if it does so, the League shall use all reasonable endeavours to ensure that the Person or entity so retained keeps the Information confidential); and
4. the League may use the Information to develop and publish benchmarked information on an anonymised basis.

Expenses	
324.	Without prejudice to Rules 297 to 300, each Club that operates an Academy shall be permitted to reimburse Academy Players and their Parents for actual expenses legitimately incurred as a direct result of the Academy Player’s participation in the activities of the Academy, in accordance with such guidance as is issued by the Board to Clubs from time to time.

325. Without prejudice to Rules 297 to 300, no payment of any kind may be made by a Club to an Academy Player or his Parent (whether directly or indirectly) outside the terms of the guidance issued by the Board in accordance with Rule 324, without the express prior consent of the Board.

## Youth Development Rules

### Compensation

Compensation	
326.	The registration of an Academy Player at an Academy shall impose an obligation on the applicant Club or Football League club ("the Applicant Club") to pay compensation for the training and development of that Academy Player to any Club or Football League club which previously held his registration ("the Training Club") provided that: <ul style="list-style-type: none"> <li>326.1. the Training Club had indicated in PLYD Form 7 (or, in the case of a Football League club, the equivalent Football League form) its intention to retain the Academy Player's registration; or</li> <li>326.2. the Training Club had offered to enter into a Scholarship Agreement pursuant to Rule 278 with the Academy Player; or</li> <li>326.3. the Academy Player sought registration at the Applicant Club because he had moved residence outside the permitted travelling time from his last Training Club; or</li> <li>326.4. save where Rule 271 applies, the Training Club and Academy Player mutually agreed to terminate the Academy Player's registration pursuant to Rule 272.2 and agreed that the Training Club should retain the right to receive compensation should the Academy Player sign for another Club (or club); or</li> <li>326.5. the Board has made a determination to that effect pursuant to Rule 276; and</li> <li>326.6. in all the above cases, the Training Club held a valid licence to operate an Academy in accordance with these Rules (or to operate a Football Academy or Centre of Excellence in accordance with the Rules pertaining to youth development which these Rules replaced).</li> </ul>
327.	The amount of compensation referred to in Rule 326 shall be: <ul style="list-style-type: none"> <li>327.1. such sum as shall be due pursuant to this section of the Rules; or</li> <li>327.2. as regards the compensation payable by the Applicant Club to the most recent Training Club, such sum as shall have been agreed between them.</li> </ul>
328.	Rules 330 to 340 govern the compensation due in respect of an Academy Player who is in, or about to enter, any age group between Under 9 and Under 16 at the time when he is first registered with the Applicant Club save for an Academy Player to whom Rule 329.2 applies.
329.	In default of agreement between the Applicant Club and the Academy Player's most recent Training Club, the Professional Football Compensation Committee shall (in accordance with the provisions of Appendix 11) determine the compensation payable to the latter in respect of an Academy Player: <ul style="list-style-type: none"> <li>329.1. who is in any age group between Under 17 and Under 21 when he is registered for the Applicant Club; or</li> <li>329.2. to whom the Training Club made an offer of a Scholarship Agreement pursuant to Rule 278.</li> </ul>

## Compensation

330. The compensation due in respect of an Academy Player to whom Rule 328 applies shall consist of an initial fee payable to the most recent Training Club (and to be paid within seven days of the Academy Player being registered for the Applicant Club) and, if the Academy Player is in age group Under 12 or older, contingent compensation is payable to all qualifying Training Clubs in accordance with these Rules.
331. The initial fee referred to in Rule 330 shall be calculated by:
- 331.1. multiplying the applicable annual fixed fee (or fees) calculated in accordance with Rule 332 by the applicable number of years; and
- 331.2. adding thereto any initial fee (capped at such sum as would have been payable when calculated in accordance with this section of the Rules) paid by the most recent Training Club when it acquired the registration of the Academy Player.
332. In Rule 331:
- 332.1. the “applicable annual fixed fee” means the fee set out in the table in Rule 333 referable to:
- 332.1.1. the age group of the Academy Player during any year that he was registered with the Training Club; and
- 332.1.2. the Category of the Training Club’s Academy during that year; and
- 332.2. the “applicable number of years” means the number of years for which the Academy Player was registered for the Training Club (subject to Rule 339).

### Guidance

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

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

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

### Guidance

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

## Compensation

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

334. The contingent compensation referred to in Rule 330 shall consist of:
- 334.1. appearance fees calculated by reference to the number of First Team Appearances (up to a maximum of 100) made by the Academy Player for the Applicant Club or any other Club or Football League club for whom the Academy Player subsequently becomes registered (including by way of a Temporary Transfer or other loan) and to the divisional status of the relevant Club as set out in the table in Rule 335;
- 334.2. if the Academy Player’s registration is transferred prior to his twenty-third birthday to a club affiliated to a national association other than The Football Association (save for any Welsh club which is a member of the League, The Football League or the National Division of the National League), 20% of any Compensation Fee, Loan Fee and Contingent Sum that the Applicant Club receives which is in excess of:
- 334.2.1. any amounts of training compensation and/or solidarity payment paid to the Applicant Club and the Training Club pursuant to the FIFA Regulations for the Status and Transfer of Players; and
- 334.2.2. the actual sum (if any) paid by the Applicant Club to the Training Club to acquire the Academy Player’s registration;
- 334.3. 5% of all Compensation Fees (and transfer fees, where applicable), Loan Fees and Contingent Sums paid in respect of:
- 334.3.1. all future transfers of the Academy Player’s registration to Clubs (or clubs) in membership of the League, The Football League or the National Division of the National League; and
- 334.3.2. all future transfers on loan to a club affiliated to a national association other than the Football Association (save for any Welsh club which is a member of the League, The Football League or the National Division of the National League).

### Guidance

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

335. The appearance fees referred to in Rule 334.1 are as follows:

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

336. In Rule 334:

- 336.1. "First Team Appearance" means an appearance either in the starting eleven or as a playing substitute in a first team fixture in the Premier League, the Football League Championship and Football Leagues 1 and 2 (including play-offs), the Football League Cup, the FA Cup, the Football League Trophy, the UEFA Europa League or the UEFA Champions League;
- 336.2. in the event that the Academy Player's registration at a Club (or Football League club) is terminated (whether by effluxion of time, cancellation, transfer or otherwise) prior to his having made sufficient appearances to trigger one of the payments set out in Rule 335, that Club (or Football League club) shall pay a pro rata amount to the relevant Training Club(s) and the obligation to pay future sums pursuant to that Rule shall transfer to any new Club (or Football League club) for whom the Academy Player subsequently becomes registered; and
- 336.3. "Compensation Fee", "Loan Fee" and "Contingent Sum" shall be interpreted to exclude compensation payable pursuant to Rule 326.

337. Reference in Rules 334 and 336 to the transfer or termination of an Academy Player's registration shall be interpreted to include transfers or terminations of his registration after he has ceased to be an Academy Player and Clubs who subsequently sign the Academy Player shall be bound to comply with Rules 334.1 and 334.3 and for the avoidance of doubt the original Applicant Club shall not be liable to the Training Club in respect of:

- 337.1. any appearance fees payable pursuant to Rule 334.1 and due in respect of appearances made by the Academy Player after he has ceased to be permanently registered for the Applicant Club; or
- 337.2. sums payable pursuant to Rule 334.2 and 334.3 arising from transfers in respect of which the Applicant Club was not the Transferor Club.

338. Any agreement between a Club and another Club (or club) as to the compensation payable on the transfer of a registration, whether pursuant to Rule 327.2 or otherwise, may not take effect so as to vary the contingent compensation payable pursuant to this section of the Rules to any other Club (or Football League club).

339. If an Academy Player has spent part only of any year at the Training Club, the amount of compensation in respect of that year shall be calculated pro rata (taking into account whether or not the Training Club's Academy was operational or not during the Close Season or any part of it).

340. If the Academy Player has been registered for a Training Club for part only of the period between the start of his Under 12 year to the conclusion of his Under 16 year, the amount of contingent compensation payable to that Training Club calculated in accordance with these Rules shall be paid pro rata to the Training Club.

**Guidance**

Rule 340 covers the following situations:

1. where an Academy Player has been registered for only one Training Club but not for the entirety of the period from the start of his Under 12 year to the conclusion of his Under 16 year; and
  2. where the Academy Player has been registered for more than one Training Club during the period.
- In either case, the Training Club(s) receive(s) contingent compensation pro rata to the period that it/they held the Academy Player's registration.

341. The compensation set by the Professional Football Compensation Committee in respect of an Academy Player to whom Rule 329 applies shall be determined in accordance with the Committee's Regulations (set out at Appendix 11).

342. The new registration of a Contract Player under Premier League Rule U.17 shall impose an obligation on the Club next holding his registration to pay to the former Club (or club) compensation for the training and development of that Player if the Club (or club):

- 342.1. had held that Player's registration as an Academy Player;
- 342.2. had offered to enter into a Scholarship Agreement with him which offer he had not accepted; or
- 342.3. had entered into a Scholarship Agreement with him; and either
  - 342.3.1. the Scholarship Agreement had been terminated at the Player's request; or
  - 342.3.2. in accordance with the terms thereof the former Club (or club) had offered him a contract as a Contract Player which offer he had not accepted.

343. The amount of compensation payable pursuant to Rule 342 shall be:

- 343.1. such sum as shall have been agreed between the applicant Club (or club) and the former Club; or
- 343.2. such sum as the Professional Football Compensation Committee on the application of either Club (or club) shall determine pursuant to Rule 341.







## Compensation

- |      |  |
|------|--|
| 344. | Any agreement between Clubs or between a Club and a Football League club as to the amount of compensation payable shall be in writing, and a copy provided to the League within five days of being entered into. |
| 345. | All compensation (including instalments thereof and contingent sums) payable to a Club or Football League club shall be paid by the Applicant Club into the Compensation Fee Account.                            |

### **Guidance**

The fees set out in Rules 333 and 335 are to be revised annually by the PGB.

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

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



# Youth Development Forms



## Scholarship Agreement

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

**WHEREBY** it is agreed as follows:

### 1. Definitions and Interpretation

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

**"PFA"** shall mean the Professional Footballers Association;

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

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

**"the Rules"** shall mean the FA Rules, the League Rules and the Club Rules.

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

**2. Purpose**

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

**3. Duration**

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

**4. Extension of Agreement**

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

**5. Obligations of the Scholar**

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

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

- 5.3 The Scholar shall not:
- 5.3.1 reside at any place which the Club reasonably deems unsuitable for the performance of his obligations under this agreement;
  - 5.3.2 undertake or be engaged in any employment or be engaged or involved in any trade, business or occupation;
  - 5.3.3 indulge in any activity or practice which might endanger his fitness or inhibit his mental or physical ability to train or play or which might cause to be void or voidable any policy of insurance provided for the Scholar by the Club in compliance with the Rules; or
  - 5.3.4 knowingly or recklessly do, write or say anything which is likely to bring the Club or the game of football into disrepute.

## 6. Obligations of the Club

The Club shall:

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

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

## 7. Illness and Injury

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

## 8. Permanent Incapacity

- 8.1 In the event that the Scholar shall be permanently incapacitated the Club shall be entitled to serve a notice upon the Scholar terminating this agreement.
- 8.2 The minimum length of such notice shall be three months.
- 8.3 The notice may be served at any time after:
  - 8.3.1 the Scholar is declared to suffer from Permanent Total Disablement as defined in the League's personal accident insurance scheme; or
  - 8.3.2 an appropriately qualified independent medical consultant (the identity of whom shall be agreed between the Club and the Scholar, each acting reasonably, save that in the event that the parties are unable to agree, such individual as shall be appointed by the President or next available officer of the Royal College of Surgeons) certifies that the Scholar has suffered permanent incapacity.

## 9. Disciplinary Procedure

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

## 10. Termination by the Club

- 10.1 The Club shall be entitled to terminate this agreement by fourteen days' notice in writing to the Scholar if after due investigation and enquiry it is reasonably satisfied that he:
  - 10.1.1 shall be guilty of Gross Misconduct; or
  - 10.1.2 has failed to heed any final written warning given under the provisions of Schedule Two hereto; or
  - 10.1.3 is convicted of any criminal offence where the punishment consists of an immediate custodial sentence of or exceeding three months.

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

#### 11. Grievance Procedure

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

#### 12. Termination by the Scholar

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

#### 13. Cancellation of Registration

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

**14. Holidays**

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

**15. Entire Agreement**

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

**16. Jurisdiction and Law**

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

**17. Privacy Notice**

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

Scholarship Allowance

**Supplemental Provisions and Employment Rights Act 1996**

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

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

£ ..... per month from ..... to .....

Any other provisions:

.....  
 .....



## Disciplinary Procedure and Penalties

**1. Introduction**

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

**2. Records**

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

**3. The Procedure**

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

**3.1 Investigation**

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

**3.2 Disciplinary Hearing**

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

**3.2.2** Subject as provided in paragraph 3.2.3 no disciplinary penalty will be imposed without first giving the Scholar the opportunity to state his case.

**3.2.3** A disciplinary hearing may proceed in the Scholar's absence and a disciplinary penalty may be imposed if he fails to appear at such hearing after having received proper notice thereof.

**3.3 Appeals**

**3.3.1** The Scholar shall have a right of appeal to the Board against any disciplinary decision. The Scholar should inform the Board in writing of his wish to appeal within seven days of the date of notification to him of the decision which forms the subject of such appeal. The Board will conduct an appeal hearing as soon as possible thereafter at which the Scholar will be given a further opportunity to state his case either personally or through his representative. The decision of the Board will be notified to the Scholar in writing within seven days and subject to paragraph 3.3.2 will be final and binding under this procedure.

**3.3.2** In the event of any sanction being imposed or confirmed in excess of an oral warning the Scholar may by notice in writing served on the Club and the League within seven days of receipt by the Scholar of written notification of the decision of the Board appeal against it to the League and such appeal shall be determined in accordance with the League Rules.

**3.3.3** If the Scholar exercises any right of appeal as aforesaid any sanction imposed by the Club upon the Scholar shall not take effect until the appeal has been determined and the sanction confirmed, varied or revoked as the case may be.

**4. Disciplinary Penalties and Termination**

**4.1** At a disciplinary hearing or on an appeal to the Board against a disciplinary decision the Club may dismiss the allegation or if it is proved to the Club's satisfaction may:

**4.1.1** give an oral warning, a formal written warning or after a previous warning or warnings a final written warning to the Scholar;

**4.1.2** impose a fine not exceeding the amount of 50% of his monthly salary;



- 4.1.3 order the Scholar not to attend at any of the Club's premises for such period as the Club thinks fit not exceeding two weeks; or
  - 4.1.4 where the circumstances set out in Clause 10.1 of this agreement apply, terminate this agreement.
- 4.2 Any warning or sanction given under this disciplinary procedure will be deleted in the Club's records after twelve months.

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

[Signature] .....

[Address] .....

[Occupation] .....

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

[Signature] .....

[Address] .....

[Occupation] .....

Declaration by Scholar and Parents\*

To be signed by the Scholar:

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

Signed .....

Date .....

To be signed by the Parents\*:

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

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

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

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

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

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

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

Date .....

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



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

**To: The Board  
The Premier League**

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

**Certificate by Player**

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

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

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

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

**Endorsement by Parent+**

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

being the Parent (as defined in Premier League Rule A.1.134.) of the above-named Trialist, hereby certify that the above particulars are correct and consent to this application, to the conduct of drug testing on him in accordance with The FA's Memorandum on Drug Testing and to his receiving medication as instructed and any emergency dental, medical or surgical treatment, including anaesthetic or blood transfusion, as considered necessary by the medical authorities present. I further acknowledge that for the purposes of the Data Protection Act 2018 and the GDPR the Premier League shall be collecting, sharing and otherwise processing Personal Data which may include Special Categories of Personal Data (both as defined in the GDPR) about the Player including such data contained within this Form for the purpose of discharging its function as a regulatory, administrative and governing body of football and otherwise in accordance with the Premier League Player Privacy Notice. I further certify that I have provided to the above-named Club full written particulars of any medical condition from which the above-named Trialist suffers and I undertake to inform the Club forthwith in writing if any such medical condition arises during the trial period.

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

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

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

**Position** .....

**Date** .....

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



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

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

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

Signed .....

Position .....

Date .....

Pre-Registration Agreement (Youth Development Rule 248)

Date .....

Parties

(1) ..... Football Club of .....("the Club")

(2) ..... of ..... ("the player")

whose date of birth is .....

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

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

Undertakings by the Club

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

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

Undertakings by the Player

The player hereby undertakes that:

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

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

Signed on behalf of the Club .....

Position .....

Signed on behalf of the player

Signed by his Parent .....

\*delete as appropriate

Certificate

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

Signed .....

For and behalf of the Board of the Premier League

Date .....



## Academy Player Registration Application (Youth Development Rule 257)

**Academy Player's Particulars**

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

Address .....

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

Parent's email address: .....

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

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

Nationality† .....

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

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

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

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

School .....

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

Length of registration: ..... year(s) [complete as appropriate]  
 Last day of registration: ..... 20.....

**[Note :** *Youth Development Rules 272 to 277 set out the circumstances in which an Academy Player's registration can be terminated earlier than the date set out above, and the consequences of early termination. Further guidance can be obtained from the Premier League or from the PFA Independent Registration Advisory Service, both of whose contact details are set out in the Charter for Academy Players and Parents which the Premier League will send to the Academy Player's parent when it receives this form. ]*

**Application to Register**

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

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

Signed .....  
 Authorised Signatory

Date .....

**Endorsement by Academy Player**

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

Signed .....

Date .....

**Endorsement by Parents\***

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

(and of the above email address)

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

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

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

Furthermore, I certify that:

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

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

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

I further acknowledge and agree that:

- (i) the Premier League may request that I attend a meeting in person to answer questions relating to my son’s proposed registration and the payment of any such inducement and/or the engagement in any such approach/communication and/or to produce relevant documents (including, for example, financial records and/or telecommunications records) within a reasonable deadline; and
- (j) should I refuse or fail to comply with any request by the Premier League in accordance with point (i), above, the Premier League may refuse to register my son as an Academy Player with the Club or (suspend or cancel any such registration already in place) and any Commission appointed to consider an alleged breach of Youth Development Rule 300.3 by my son, in accordance with Section W (Disciplinary) of the Premier League Rules, will be entitled to draw an adverse inference against him in those proceedings.

Signed .....

Date .....

§ to be completed if the Academy Player is in age groups Under 9 to Under 16 inclusive and time restrictions apply to the Club’s registration of Academy Players (see Youth Development Rule 230).  
 † if the Academy Player last played for a club affiliated to a national association other than the Football Association, unless the Academy Player is aged under 10 years, this Form must be accompanied by written confirmation from the Football Association that an international registration transfer certificate has been issued in respect of the Academy Player.  
 \* to be completed if the Academy Player is a minor. In such case, a declaration in this form must be signed by every Parent (as defined in the Premier League Rules) of the Academy Player  
 + Complete PLYD Form 5A if the Academy Player is to be registered on the Full Time Training Model or PLYD Form 5B if the Academy Player is to be registered on the Hybrid Training Model.

Full Time Training Model (Youth Development Rule 187)

Academy Player's Particulars

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

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

- 1. We, ..... Football Club, apply to register the above-named Academy Player on the Full Time Training Model until ..... 20....., being the last Friday in June in the academic year in which he reaches the age of 16.
2. The residence arrangements for the Academy Player will be as follows (please provide details of his proposed home address and confirm whether this is his home address or whether it is proposed that he resides with a host family, at onsite Club accommodation or at a boarding school):
.....
.....
.....
3. We undertake to:
3.1 ensure the Academy Player's coaching and education are scheduled in accordance with the requirements of the Full Time Training Model as set out in the Youth Development Rules;
3.2 provide the Academy Player with education until the date set out in paragraph 1 (even if the Academy Player's registration is terminated by us or his training is switched to a different Training Model) as follows (being either one of the four options set out in the guidance to Youth Development Rule 188 or another model which has been approved by the League):
.....
.....
3.3 ensure that the Academy Player has the opportunity to engage in community and citizenship activities as set out in Youth Development Rule 191; and
3.4 advise the Academy Player's Parent(s), school and the League immediately if the Club changes or proposes to change any of the above arrangements.

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

Consent by Academy Player

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

Signed .....

Date .....

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

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

Signed .....

Date .....



Hybrid Training Model (Youth Development Rule 187)

Academy Player’s Particulars

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

Application to Register the Academy Player on the Hybrid Training Model

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

Signed .....

Authorised Signatory

Date .....

Consent by Academy Player

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

Signed .....

Date .....

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

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

Signed .....

Date .....





## Premier League

## PLYD Form 8

Retention/Termination Notification (Youth Development Rules 267.1 and 269.2.1)

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

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

.....  
We, ..... Football Club, hereby give you notice that it is our intention to retain/terminate\* your registration with effect from the first Saturday in June/the end of the Season 2019/20 Registration Extension\*.

Signed .....

Position .....

Date .....

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

## Premier League

## PLYD Form 9

Retention/Termination Notification (Youth Development Rules 267.2 and 269.2.2)

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

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

.....  
We, ..... Football Club, hereby give you notice that it is our intention to retain/terminate\* your registration with effect from the first Saturday in June/the end of the Season 2019/20 Registration Extension\*. [Your registration will be retained on the Full Time Training Model+.]

Signed .....

Position .....

Date .....

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

Academy Player's Registration: Mutual Cancellation Notification  
(Youth Development Rule 272.2)

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

The registration of [name of Academy Player] ..... held by ..... Football Club has today been cancelled by mutual agreement. Unless otherwise set out below the Club will retain rights to compensation in respect of the Academy Player pursuant to the Premier League Youth Development Rules and the FIFA Regulations for the Status and Transfer of Player, which (under the Youth Development Rules) includes a right to receive an initial fee of £....., together with additional contingent fees as set out in Youth Development Rule 334, in the event that the Academy Player subsequently registers with another Premier League or Football League club.

Signed by the Academy Player .....

Date .....

Signed by the Parent\* .....

Date .....

Signed on behalf of the Club .....

Position .....

Date .....

\* if the Academy Player is aged under 18 years



Scholarship Offer (Youth Development Rule 282)

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

Date of birth .....

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

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

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

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

The Scholarship Agreement will be in PLYD Form 1.

Signed .....

Position .....

Date .....

## Response to Scholarship Offer (Youth Development Rule 283)

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

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

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

\* delete as appropriate

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

**Endorsement by Academy Player**

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

Signed ..... Date .....

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

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

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

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

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

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

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

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

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

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



# Appendices to the Rules



## Appendix 1

### Schedule of Offences

(Rule F.1.5.3)

Offence	Contrary to
Dishonestly receiving a programme broadcast from within the UK with intent to avoid payment	Copyright, Designs and Patents Act 1988 s.297
Admitting spectators to watch a football match at unlicensed premises	Football Spectators Act 1989, s.9
Persons subject to a banning order (as defined)	Football Spectators Act 1989 Schedule 1
Ticket touting – football tickets	Criminal Justice and Public Order Act 1994 s.166

## Appendix 2

### Inclusion and Anti-Discrimination Policy

(Rule J.4)

1. The Premier League and Clubs, to achieve their commitment to inclusion and to removing discrimination, whether by reason of age, race, religion or belief, sexual orientation, disability, diversity, gender reassignment or sex, will act as follows:
  - be an equal opportunities employer;
  - encourage and promote similar commitment from every other organisation or individual acting within the game;
  - not tolerate discriminatory behaviour, whether physical or verbal, and take appropriate disciplinary or other action; and
  - support training and awareness raising activities.
  
2. Each Club shall:
  - hold the Preliminary Level of the Equality Standard by 30 June 2016 for Clubs in Membership in Season 2015/16 or 31 December in the Season following its promotion from The Football League for any other club; and
  - hold the Advanced Level of the Equality Standard by the end of 31 December in the Season two years after the obtaining of the Preliminary Level.

**“Equality Standard”** is the award and relevant criteria and standards agreed by Clubs from time to time and as published by the Board.

## Appendix 3

### Camera Positions

(Rule K.60)

Each Club shall provide at each League Match played at its Stadium positions for television cameras in accordance with the requirements of this Appendix 3, and each such position shall be Hardwired.

1. Pursuant to Rule K.60, and subject to paragraph 2 below, Clubs must provide Hardwired camera positions in the locations shown on:
  - 1.1 Plan A in respect of League Matches to be broadcast live in the United Kingdom; and
  - 1.2 Plan B in respect of all other League Matches.
2. In each case, the key to the relevant Plan explains the type of camera required and provides further detail.
3. The Stadium lay-out shown in Plans A and B is indicative only. It is not intended to be an exact representation of a Stadium; rather it is intended to show:
  - 3.1 where cameras should be placed in relation to the pitch; and
  - 3.2 the relative height above the pitch of each camera.
4. The League will work with each Club to identify and agree the location of each camera illustrated on the Plans at the Club's Stadium. This will then be recorded on the Club's agreed Technical Specification.

#### CAMERA PLANS: KEY

Numbers in brackets refer to the designated Camera Number.

All camera positions must provide a full and clear view of the whole pitch.

All camera positions are manned, with the exception of camera 13 and cameras 16-21, which are remotely operated cameras.

#### Main Camera (1)

- Positioned on television gantry exactly on the halfway line facing away from the sun
- Ideal angle is 12-14 degrees from the gantry to the centre spot and 22-24 degrees from the gantry to the near-side touchline
- This camera will be used to provide the main wide-shot coverage of the game

## Appendix 3

#### Close-Up Camera (2)

- Positioned on television gantry. Normally located next to the camera 1, it is used to provide closer coverage of the action and player/referee close-ups
- A large lens must be used

#### Pitch-Side Halfway Camera (3)

- A fixed camera on the half-way line at pitch level on the same side as camera 1
- The position should enable an unobstructed view of the field of play and substitutes' benches for the fourth Official, and a clear view of the pitch for the Club representatives
- A large lens must be used

#### Close-Up Camera (4)

- Positioned on television gantry. Normally located next to cameras 1 and 2, it is used to provide closer coverage of the action and player/referee close-ups
- A large lens must be used

#### Steadicams (5 and 6)

- Up to two hand held portable "steadicams", each positioned either side of the half-way line on the same side as main camera may work the length of each half but concentrating on a zone extending between the goal-line and 18 yard line
- The cameras should not cause any viewing obstructions to the trainers' benches and sufficient space must be allowed for Players to warm up
- Host Broadcasters are permitted to use their "steadicams" on the pitch during the pre-match warm up for a short period of time, up until 30 seconds before kick-off and after the final whistle
- Positions and timings to be agreed with each Club at the start of each season

#### 18 Yard Cameras (7 and 8)

- Two cameras installed on the same side as camera 1 at the same level or higher than the main camera positions, facing each of the 18 yard lines. Often used to cover play in a wide angle, but also used for close up coverage
- Large lenses may be used
- (Cameras 5 & 6 on the UK Non-Live Camera Plan)

#### High-Behind Goal Camera (9 and 10)

- Two cameras installed in the stands behind either goal, at a height which permits an unobstructed view of the penalty spot from above the crossbar. Both

## Appendix 3

cameras need to be able to see the far side goal in its entirety and all four corner flags. Large lenses may be used

- (Camera 8 on the UK Non-Live Camera Plan, and only one of the two shown will be used)

### Low-Behind Goal Cameras (11 and 12)

- Two cameras, one at each end, at pitch level in fixed positions behind each goal-line, on the side closest to camera 1. Ideally aligned where the six yard line meets the goal-line
- (Camera 7 on the UK Non-Live Camera Plan)

### Beauty-Shot Camera (13)

- A fixed camera mounted high in the stadium to give a panoramic static shot of the pitch
- This camera is remotely operated
- (Camera 10 on the UK Non-Live Camera Plan)

### Reverse Angle Camera (14 and 15)

- Two cameras located opposite camera 1 for “reverse-angle” coverage and usually for coverage of the trainers’ benches
- On or close to the centre line
- One of these cameras covers close up shots of the Managers, therefore if your gantry is opposite the trainers’ benches, camera 14 should be included as part of the TV gantry requirement
- Large lenses may be used
- (Camera 9 on the UK Non-Live Camera Plan)

### Pole Cameras (16 and 17)

- A camera on a pole mount may be used behind goals in front of the advertising boards. They will be rigged at full height, up to the top of the goals. These cameras may be static or mounted on a jib arm. Where a jib style pole cam is in use, Broadcasters will lower the jib arm as low as possible if play is at the opposite end of the pitch

### Goal-Line Cameras (18 and 19)

- Two cameras located on the same side as the main camera, level with the goal-line and with an unobstructed view of the whole goal and the goal-line inside the penalty area

## Appendix 3

### Mini-Cameras (20 and 21)

- Mini-cameras may be placed directly behind the goal net but cannot be attached to the net or the actual posts and crossbar. It can be as close to the net as desired as long as it does not touch the net. A mini-camera may therefore be attached to the poles which support the net or the cable connecting the back of the net to the vertical stanchions directly behind the goal

### Corner Cameras (22, 23, 24 and 25)

- Options for cameras to be placed in all four corners approximately five metres above the pitch
- Large lenses may be used
- (Camera 9 on the UK Non-Live Camera Plan)

### Electronic Newsgathering (ENG) Cameras (26, 27, 28 and 29)

- Four portable ENG cameras at pitch level, behind each goal-line
- These cameras must be positioned outside (nearer the touchline) the cabled Host Broadcaster cameras and would be required to be fixed during each half
- There may be a requirement for these cameras to change ends at half-time

### Hi Motion or Big Lens Close Up Cameras (30 and 31)

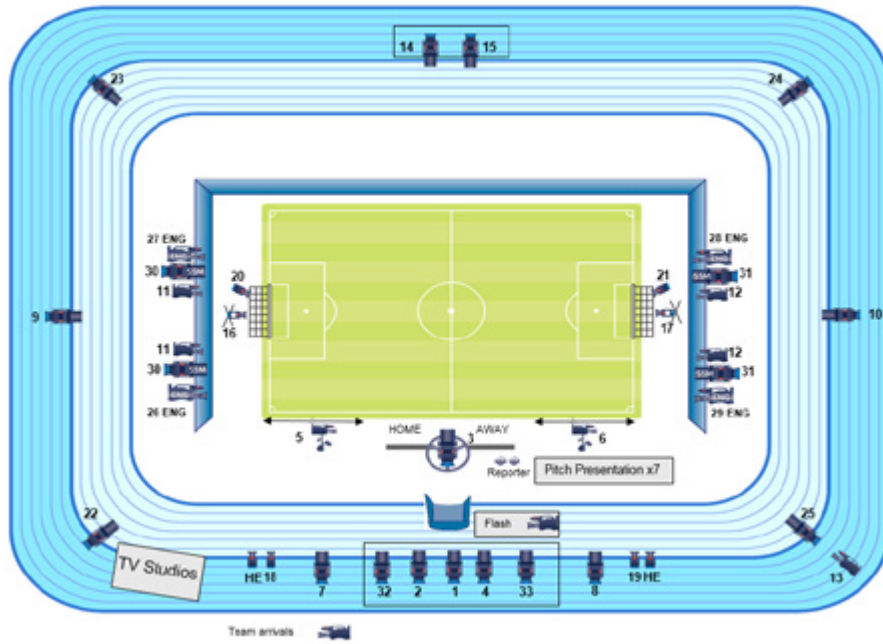
- Up to four big lens cameras, at pitch level, between the six yard and 18 yard line

### ISO and Analysis Cameras (32 and 33)

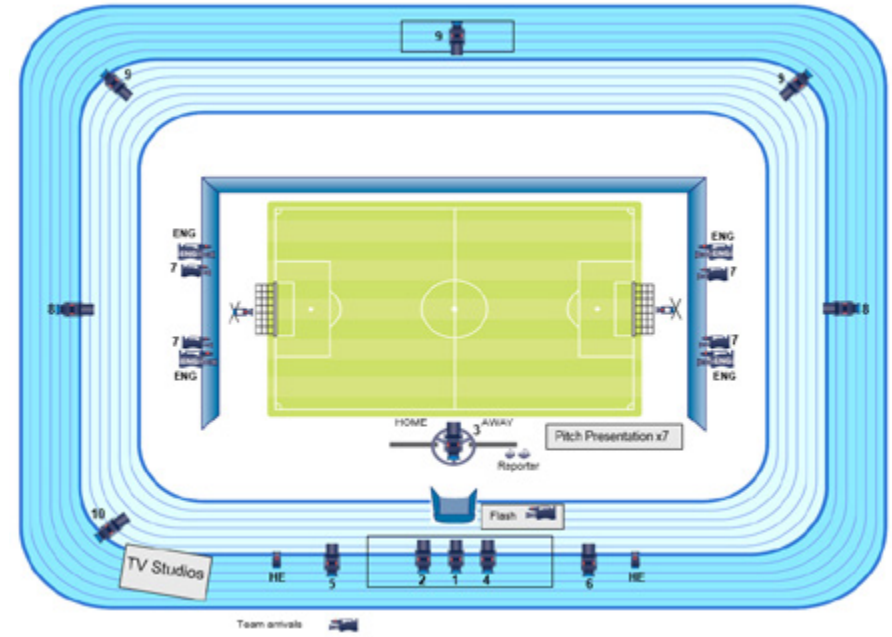
- Two cameras positioned on the television gantry. If space is not available on the main gantry then suitable positions must be made available near to, and at a similar level to, the main gantry and not more than 20 metres from the half-way line
- Large lenses may be used



Plan A  
UK Live Camera Plan



Plan B  
UK Non-Live Camera Plan



## Appendix 4

### Medical Examinations and Information to be Conducted / Collected Annually on all Contract Players and Academy Players Registered on Scholarship Agreements

(Rule O.22)

Requirement	Mandatory or Recommended	Comment
<b>Personal details</b>		
Name	Mandatory	Necessary minimum dataset required in emergencies
Date of birth		
Details of next of kin or guardian		
Home address		
Name and address of GP		
Faith or religion Languages spoken and understood		
<b>Medical history</b>		
Medical history and examination	Mandatory	To include family history and personal medical history
Allergies	Mandatory	
Asthma or other potentially life threatening conditions	Mandatory	
Medications and supplements being taken by the Player	Mandatory	
Current therapeutic use exemptions held by the Player	Mandatory	
<b>Testing</b>		
Concussion history and baseline testing: <ul style="list-style-type: none"> <li>conduct SCAT and computerised neurocognitive baseline test at recruitment</li> <li>Repeat at intervals no greater than two years</li> </ul>	Mandatory	These examinations should comply with the requirements set out in guidelines published by The FA
Cardiac testing: <ul style="list-style-type: none"> <li>a physical examination, cardiac history and standard 12-lead ECG and echocardiography must be performed on all Player on signing their first professional contract;</li> </ul>	Mandatory	These examinations to comply with The FA and PFA Complete Standard Operating Procedures for Cardiac Screening Scholarship Programme

## Appendix 4

<ul style="list-style-type: none"> <li>a physical examination, cardiac history and standard 12-lead ECG should be conducted when the Player is aged 18 and again when he is aged 20; and</li> <li>in addition, any further cardiac investigations or follow-up should be performed, as advised by expert opinion.</li> </ul>		
Blood and urine testing: <ul style="list-style-type: none"> <li>annual full blood count, liver and kidney function and a urine dip-test for blood, sugar, and protein; and</li> <li>a single test, where appropriate, for haemoglobinopathies.</li> </ul>	Mandatory	Doctors may see fit to conduct other investigations  These stipulated tests are considered the minimum necessary for players on a professional contract
<b>Immunisation</b>		
Immunisation history and status Hepatitis B carrier/immune status to be checked and immunisation offered to all.	Mandatory	See FA guidelines on blood borne viruses
Meningitis ACWY immunisation	Mandatory	Now administered by GPs to scholars
Other immunisations and medicines necessary for foreign travel	Mandatory	To reflect work related travel plans for the age-group

Collection of the above information is considered necessary for the safety of the Player to ensure that medical emergencies can be managed appropriately. For tournaments and foreign trips, it is recommended that the responsible clinician has access to these details in case of emergency.

Beyond this, no further tests are mandated. However, it is recognised that Clubs will collect more personal information and may justify and undertake more tests; in particular, those Clubs competing in UEFA competitions will be subject to additional obligations under UEFA's rules.

## Appendix 4A

### Pocket Concussion Recognition Tool

(Rule O.20)

## Pocket CONCUSSION RECOGNITION TOOL™

To help identify concussion in children, youth and adults

### RECOGNIZE & REMOVE

Concussion should be suspected **if one or more** of the following visible clues, signs, symptoms or errors in memory questions are present.

#### 1. Visible clues of suspected concussion

Any one or more of the following visual clues can indicate a possible concussion:

- Loss of consciousness or responsiveness
- Lying motionless on ground/Slow to get up
- Unsteady on feet / Balance problems or falling over/Incoordination
- Grabbing/Clutching of head
- Dazed, blank or vacant look
- Confused/Not aware of plays or events

#### 2. Signs and symptoms of suspected concussion

Presence of any one or more of the following signs & symptoms may suggest a concussion:

<ul style="list-style-type: none"> <li>- Loss of consciousness</li> <li>- Seizure or convulsion</li> <li>- Balance problems</li> <li>- Nausea or vomiting</li> <li>- Drowsiness</li> <li>- More emotional</li> <li>- Irritability</li> <li>- Sadness</li> <li>- Fatigue or low energy</li> <li>- Nervous or anxious</li> <li>- "Don't feel right"</li> <li>- Difficulty remembering</li> </ul>	<ul style="list-style-type: none"> <li>- Headache</li> <li>- Dizziness</li> <li>- Confusion</li> <li>- Feeling slowed down</li> <li>- "Pressure in head"</li> <li>- Blurred vision</li> <li>- Sensitivity to light</li> <li>- Amnesia</li> <li>- Feeling like "in a fog"</li> <li>- Neck Pain</li> <li>- Sensitivity to noise</li> <li>- Difficulty concentrating</li> </ul>
--	--

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## Appendix 4A

### 3. Memory function

Failure to answer any of these questions correctly may suggest a concussion.

"What venue are we at today?"

"Which half is it now?"

"Who scored last in this game?"

"What team did you play last week/game?"

"Did your team win the last game?"

**Any athlete with a suspected concussion should be IMMEDIATELY REMOVED FROM PLAY, and should not be returned to activity until they are assessed medically. Athletes with a suspected concussion should not be left alone and should not drive a motor vehicle.**

It is recommended that, in all cases of suspected concussion, the player is referred to a medical professional for diagnosis and guidance as well as return to play decisions, even if the symptoms resolve.

### RED FLAGS

**If ANY of the following are reported then the player should be safely and immediately removed from the field. If no qualified medical professional is available, consider transporting by ambulance for urgent medical assessment:**

- |  |   |
|--|---|
| <ul style="list-style-type: none"> <li>- Athlete complains of neck pain</li> <li>- Increasing confusion or irritability</li> <li>- Repeated vomiting</li> <li>- Seizure or convulsion</li> <li>- Weakness or tingling/burning in arms or legs</li> </ul> | <ul style="list-style-type: none"> <li>- Deteriorating conscious state</li> <li>- Severe or increasing headache</li> <li>- Unusual behaviour change</li> <li>- Double vision</li> </ul> |
|--|---|

### Remember:

- In all cases, the basic principles of first aid (danger, response, airway, breathing, circulation) should be followed.
- Do not attempt to move the player (other than required for airway support) unless trained to do so
- Do not remove helmet (if present) unless trained to do so.

from McCrory et. al, Consensus Statement on Concussion in Sport. Br J Sports Med 47 (5), 2013

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## Appendix 5

### Code of Conduct for Managers

#### (Rule P.1)

1. A Manager shall strictly observe the terms of his contract with his Club and shall not (either by himself or through any third party) enter into negotiations with another Club (or club) relating to his employment without having first obtained the permission of his Club to do so.
2. A Manager shall not, either directly or indirectly (including by making any statement to the media):
  - 2.1 make an approach to a Contract Player with a view to the Manager's Club negotiating a contract with such Player except as permitted by either Rule T.1 or Rule T.2;
  - 2.2 make an approach to an Academy Player registered at the Academy of another Club (or club) or a player with whom another Club (or club) has entered into a pre-registration agreement which remains current; or
  - 2.3 make an approach to any other employee of another Club (or club) with a view to inducing or attempting to induce such employee to terminate a contract of employment with that Club (or club), whether or not by breach of that contract, except with the written consent of the Club (or club) by which he is employed.
3. A Manager shall comply with the Laws of the Game, the Rules and Regulations of The Football Association (including, without limitation, The Football Association Regulations on Working with Intermediaries), the Rules of the Premier League, the rules of any competition in which his Club participates and his Club Rules (collectively "the Rules") and he shall not encourage or invite any person (including Players and other employees of his Club) to act in breach of the same but shall take all possible steps to ensure that they comply with them.
4. A Manager shall use his best endeavours to ensure that there is in force at his Club a fair and effective disciplinary policy applicable to Players and other employees under his control and that it is applied consistently.
5. A Manager shall not use racist or other discriminatory language. A Manager's behaviour should demonstrate to Players and other employees under his control that discrimination in any form is unacceptable. A Manager shall use all possible steps to ensure that others in his control adopt the same standards of behaviour in this regard.

## Appendix 5

6. A Manager shall take all reasonable steps to ensure that Players and other employees under his control accept and observe the authority and decisions of Match Officials and to promote the highest standards on the field of play generally.
7. A Manager shall not make public any unfair criticism of any Match Official or any other Manager or any Player, Official or employee of his or another Club.
8. A Manager shall ensure that he understands and acts in accordance with his Club's written transfer policy (see Rule H.4).
9. In all discussions, negotiations, transactions and arrangements relating to the employment of Players by his Club ("Player Transactions") including, without limitation, the renewal or renegotiation of existing contracts or any related contracts or arrangements involving his Club and a Player and/or third party (for example, involving his Club's or a Player's intellectual property rights, including the exploitation of name or image), a Manager shall, in addition to his duty to act in accordance with the club's written transfer policy, act with the utmost good faith and in accordance with his primary duty to act in the best interests of his Club.
10. A Manager shall at all times observe the principles of honesty, transparency, accountability and personal impartiality (whether financial or otherwise) in his dealings involving Player Transactions.
11. A Manager shall forthwith disclose to his Club the nature and extent of any direct or indirect interest or any conflict or potential conflict of interest he may have in any transaction or arrangement involving his Club (including, without limitation, any Player Transaction), he shall not be involved in the same without the written consent of his Club, and, if such consent is granted, he shall account to his Club for any benefit which either directly or indirectly he derives therefrom.
12. If a Manager is in any doubt as to whether there exists any interest or conflict (actual or potential) to be disclosed as required by paragraph 11 above, he may consult with the League Managers Association for guidance and advice.
13. Upon becoming aware of any breach of the Rules, including by way of example only, any financial or other benefit or inducement offered in connection with a Player Transaction in breach of the Rules, a Manager shall immediately report such breach in writing to the League.

## Appendix 5

14. A Manager shall conduct himself at all times in an ethical and professional manner and shall observe the highest standards of integrity and fair dealing.
15. A Manager shall take all possible steps to promote the reputation of the game of association football and to prevent it being brought into disrepute.

## Appendix 6

### Code of Conduct for Clubs

(Rule P.2)

1. In all discussions, negotiations and transactions relating to the employment of Managers, each Club shall behave towards each other Club with the utmost good faith.
2. A Club shall not (either directly or through any third party) enter into negotiations relating to the employment of another Club's Manager without the prior permission of that Club.
3. A Club shall not take any steps (including the making of statements to the media) to induce another Club's Manager to act in breach of the terms of his contract with his Club.
4. A Club shall strictly observe the terms of its contract with its Manager and, in particular, if on the determination of the contract any sum is payable by the Club to the Manager, the Club shall ensure that prompt settlement is made.



## Appendix 7

### Standard Clauses

for inclusion in Managers' Contracts of Employment

(Rule P.8.1)

1. The Manager shall observe and comply with the rules and regulations for the time being in force of any organisation or body the rules and regulations of which the Club is bound to observe including those of The Football Association and the League and in particular he shall at all times act in accordance with the League's Code of Conduct for Managers.
2. The Manager shall comply with all reasonable instructions and requests
  - (a) given to Club Managers by the League or
  - (b) given to the Manager by the Club

which arise in the first case out of any commercial contract entered into by the League for the benefit of its members or in the second case out of any such contract entered into by the Club for its own benefit and the Manager shall not himself enter into any such contract which conflicts or competes or is reasonably likely to conflict or compete with those entered into by the League or by the Club as aforesaid.

3. Any dispute or difference arising between the parties hereto as to the construction of this Agreement or the rights duties or obligations of either party hereunder or any matter arising out of or concerning the same or the Manager's employment hereunder shall be referred to the Managers' Arbitration Tribunal in accordance with the Rules of the League for the time being in force. Notwithstanding the foregoing provisions of this clause [3] and without prejudice thereto, the parties shall use and until the conclusion of the arbitration shall continue to use their best endeavours to attempt to reach a settlement of their dispute by mediation.

[**Note :** *The names and addresses of organisations offering an appropriate mediation service are available upon application to the League.*]

## Appendix 8

### Code of Conduct for Scouts

(Rule Q.7)

1. The function of a Scout is to identify to his Club players with whom his Club may wish to enter into negotiations with a view to securing their registration. Scouts are not themselves entitled to enter into any such negotiations nor are they able to make promises to or offer inducements to any players whom they approach.
2. Scouts are employed by and represent their Clubs and are Officials within the meaning of the Rules of the Premier League ("the Rules") by which they are bound.
3. Scouts must therefore be familiar with the Rules and in particular those relating to Academy Players set out in the Youth Development Rules. They must maintain an awareness of and at all times comply with the Rules setting out the circumstances in which their Club may make an approach to a Player or Academy Player (as defined in the Rules) whose registration is held by another Club. In addition, those Scouts that come into contact with and/or have access to Children as part of their duties must familiarise themselves with (and abide by) their Club's safeguarding policies and procedures and the League's 'Guidance for Safer Working Practice'.
4. When acting in the course of his duties a Scout shall at all times carry the formal means of identification issued to him by his Club and/or the League and shall produce the same upon demand.
5. Scouts are responsible for the conduct of their contacts and shall be liable for any act or omission by a contact which constitutes a breach of the Rules.
6. Scouts shall conduct themselves in a manner befitting their role as Officials of their Clubs and shall take all possible steps to promote the reputation of the game of association football and to prevent it being brought into disrepute.
7. A Scout shall forthwith disclose to his Club the nature and extent of any direct or indirect interest he may have in any transaction or arrangement involving his Club and he shall account to his Club for any benefit which either directly or indirectly he derives therefrom.
8. A Scout shall conduct himself at all times in an ethical and professional manner and shall observe the highest standards of integrity and fair dealing.



## Appendix 9

### Standard Clauses

for inclusion in replica Strip manufacturers' contracts

(Rule R.16)

1. [The manufacturer's name] ("the Company") will not itself or through any officer of the Company or any person authorised to act on behalf of the Company:-
  - 1.1 include in a contract for sale or agreement relating to the sale of replica football kit a term or condition which purports to establish or provide for the establishment of minimum prices to be charged on the resale of replica football kit in the United Kingdom ;
  - 1.2 require, as a condition of supplying replica football kit to a dealer, the inclusion in a contract or agreement of any such term or condition, or the giving of any undertaking to the like effect ;
  - 1.3 notify to dealers, or otherwise publish on or in relation to replica football kit, a price stated or calculated to be understood as the minimum price which may be charged on the resale of those goods the replica football kit in the United Kingdom ; or
  - 1.4 withhold supplies of replica football kit from a dealer seeking to obtain them for resale in the United Kingdom on the ground that the dealer:
    - 1.4.1 has sold in the United Kingdom at a price below the resale price replica football kit obtained, either directly or indirectly, from the Company, or has supplied such replica football kit, either directly or indirectly, to a third party who had done so ; or
    - 1.4.2 is likely, if the replica football kit is supplied to him, to sell it in the United Kingdom at a price below that price, or supply it, either directly or indirectly, to a third party who would be likely to do so.

In this subclause 1.4, "resale price" in relation to a sale of any description, means any price notified to the dealer or otherwise published by or on behalf of the Company as the price or minimum price which is to be charged on or is recommended as appropriate for a sale of that description, or any price prescribed or purporting to be prescribed for that purpose by a contract or agreement between the dealer and the Company.

## Appendix 9

2. For the avoidance of doubt, nothing shall prevent the Company from recommending resale prices to dealers provided no impression is given that, in doing so, the Company is notifying a minimum price.
3. The Company may, notwithstanding any of the foregoing, withhold supplies from a dealer, or cause or procure a supplier to do so, if it has reasonable cause to believe that within the previous 12 months the dealer, or any other dealer to whom the dealer supplies goods, has been using as a loss-leader any replica football kit whether or not obtained from the Club.

## Appendix 10

### Notice to Manufacturer Licensed to Manufacture and Distribute Club Replica Strip

(Rule R.17)

1. You will not:
  - 1.1 include in a contract for sale or agreement relating to the sale of replica football kit a term or condition which purports to establish or provide for the establishment of minimum prices to be charged on the resale of replica football kit in the United Kingdom;
  - 1.2 require, as a condition of supplying replica football kit to a dealer, the inclusion in a contract or agreement of any such term or condition, or the giving of any undertaking to the like effect;
  - 1.3 notify to dealers, or otherwise publish on or in relation to replica football kit, a price stated or calculated to be understood as the minimum price which may be charged on the resale of replica football kit in the United Kingdom; or
  - 1.4 withhold supplies of replica football kit from a dealer seeking to obtain them for resale in the United Kingdom on the ground that the dealer:
    - 1.4.1 has sold in the United Kingdom at a price below the resale price\* replica football kit obtained, either directly or indirectly, from you, or has supplied such replica football kit, either directly or indirectly, to a third party who had done so; or
    - 1.4.2 is likely, if the replica football kit is supplied to him, to sell it in the United Kingdom at a price below that price, or supply it, either directly or indirectly, to a third party who would be likely to do so.
2. You shall not be prevented from recommending resale prices to dealers provided no impression is given that, in doing so, you are notifying a minimum price.
3. You may, notwithstanding any of the foregoing, withhold supplies from a dealer, or cause or procure a supplier to do so, if it has reasonable cause to believe that within the previous 12 months the dealer, or any other dealer to whom the dealer supplies goods has been using as a loss-leader any replica football kit whether or not obtained from the Club.

*\*In this paragraph 1.4.1 "resale price" in relation to a sale of any description means any price notified to the dealer or otherwise published by you as the price or minimum price which is to be charged on or is recommended as appropriate for a sale of that description, or any price prescribed or purporting to be prescribed for that purpose by a contract or agreement between the dealer and you.*

## Appendix 11

### Regulations of the Professional Football Compensation Committee

#### Definitions

1. In these Regulations:
  - 1.1 **"Club"** means a football club in membership of the Premier League or the Football League;
  - 1.2 **"Compensation Fee"** means any sum of money (exclusive of Value Added Tax) payable by a Transferee Club to a Transferor Club upon the transfer of the registration of a Player;
  - 1.3 **"the Football League"** means The Football League Limited;
  - 1.4 **"PFNCC"** means the Professional Football Negotiating and Consultative Committee;
  - 1.5 **"Player"** means a player who is the subject of an application to the Professional Football Compensation Committee (**"the Committee"**) pursuant to Regulation 2 of these Regulations;
  - 1.6 **"the Premier League"** means The Football Association Premier League Limited;
  - 1.7 **"Secretary"** means the person or body appointed by the PFNCC to administer these Regulations;
  - 1.8 **"Transferee Club"** means a Club to which the registration of a Player has been transferred; and
  - 1.9 **"Transferor Club"** means a Club from which the registration of a Player has been transferred.

#### Jurisdiction

2. The Committee shall determine applications made pursuant to:
  - 2.1 Premier League Rules T.39, V.27.2 and Youth Development Rules 329 and 343.2;
  - 2.2 Football League Regulations 63.20, 63.21, 63.22, 67.5 and Football League Youth Development Rules 329 and 343.2;
  - 2.3 appeals from a decision of the Board of the Football League made pursuant to Football League Regulation 66.1.
3. In making a determination as aforesaid, the Committee shall take into account the costs set out in Regulation 4 and any of the following criteria:
  - 3.1 the status of each of the Transferor Club and the Transferee Club;
  - 3.2 the age of the Player;
  - 3.3 the Training Model(s) (as that term is defined in Youth Development Rule 1.86) on which the Player was engaged with the Transferor Club.





## Appendix 11

- 3.4 the amount of any fee paid by the Transferor Club upon acquiring the registration of the Player;
  - 3.5 the length of time during which the Transferor Club held the registration of the Player;
  - 3.6 the terms of the new contract offered to him by both the Transferor Club and the Transferee Club;
  - 3.7 his playing record including any international appearances;
  - 3.8 substantiated interest shown by other clubs in acquiring the registration of the Player.
4. The costs to be taken into account under Regulation 3 shall be:
- 4.1 any cost incurred by either Club in operating an Academy, a Football Academy or Centre of Excellence including (without limitation) the cost of providing for players attending thereat:
    - 4.1.1 living accommodation
    - 4.1.2 training and playing facilities;
    - 4.1.3 scouting, coaching, administrative and other staff;
    - 4.1.4 education and welfare requirements;
    - 4.1.5 playing and training strip and other clothing;
    - 4.1.6 medical and first aid facilities; and
    - 4.1.7 friendly and competitive matches and overseas tours,
  - 4.2 any other cost incurred by either Club directly or indirectly attributable to the training and development of players including any fee referred to in Regulation 3.3.

**Composition of the Committee**

5. The Committee shall be composed of:
- 5.1 an independent chairman with an appropriate legal background who, subject to the prior written approval of the Premier League, the Football League and The Professional Footballers' Association, shall be appointed by the PFNCC in such terms as it thinks fit;
  - 5.2 an appointee of each of the leagues of which the Transferor Club and the Transferee Club are members or, if the Transferor Club and the Transferee Club are both members of the same league, an appointee of that league;
  - 5.3 an appointee of The Professional Footballers' Association;
  - 5.4 an appointee of The League Managers' Association.

## Appendix 11

6. If the chairman of the Committee is unable to act or to continue acting as such in the determination of any application, the PFNCC shall appoint in his stead a person with an appropriate legal background.
7. If following his appointment any other member of the Committee is unable to act or to continue acting, his appointor may appoint a replacement so that the composition of the Committee is maintained as provided in Regulation 5.
8. If the members of the Committee fail to agree, they shall decide by a majority provided that, if the Committee is composed of an even number of members, the chairman shall have a second or casting vote.

**Committee Procedures**

9. The parties to proceedings before the Committee shall be the Transferor Club and the Transferee Club.
10. Proceedings shall be commenced by either party making a written application to the Secretary:
  - 10.1 identifying the respondent Club and the Player;
  - 10.2 setting out the facts surrounding the application including the criteria referred to in Regulation 3;
  - 10.3 identifying any documents relied upon, copies of which shall be annexed; and
  - 10.4 in the case of an application made by a Transferor Club, giving full particulars of the costs set out in Regulation 4.
11. Each Club which is a party in proceedings shall pay an administration fee to the Secretary the amount of which will be determined by the PFNCC from time to time.
12. Upon receipt of an application the Secretary shall:
  - 12.1 procure that for the purpose of determining the application the Committee is composed in accordance with Regulation 5;
  - 12.2 send a copy of the application and any documents annexed to it to the chairman;
  - 12.3 send a copy of the same by recorded delivery post to the respondent.
13. Within 14 days of receipt of the copy application the respondent shall send to the Secretary by recorded delivery post a written response to the application, annexing thereto copies of any documents relied upon, and, in the case of a response by a Transferor Club, giving full particulars of the costs set out in Regulation 4.



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14. Upon receipt of the response the Secretary shall send a copy thereof together with a copy of any document annexed to:
  - 14.1 the chairman; and
  - 14.2 the party making the application.
15. The chairman of the Committee shall give directions as he thinks fit for the future conduct of the proceedings addressed in writing to the parties with which the parties shall comply without delay.
16. The Committee by its chairman shall have power to summon any person to attend the hearing of the proceedings to give evidence and to produce documents and any person who is bound by these Regulations and who, having been summoned, fails to attend or to give evidence or to produce documents shall be in breach of these Regulations.
17. Upon the Chairman's directions having been complied with or time for compliance having passed the Secretary shall make all necessary arrangements for the hearing of the proceedings (including supplying a full copy of all documents necessary for the hearing to each member of the Committee) and shall give written notice of the date, time and place thereof to the parties.
18. If a party to the proceedings fails to attend the hearing the Committee may either adjourn it or proceed in their absence.
19. The chairman of the Committee shall have an overriding discretion as to the manner in which the hearing of the proceedings shall be conducted.
20. The Committee shall not be bound by any enactment or rule of law relating to the admissibility of evidence in proceedings before a court of law.
21. The hearing shall be conducted in private.
22. Each party shall be entitled to be represented at the hearing by a solicitor or counsel provided that they shall have given to the other party and to the chairman of the Committee 14 days' prior written notice to that effect.
23. The Committee's decision shall be announced as soon as practicable and if possible at the end of the hearing and shall be confirmed in writing by the Secretary to the parties.

## Appendix 11

24. The Committee shall give reasons for its decision.
25. The decision of the Committee shall be final and binding.

### Fees and Expenses

26. The chairman and members of the Committee shall be entitled to receive fees and expenses in such sum or sums as shall be determined by the PFNCC from time to time.

### Committee's Powers

27. Upon determining an application made in accordance with the provisions of these Regulations, the Committee may make an order with regard to the amount and payment of a Compensation Fee and any other order as it thinks fit.

### Amendments

28. No amendment to these Regulations shall be proposed or made without the prior written approval of the Premier League, the Football League and the Professional Footballers' Association.



## Appendix 12

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

(Youth Development Rule 197)

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

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

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

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

#### The Club agrees to provide

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

## Appendix 12

#### The Academy Player agrees to

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

#### The Parents agree to

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

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

Name .....	.....	
Signature.....		Football Club
Name .....	.....	
Signature.....		Academy Player
Name .....	.....	
Signature.....		Parents

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



## Appendix 13

### Terms of Reference for the Judicial Panel

#### A. Introduction

1. At their 6 February 2020 Shareholders’ Meeting, the Premier League’s Member Clubs resolved to establish a Judicial Panel in accordance with the provisions of these Terms of Reference, from which individuals will be appointed to assist with disciplinary, arbitral and regulatory issues arising under the Premier League Rules (**‘Rules’**), including (without limitation) the following sections: Section W (Disciplinary); Section Y (Managers’ Arbitration Tribunal); Section Z (Premier League Appeals Committee) and the Youth Development Rules (**‘YDRs’**).

#### B. Chair of the Judicial Panel

##### Appointment

2. The Chair of the Judicial Panel shall be appointed by resolution of Clubs at a Shareholders’ Meeting for a term of five years (with no reappointment). Where the term is curtailed by the resignation of the Chair, the Board shall be empowered to appoint an interim Chair of the Judicial Panel from those individuals appointed to the Judicial Panel until such time as a permanent replacement is appointed by a resolution of Clubs.

##### Experience and expertise

3. The individual appointed to the role of Chair of the Judicial Panel shall ordinarily meet the following criteria:
  - 3.1 be a barrister or solicitor of at least fifteen years’ post-qualification experience;
  - 3.2 hold recent, relevant experience of involvement in sports disciplinary matters;
  - 3.3 hold extensive knowledge of:
    - 3.3.1 best practice in conducting sports disciplinary matters and arbitrations; and
    - 3.3.2 ancillary relevant legal subjects, such as competition law and commercial law and arbitration; and
  - 3.4 have a working knowledge and awareness of the Rules.

## Duties and responsibilities

4. The Chair of the Judicial Panel shall be responsible for:
    - 4.1 appointing suitable individuals to the Disciplinary Panel and Appeals Panel, through an open recruitment process (which may include seeking nominations or suggestions from various stakeholder groups within English football, which the Chair may or may not accept), ensuring where reasonably practicable that the appointees and their respective skills at all times comply with the provisions of paragraph 7, below;
    - 4.2 appointing individual members of the Judicial Panel to sit on Commissions, Appeal Boards, tribunals and otherwise, as provided for in the Rules;
    - 4.3 where appropriate, and pursuant to paragraph 20, below, appointing on an ad-hoc basis individuals who are not members of the Judicial Panel, but whom he considers would be suitable for the particular appointment, to sit on Commissions, Appeal Boards, tribunals and otherwise, as provided for in the Rules;
    - 4.4 where appropriate, sitting as a member of an Appeal Board (whether as chair or otherwise);
    - 4.5 where appropriate, considering and adjudicating on preliminary issues that arise under the Rules;
    - 4.6 attending a meeting of the Legal Advisory Group on an annual basis to present on the work of the Judicial Panel over the preceding year; and
    - 4.7 carrying out such other functions as reasonably requested by the Board from time to time, including the organisation of training for members of the Judicial Panel.
  5. The Chair of the Judicial Panel shall, at his discretion, appoint a deputy chair from the membership of the Judicial Panel to assist with such tasks as he thinks fit. He may also delegate any administrative and/or secretarial function required by his role to any other member or employee of his chambers or firm, as appropriate.
- C. Composition of the Judicial Panel**
6. The Judicial Panel shall comprise a Disciplinary Panel and an Appeals Panel, appointments to which shall be the responsibility (and at the discretion) of the Chair of the Judicial Panel, save that no member of the Judicial Panel shall:
    - 6.1 be a representative or employee of the League;
    - 6.2 be an Official or Director of a Club (or club in membership of the EFL);
    - 6.3 accept any instruction, whether appearing as advocate or otherwise, from a party to any proceedings or process under the Premier League Rules; or
    - 6.4 subject to any of the matters set out in Rule F.1.

## Disciplinary Panel

7. The Disciplinary Panel shall ordinarily comprise:
  - 7.1 legally qualified individuals, each of greater than ten years' post-qualification experience (whether as a barrister or solicitor);
  - 7.2 authorised insolvency practitioners;
  - 7.3 individuals who hold nationally recognised qualifications as accountants or auditors; and
  - 7.4 individuals with extensive and demonstrable experience in football administration and/or youth development.
8. Each member of the Disciplinary Panel shall (unless proscribed under the Rules) be eligible to:
  - 8.1 sit as a member of a Commission, appointed under Section W;
  - 8.2 sit as a member of an appeal tribunal appointed under Rule E.43 or Rule F.16;
  - 8.3 in the case of an arbitration under Rule P.12 and Section Y (Managers' Arbitration Tribunal) of the Rules, sit as a member of a Managers' Arbitration Tribunal or as a single arbitrator;
  - 8.4 sit as a member of the Premier League Appeals Committee, in accordance with Section Z of the Rules; and
  - 8.5 assist with such other matters as are referred to the member by the Chair of the Judicial Panel and arising from the Rules including, for example, an application by an Academy Player to have his registration terminated in accordance with YDR 275.

## Appeals Panel

9. The Appeals Panel shall ordinarily comprise individuals who: (a) are barristers or solicitors of no fewer than fifteen years' post-qualification experience; and/or (b) hold or have held judicial office.
  10. Each member of the Appeals Panel (and the Chair of the Judicial Panel) shall be eligible to sit as a member of an Appeal Board appointed under Section W (as well as any of the entities referred to in paragraphs 8.3 and 8.4, above).
- D. Term and termination**
11. Subject to paragraph 13, below, the term of each member of the Judicial Panel shall be 10 years. At the end of that term, the member may be reappointed for a further term by the Chair of the Judicial Panel, at his absolute discretion.

## Appendix 13

12. A member of the Judicial Panel appointed for any purpose provided for by the Rules may continue to act on the matter for which he was so appointed notwithstanding that his term of office has expired, with the permission of the Chair of the Judicial Panel. Where the Chair of the Judicial Panel does not grant such permission, any questions as to the future progress of the matter shall be determined by the Chair of the Judicial Panel at his absolute discretion.
13. The appointment of any member of the Judicial Panel (including the Chair) shall cease before the conclusion of the applicable term if:
  - 13.1 by notice in writing to the Chair of the Judicial Panel, the member resigns from the Judicial Panel;
  - 13.2 the member accepts a position that would render the member ineligible from appointment to the Judicial Panel, in accordance with paragraph 6, above;
  - 13.3 the member becomes subject to any of the matters set out in Rule F.1;
  - 13.4 in the opinion of the Chair of the Judicial Panel:
    - 13.4.1 the member becomes physically or mentally incapable of discharging his duties as a member of the Judicial Panel; and/or
    - 13.4.2 the member has refused or failed to conduct proceedings properly and/or efficiently and expeditiously and in either case substantial injustice has as a result been caused to a party to such proceedings.

**E. Miscellaneous**

14. The Chair of the Judicial Panel shall be remunerated for his role as Chair by way of an annual fee or salary, payable by the League (with the level of fee agreed for the entire term at the start of the term). The terms of his appointment shall, at the start of the term, be subject to the approval of the Premier League's Audit and Remuneration Committee.
15. Each member of the Judicial Panel will be paid a daily rate for his work on matters covered in these Terms of Reference, the level of which shall be agreed by the League and the Chair of the Judicial Panel and subject to the approval of the Premier League's Audit and Remuneration Committee. In addition, members of the Judicial Panel may be reimbursed for any reasonable out of pocket expenses incurred during the course of their work.

## Appendix 13

16. Liability for payment of the sums referred to at paragraph 15, above, shall be determined in accordance with the Rules and, in particular, the provisions empowering Commissions, Tribunals and Appeal Boards to impose cost orders. Where the Rules are silent as to liability for payment of the sums referred to at paragraph 15, above, the matter shall be referred to the Chair of the Judicial Panel to determine in such manner as he thinks fit.
17. No amendment to these Terms of Reference shall be made without the approval of Clubs at a General Meeting. Any amendment made pursuant to this paragraph 17 shall be effective immediately and shall be binding on all members of the Judicial Panel, including the Chair, all Clubs and the League.
18. Any hearings, appeals, deliberations or proceedings of any description held pursuant to or arising from the Rules which are in progress as of 6 February 2020 shall continue in full force and effect, without variation, with any individuals validly appointed to conduct such matters under any iterations of the Rules previously in force fully empowered to conclude those matters, whether or not those individuals are (or become) members of the Judicial Panel.
19. Save where specifically defined in these Terms of Reference, capitalised terms bear the meaning given to them in the Premier League's Articles of Associations and/or the Rules (including the YDRs).
20. Notwithstanding all of the above, the Chair of the Judicial Panel may, in his absolute discretion, when appointing Commissions, Appeal Boards, tribunals and otherwise, as provided for in the Rules, appoint on an ad hoc basis individuals who are not members of the Judicial Panel but whom he considers would be suitable for the particular appointment (and for the period of their temporary appointment each such person will be considered a member of the Judicial Panel). It is anticipated that the Chair of the Judicial Panel will exercise this power only in exceptional circumstances (for example, where specific and/or unforeseen knowledge or expertise is required). Those individuals appointed on an ad hoc basis will be subject to the same daily rates and the same approach to expenses reimbursement as members of the Judicial Panel.



## Appendix 14

### COVID-19 - Protocol for a Return to Group Training

(Rule O.25)

#### A. Introduction

1. The public health crisis associated with the COVID-19 pandemic has created unprecedented challenges for the Premier League and Clubs, with League Matches suspended from 13 March 2020 and lockdown measures introduced by Government on 23 March 2020 preventing any form of group training within Clubs.
2. This Protocol will require the consent of all stakeholders and the agreement of Clubs.
3. Clubs will only be permitted to make a phased return to group training when it is safe to do so, based on medical and scientific advice, and in accordance with Government instructions. The two training phases are: (i) small group training incorporating social distancing (**'Step One'**); and (ii) close contact training, with interaction by Players and Staff within the two-metre social distancing boundary (**'Step Two'**). This document sets out a series of uniform operating procedures, applicable to all Clubs, to ensure that Players and Staff are returning to training in as safe an environment as possible and that Government support for that return is granted.
4. A version of this document, focusing solely on Step One training, was agreed by Clubs and incorporated into the Premier League Rules (**'Rules'**) on 18 May 2020. The document was then subsequently revised to provide for the transition from Step One to Step Two training, with the revised version agreement by Clubs and incorporated into the Rules on 27 May 2020.
5. This document is divided into:
  - i. obligations binding on Clubs and incorporated into the Rules, a breach of which will be dealt with under Section W (Disciplinary) of those Rules. These obligations are set out in numbered paragraphs 7 to 32 and apply principally to the following individuals (collectively referred to in this Protocol as **'Relevant Persons'**):
    - a. Players; and
    - b. Club employees, consultants and contractors essential for the performance of training (including coaches, analysts, doctors, physios, sport scientists and other members of the Club's medical team, but not including security staff, cleaners or members of the Club's catering staff);

## Appendix 14

- ii. non-binding guidance issued by the Premier League to assist Clubs and facilitate compliance with their obligations to ensure the safest possible environment at any site where the Club conducts coaching or training of its Players (**'Training Ground'**). This guidance is in italicised text following the obligation to which it relates. Further guidance will continue to be issued by the League in accordance with Government advice.

6. For the avoidance of doubt, in line with Rule O.1, nothing in this Protocol replaces, reduces or affects in any way the obligations imposed on Clubs by statute and/or common law in the fields of medicine, occupational health and/or health and safety. Capitalised terms not otherwise defined in this document bear the meaning given to them in the Rules.

#### B. Policies and procedures

7. Each Club must devise a COVID-19 operational policy, which must be:
  - i. agreed by its Board and Chief Executive Officer and identify an individual as the **'Designated COVID-19 Officer'**
  - ii. communicated to every Relevant Person
  - iii. submitted to the League

#### Guidance

*The Designated COVID-19 Officer should be either: (a) a senior employee who holds appropriate qualifications and/or is appropriately experienced in health and safety but who is not part of the Club's medical team; or (b) a consultant or external specialist with such experience and/or qualifications, who reports directly to a board-level employee. In either case, the individual must take leadership responsibility for devising and administering the COVID-19 operational policy and managing compliance with that policy and this Protocol.*

8. Each Club must ensure that, before any Relevant Person attends the Training Ground, they have provided written confirmation (in such terms as are approved by the Premier League) that they have received and agree to be bound by the Club's COVID-19 operational policy. The policy must:
  - i. Reflect the Club's formal inter-disciplinary risk assessment of the training ground environment with specific regard to the optimisation of social distancing and all hygiene measures specified by Government during the COVID-19 pandemic (**'COVID-19 Risk Assessment'**)

## Appendix 14

- ii. Include a framework to support the education and familiarisation of all Relevant Persons with regard to the Club's COVID-19 policy
- iii. Include guidance as to the process by which a Relevant Person can opt out of the policy at a later date, should they choose to do so (in which case, he or she will not be permitted to attend the Training Ground)

### Guidance

The Premier League, in consultation with the Medical Working Group and an independent occupational health specialist, will provide a skeleton framework to assist Clubs in formulating a risk assessment template a copy of which is attached **Appendix 14.5**.

The COVID-19 Risk Assessment must consider what steps are necessary to minimise the risk to all individuals who will be present at the Training Ground after the Training Return Date, whether or not they are a Relevant Person, and must contain provision for any individuals considered to be 'clinically vulnerable' or 'clinically extremely vulnerable' in line with Government guidance.

The Premier League will issue template wording to each Club to be used in obtaining the agreement referred to at paragraph 8, to ensure consistency.

Where, at the point that a Relevant Person enters the Training Ground for the first time and the Club is engaging in the Step Two training phase, the Club should provide that Relevant Person with (and require that they be educated as to the content and agree to be bound by the terms of) the revised COVID-19 operational policy referred to in paragraph 10, below, rather than the policy referred to in paragraph 8.

9. Each Club shall carry out its COVID-19 Risk Assessment by no later than 18 May 2020, record its results and make those results available to the League on request.

### Guidance

Each Training Ground is a place of work and should be risk assessed for environmental hazards which may compromise the health of all Players and Staff (whether or not they are Relevant Persons). All reasonable measures should be taken to mitigate the risks identified.

All Clubs must be aware that the public health crisis created by COVID-19 presents new challenges to the health and well-being of their employees. New occupational health measures will need to be identified and implemented both to aid compliance with government guidelines on social distancing and to directly reduce the risk of inadvertent viral transmission.

## Appendix 14

The Premier League (in conjunction with Team Doctors) have produced an occupational medicine guidance document included as **Appendix 14.3**. It is suggested that this is used as an informal resource for Clubs to perform a systematic and comprehensive COVID-19 Risk Assessment for their Staff and premises.

10. By 27 May 2020 (and, in any event, before it may engage in the Step Two training phase), each Club must:
  - i. carry out a further multi-disciplinary risk assessment that builds upon the COVID-19 Risk Assessment and encompasses the following risk considerations (the '**Step Two Risk Assessment**'):
    - a. modification of training facilities and the Training Ground environment to mitigate risk, within the context of Step Two training
    - b. modification of training exercises and coaching to minimise close contact of Relevant Persons with each other and with other individuals, within the context of Step Two training
  - ii. revise its COVID-19 operational policy to reflect its Step Two Risk Assessment (and ensure that the revised operational policy is agreed by its Board and Chief Executive Officer)
  - iii. educate and familiarise all Relevant Persons with regard to its revised COVID-19 operational policy and ensure that each Relevant Person has provided written confirmation (in such terms as are approved by the Premier League) that they have received and agree to be bound by the Club's revised COVID-19 operational policy before they participate in Step Two training
  - iv. make its revised COVID-19 operational policy available to the League

### Guidance

The Step Two Risk Assessment should be led by the 'Designated COVID-19 Officer' in consultation with one or more members of the first team technical coaching staff. Further, Clubs may wish to identify a member of their first team technical coaching staff as the 'COVID-19 Training and Coaching Co-ordinator' with responsibility for risk assessing each training session and adopting appropriate modifications, where possible, so as to eliminate all unnecessary close contact between Relevant Persons.

To assist with the Step Two Risk Assessment and the work of the 'COVID-19 Training and Coaching Co-ordinator', the Premier League has issued detailed guidance set out at **Appendix 14.6**.



## Appendix 14

The Premier League will issue template wording to each Club to be used in obtaining the agreement referred to at paragraph 10, to ensure consistency.

11. In respect of all training undertaken in accordance with this Protocol (whether in relation to the Step One or Step Two training phase), each Club must retain (and deliver to the League or its appointee on request) all:
  - i. training schedules and session plans
  - ii. performance training data (including GPS) produced by the Club's Players
  - iii. video or other recordings of the training

### Guidance

In the event that any of the evidence listed in paragraph 11 is requested by the Premier League, it shall be used by the Premier League solely in relation to the monitoring and enforcement of compliance with this Protocol and any associated disciplinary or other proceedings. The Premier League shall not disclose it further, save where compelled to do so by a court or other competent authority.

The Premier League retains a range of investigatory powers under Section W (Disciplinary) of the Rules, which it will utilise in the event of any suspicion or allegation of a breach of this Protocol. The Premier League intends to engage the services of inspectors to monitor compliance with this Protocol at all times when Relevant Persons are present at the Training Ground.

### C. Pre-training phase

12. No Club shall permit or facilitate group training at its Training Ground before the date on which such activity is permitted by the Government ('**Training Return Date**'). Any such group training after the Training Return Date must be strictly in accordance with this Protocol.
13. Each Club must ensure that, prior to attending the Training Ground, each Relevant Person who has travelled outside of the UK after 23 March 2020:
  - i. has remained in the UK for an uninterrupted period of no fewer than 14 days; and / or
  - ii. has submitted to a COVID-19 RT-PCR Antigen Test ('**CAT**') as soon as practicable after their return to the UK (which has returned a negative result)

## Appendix 14

### Guidance

Whilst group training prior to the Training Return Date is not permitted, individual training at the Training Ground is permitted provided it complies with the terms of the Medical Advisory Note issued by the Premier League on 28 April 2020. Otherwise, Players should continue to train on an individual basis following Government social distancing and essential activity guidelines until the date that training starts.

Players and all members of Staff returning to the UK from abroad should follow the Government's instructions and conditions of entry, including social distancing and essential activity guidelines from the time of returning to the UK until the Training Return Date.

The requirement to submit to a CAT referred to at paragraph 13ii, is in addition to the requirement set out in paragraph 15, below, which applies to all Relevant Persons, irrespective of whether they have travelled overseas.

### D. Testing

14. Where there is a requirement to submit to a CAT in this Protocol, the CAT will be conducted in accordance with the process administered by the League.
15. Each Club must ensure that no Relevant Person is permitted to attend the Training Ground on or after the Training Return Date unless:
  - i. they have submitted to a CAT (conducted in accordance with the process administered by the Premier League) within 48 hours of their intended arrival at the Training Ground (for the first time following the Training Return Date), which has returned a negative result
  - ii. they continue to submit to CATs (each conducted in accordance with the process administered by the Premier League) on a twice-weekly basis (or at such other frequency as is confirmed by the League in accordance with Government advice), each of which returns a negative result
16. In respect of each CAT taken by a Relevant Person, the Team Doctor must:
  - i. assess and contemporaneously record whether the individual submitting to the CAT is experiencing any symptoms of COVID-19 at the time that the CAT is taken
  - ii. be the individual responsible for the receipt and co-ordination of all CAT results.
17. While engaged in the Step One training phase, Clubs must comply with the following action plan in relation to any instance of a positive CAT result for one of its Relevant Persons and/or record of any symptoms of COVID-19:

Scenario number	CAT result	Symptoms	Action	Note
1	+	Present	Isolate for seven days then retest. No attendance at the Training Ground during that period	Symptomatic individuals must self-isolate prior to the initial CAT
2	+	Absent	Isolate for seven days then retest. No attendance at the Training Ground during that period	
3	-	Present	Isolate for seven days then retest. No attendance at the Training Ground during that period	Symptomatic individuals must self-isolate prior to the initial CAT
4	-	Absent	Cleared to attend the Training Ground	

18. Where a Club has complied with paragraph 10, above and is therefore able to engage in Step Two training, it must comply with the action plan in relation to any instance of a positive CAT result for one of its Relevant Persons and/or record of any symptoms of COVID-19 set out in **Appendix 14.7**.

**Guidance**

The testing process administered by the League will operate as follows:

- The timing of any CAT will be agreed by the Team Doctor
- The CAT samples will be collected by an independent practitioner at an agreed location. Individuals will be given appointments to attend and submit samples. It is envisaged that a drive through testing station will be created so that the time each individual spends at the testing station is minimised
- The Team Doctor will be made aware of CAT results approximately 24 hours after the laboratory receive the samples
- The League will receive anonymised reports of the test results at the same time as the Club receive their individual identifiable results
- All Clubs must ensure that Relevant Persons are present for CATs at the times prescribed by their Club
- The testing program will be funded by the League, which will provide all reasonable logistical support to ensure that the program runs effectively

**E. Training – arrival and preparation**

19. Each Club must ensure that (in respect of all training, whether as part of the Step One or Step Two training phase):

- Each Relevant Person is provided with a designated parking space at least three parking spaces away from each other car
- No Relevant Person is permitted to change on arrival at the Training Ground (he/she must attend the Training Ground wearing the clothes in which he/she is to train and with any towel, drinks bottle that he/she wishes or is required to use)
- Every Relevant Person who attends the Training Ground, prior to entering the site, completes a screening protocol to detect symptoms of COVID-19 infection in a manner devised by the Team Doctor (which will ordinarily include a non-invasive temperature check and a medical questionnaire)
- There is no congregation in communal areas at the Training Ground, including but not limited to medical rooms and gym areas
- At any time when one or more Relevant Person(s) is/are present at the Training Ground it permits other members of Staff (ie, individuals who are not Relevant Persons) to be present at the Training Ground only where absolutely necessary and where such individuals:
  - maintain social distancing in respect of one another and in respect of all Relevant Persons while at the Training Ground; and
  - are prohibited from accessing any area in which Relevant Persons are present (whether any building or temporary structure situated within the Training Ground or any pitch or other outdoor training area)
- Restaurants and cafeterias at the Training Ground are closed, with no food or drink served and no access provided to Relevant Persons to eat prior to, during or after training
- No Relevant Person is permitted to access the dressing room, save to use the toilet and/or hand basin. No shaving, showering or further use is permitted
- No Player is permitted to store any personal items or technical equipment (save for football boots and goalkeeping gloves) at the Training Ground

20. Where a Club is engaged in Step One training, no manual therapy treatment of Players by Staff (including soft tissue therapy and massage) prior to training may be conducted unless it is essential and approved by the Team Doctor in advance.

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- 21.** Where a Club is engaged in Step Two training, manual therapy of Players by Staff (including soft tissue therapy and massage) prior to training is permitted, provided that:
- i. It is supervised by the Team Doctor in all cases
  - ii. Subject to paragraph 21iv, below, in order to minimise the risk of viral transmission, it is conducted outdoors wherever possible
  - iii. Routine massage of Players by Staff must not last longer than 15 minutes
  - iv. Where a therapy treatment is to exceed 15 minutes in duration:
    - a. It must be conducted outdoors
    - b. It must be conducted in consultation with the Team Doctor
    - c. The Player receiving the treatment must be notified in advance of PHE guidance in respect of prolonged medical treatment (in particular, the implications in the event of a positive CAT returned by the Relevant Person performing the therapy) and must provide his consent to the therapy following that notification

### Guidance

All Relevant Persons agree to observe personal hygiene and social distancing measures as outlined by the UK Government whenever possible. It is accepted that when Step Two group training commences certain aspects of social distancing discipline will need to be reasonably modified.

Club Medical Staff will decide the maximum number of people permitted to aggregate in a defined area at any time, in line with social distancing requirements (as modified when a Club engages in Step Two training). It is expected that each Club will reduce the footfall of their Training Ground significantly during Step One and Step Two training.

Players are able to follow their usual preparation for training in gym and studio areas as long as appropriate social distancing is maintained and items of equipment are disinfected after each use. Players should be made aware that social distancing restrictions will limit the free availability of these areas and that a booking system may need to be in place to ensure that each Player is able to access the disinfected equipment they require.

Players are encouraged to wear a snood or mask at all times whilst at the Training Ground, given that this measure reduces hand-mouth contact and reduces the risk of viral transmission.

Club are encouraged to operate a one-way system of movement around their Training Ground to minimise the risk of inadvertent or unnecessary close contact with another person.

## Appendix 14

Where paragraph 21 refers to an obligation that therapy be conducted outdoors, Clubs may satisfy that requirement by conducting the treatment in a 'dome' or other spacious, covered structure.

### F. Training – procedure and progression

- 22.** Each Club must ensure that all group training within Step One complies with the template set out at **Appendix 14.1**.
- 23.** Where a Club has complied with paragraph 10, above and is therefore able to engage in Step Two training, it must ensure that such Step Two training complies with the template set out at **Appendix 14.1A**.
- 24.** Each Club must ensure that (in respect of all training, whether as part of the Step One or Step Two training phase):
- i. Relevant Persons refrain from spitting whilst at the Training Ground
  - ii. Relevant Persons keep a distance from one another of at least two metres when entering and leaving the pitch before and after group training

### Guidance

Where a Club is engaging in Step Two training and where the nature of the training session makes it impossible to maintain social distancing, Relevant Persons should reposition themselves to minimum of two metres apart as soon as the training practice or drill allows. Clubs should prepare and assess all training or practice drills so as to eliminate all unnecessary close contact between Relevant Persons.

### G. Training – warm-down and injury prevention programs

- 25.** In respect of the Step One training phase, each Club must ensure that no manual therapy treatment of Players by Staff (including soft tissue therapy and massage) following training is conducted unless it is essential and approved by the Team Doctor in advance.
- 26.** Where a Club is engaged in Step Two training, manual therapy of Players by Staff (including soft tissue therapy and massage) following training is permitted, provided that the provisions of paragraph 21, above, are complied with.
- 27.** Each Club must ensure that (in respect of all training, whether as part of the Step One or Step Two training phase) no Player uses an ice bath, cryogenic chamber or similar at the Training Ground.

## Appendix 14

### Guidance

Players are permitted to follow their customary post-training exercise program in the gymnasium as long as social distancing is practised at all times and all items of gym equipment are disinfected after each usage.

Players are able to access essential treatment from medical and physiotherapy Staff as long as the number of people per room is kept to a minimum at all times and such treatment is pre-approved by the Team Doctor. The maximum number of people permitted in any area at one time will be clearly recorded in the COVID-19 Risk Assessment (see paragraphs 9 and 10, above, as applicable) and all Staff should be made aware of these restrictions.

### H. Training – exit

**28.** Each Club must ensure that (in respect of all training, whether as part of the Step One or Step Two training phase):

- i. Each Player and member of Staff leaves the Training Ground as soon as they have completed their essential activities and there is no congregation of Relevant Persons in any area of the Training Ground
- ii. No Player or member of Staff showers or bathes within the permanent facilities at the Training Ground at any time
- iii. Any food, fluid, nutritional supplement or medication that a Club wishes to provide to a Player is left for the Player to collect at a designated point upon his exit from the Training Ground

### Guidance

In light of the requirement to ensure no congregation of Relevant Persons following training, it is recommended that all session planning and tactical meetings should be conducted by teleconference or videoconference.

Where a Club wishes to provide a Player with any of the items referred to at paragraph 28iii, above, it is recommended that the items are packaged together and left by each Player's car to avoid congestion inside the Training Ground buildings

### I. Personal protective equipment ('PPE')

**29.** Each Club must ensure that:

- i. Any member of Staff performing essential physiotherapy or soft tissue treatment wears appropriate PPE throughout the treatment, which must include (as a minimum):

## Appendix 14

- Fluid resistant surgical mask (type IIR)
- Disposable gloves
- Disposable plastic apron

- ii. Every member of Staff involved in such physiotherapy or treatment disposes of their apron and gloves in between attending each Player and puts on clean replacements after handwashing and before seeing the next Player
- iii. Every member of Staff involved in such physiotherapy or treatment replaces their face mask whenever it becomes moist or soiled
- iv. Where a member of Staff is conducting an examination of a Player's mouth, head or ear, nose and throat areas, they wear a fluid resistant visor (in addition to the PPE referred to at paragraph 29i)
- v. All used PPE items are disposed of in a yellow bin, with clinical waste removed from the Training Ground site at least once every 14 days
- vi. Hand sanitiser dispensers are freely available throughout the Training Ground premises, handwashing facilities are clearly signposted and soap dispensers are adequately filled at all times

### J. Cardiac and respiratory screening

**30.** Prior to the Training Return Date, each Club must ensure that it conducts a risk assessment of every Player who it envisages will be required to attend the Training Ground for potential respiratory and/or cardiac complications associated with COVID-19, in accordance with the protocol set out in **Appendix 14.2**, and to record the results of such assessments.

### Guidance

The protocol at **Appendix 14.2** was produced in conjunction with Club cardiologists.

### K. Living arrangements and isolation

**31.** Each Club must require all Relevant Persons to:

- i. Comply with Government requirements regarding isolation and social distancing whilst not at the Training Ground (whether at their own homes or otherwise)
- ii. Ensure that if they or a member of their household experience symptoms of COVID-19 whilst they are not at the Training Ground:
  - a. they inform the Team Doctor immediately

## Appendix 14

- b. they stay at home unless advised otherwise by the Team Doctor
- c. under no circumstances do they attend the Training Ground for further assessment

### L. Training Ground hygiene overnight protocol

- 32.** Each Club must ensure that, every day, after the Training Ground has been vacated by all Relevant Persons, cleaning of the Training Ground is undertaken in accordance with the processes set out in **Appendix 14.4**.

#### Guidance

*In addition to the cleaning requirements of paragraph 32 and Appendix 14.4, Clubs are recommended to engage in more substantial, industrial-scale 'deep cleansing' of the Training Ground on a regular basis.*

## Appendix 14.1

Resuming training in small groups with strictly observed social distancing

### 1. Training Time Slot

- 1.1.** A Player may only access the Training Ground and pitch during his designated time slot, which includes:

- 1.1.1. 15 minutes to allow each Player to prepare for training
- 1.1.2. Players are permitted to follow their usual preparation for training in gym and studio areas as long as social distancing is maintained and items of equipment are disinfected after each. Wherever possible, these activities should take place outside and be completed in the shortest possible timeframe
- 1.1.3. 75 minutes of small group training (inclusive of pitch based training)
- 1.1.4. 15 minutes to allow each Player to complete essential recovery modalities/therapies

- 1.2.** Relevant Persons will arrive at pre-arranged times staggered in groups of a maximum of five Players (one GK and four outfield Players) per available pitch.

### 2. Football Pitch Access

- 2.1.** Players will be allocated a training pitch, which they must attend at their allocated time slot with the required equipment. They will do this individually and maintain social distancing.
- 2.2.** Each training group is allocated one pitch per group. Each group consists of a maximum of five Players (may include one GK and four outfield Players) and three Staff (inclusive of technical, physical and medical Staff) per available pitch.
- 2.3.** Upon arrival to the pitch all Relevant Persons should ensure that keep at least two metres away from each other individual wherever possible.
- 2.4.** Footballs, GPS units and other required equipment for training should have previously been allocated and at the pitch in preparation for training. All disinfected before and after each small group training session.

### 3. Small Group Training

- 3.1.** As per 1.1.2, Players will be allowed 75 minutes for their small group training.
- 3.2.** All training should ensure Relevant Persons are kept at distance with social distancing measures as outlined by UK Government observed as a minimum.

## Appendix 14.1

More specifically, all Relevant Persons should maintain a minimum distance of two metres from each other. The aim is to facilitate non contact small group training with no Players in close proximity to each other and, therefore, avoiding contact injuries.

- 3.3. It is recommended that a limited amount of footballs and equipment is used throughout the small group training.
- 3.4. Examples of activities that are prohibited are:
  - 3.4.1. Tackling
  - 3.4.2. Opposed activities of any kind
  - 3.4.3. Congested training in small areas
- 3.5. Examples of activities that are encouraged are:
  - 3.5.1. Unopposed technical activities (i.e. passing, shooting, crossing and finishing etc)
  - 3.5.2. Unopposed conditioning activities
- 3.6. Goalkeepers may either work one to one with the goalkeeping coach (observing social distancing measures as outlined by UK Government) or integrated into the small group training.

## 4. Post Training

- 4.1. At the end of small group training, Players will gather the equipment they arrived with. GPS units should be removed by the Player and left in pre-allocated area.
- 4.2. GPS units should only be handled by staff wearing PPE and should be disinfected before handling.
- 4.3. Staff will disinfect any relevant area/ surface after the session (and, where possible, during natural breaks in the session), including:
  - Corner flags
  - Cones
  - Goalposts
  - Equipment
  - Pitch
  - GPS units
  - Balls

## Appendix 14.1

Gloves  
Boots

Note – timings and numbers of players remain subject to any changes in UK Government guidance

## Appendix 14.1A

### Return to Training Protocol Step Two – Contact Training

#### 1. Training Preparation and Timings

**1.1.** The following elements should be incorporated into formal training plans to be notified to all Relevant Persons who will be in attendance at training:

1.1.1. Each Player should be allocated sufficient time to prepare for training in accordance with the provisions of the Protocol

1.1.2. Players are permitted to follow their usual preparation for training in gym and studio areas as long as social distancing is maintained and items of equipment are disinfected after each use. Wherever possible, these activities should take place outside and be completed in the shortest possible timeframe

1.1.3. There is no limit on the duration of any training session within the Step Two training phase

1.1.4. Recovery routines should take place outdoors wherever possible

#### 2. Football Pitch Access

**2.1.** Upon arrival to the pitch, and prior to training commencing, all Players and Staff should ensure that keep at least two metres away from each other wherever possible.

**2.2.** Footballs, GPS units and other required equipment for training should be left in a preallocated area in preparation for training. All disinfected before and after training.

#### 3. Training and coaching environment

**3.1.** In respect of each training session, each Club must ensure that it:

3.1.1. Produces a session plan evidencing how they have risk assessed the session and adopted appropriate modifications so that the time spent by two or more Relevant Persons within a two-metre distance of one another are kept to a minimum (see Appendix 14.6 for guidance)

3.1.2. Identifies which Relevant Persons will be present at the coaching session

**3.2.** Each Club must ensure that:

## Appendix 14.1A

3.2.1. Where the nature of any element of a training session or drill makes it impossible for Relevant Persons to maintain social distancing, they reposition themselves to a minimum of two metres apart as soon as the training session or drill allows

3.2.2. In all other cases, social distancing measures as outlined by UK Government as a minimum, should be maintained by Relevant Persons

#### 4. Post Training

**4.1.** At the end of training, Players will gather the equipment they arrived with. GPS units should be removed by the Player and left in pre-allocated area.

**4.2.** GPS units should only be handled by Staff wearing PPE and should be disinfected before handling.

**4.3.** Staff will disinfect any relevant area/ surface after the session (and, where possible, during natural breaks in the session), including:

Corner flags

Cones

Goalposts

Equipment

Pitch

GPS units

Balls

Gloves

Shinpads

Boots

Note – timings and numbers of Players remain subject to any changes in UK Government guidance

## Appendix 14.2

### Cardiac Considerations

#### Doctor with Personal Protective Equipment (PPE) Testing

Model for return to exercise post-Covid19 infection (suspected or confirmed) to exclude **Cardiac Involvement** with **Doctor wearing PPE** testing is based on:

- **Symptoms via detailed questionnaire**
- **Blood test - high sensitivity - Troponin-I or T (HS-TNI or HS-TnT)**
- **ECG**

This is the preferred Protocol with lab accredited Troponin levels to measure extent of myocardial insult rather than binary yes/no (that is offered by Athlete Point-of-Care (POC) testing) and ECG, but there is risk of infection from athlete to doctor so alternative Protocol available.

- If both tests are normal, risk of myocarditis is low and can continue exercise program
- **If either test is abnormal, then will need referral to a Sports Cardiologist** for further urgent tests (cardiac MRI and seven day ECG monitor e.g. Bardy patch) to rule out suspected myocarditis
- **All exercise will be stopped until blood results (add CRP if TnI raised) have returned to normal**, which may take weeks or months as ongoing elevated blood results may indicate ongoing inflammation and as such risk of sudden arrhythmic death
- Due to risk of infection to echocardiographer, with little additional diagnostic gain, echocardiography is NOT a first-line investigation

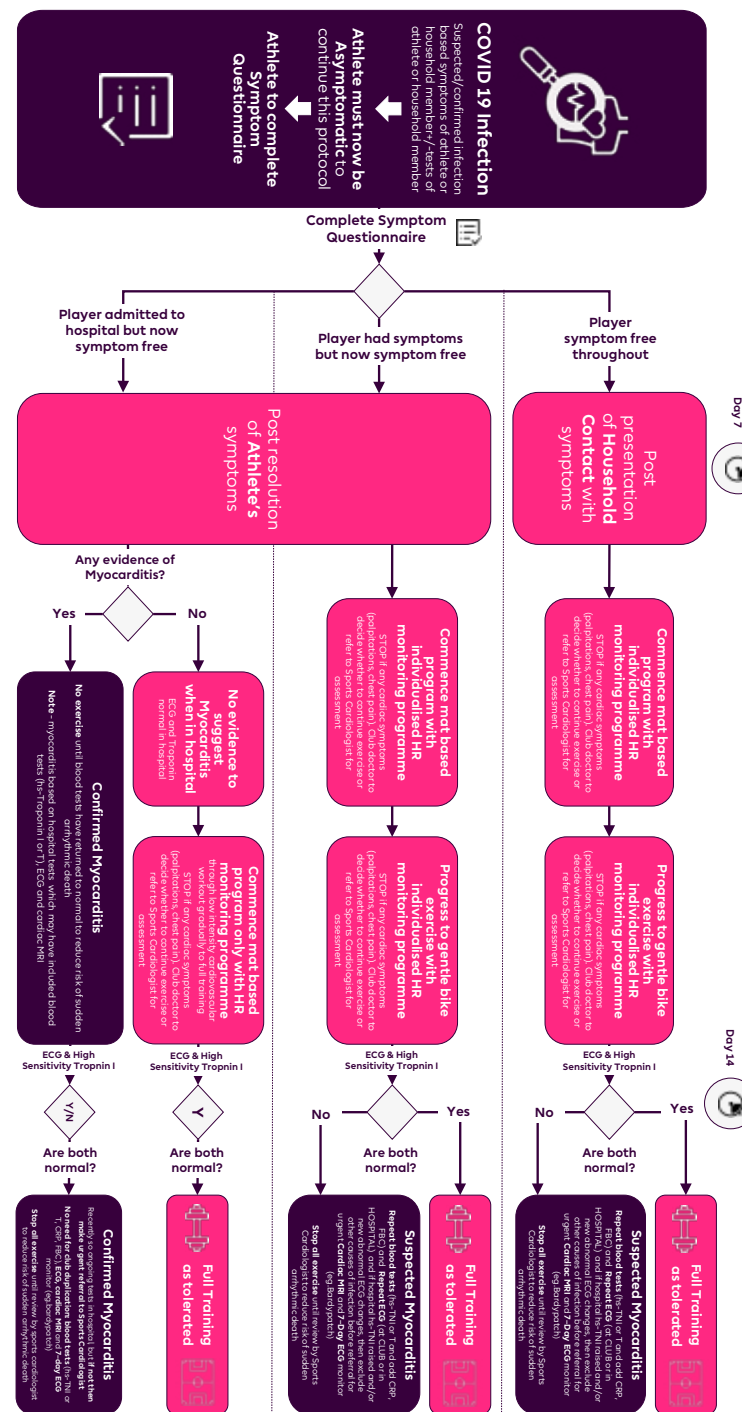
Note players with new ECG changes alone, but normal hs-Troponin I and CRP, may have had episode of myocarditis, so will need urgent Cardiac MRI and Bardy patch and cease all exercise until review by Sports Cardiologist

- Likely to return to exercise if blood tests normal

Full pre-season cardiac screen prior to return to competition – questionnaire, ECG and echocardiogram for whole squad will take place later in the year for Season 2020/21

Note players with normal tests may also be limited by post-viral fatigue or breathlessness

- Will need time for resolution and no specific testing Protocol, although may consider Cardiopulmonary exercise testing (CPX) if symptoms persist





## Appendix 14.2

## Athlete Point-of-Care Testing

Model for return to exercise post-Covid19 infection (suspected or confirmed) to exclude Cardiac Involvement with Athlete Point-of-Care (POC) testing is based on:

- Symptoms via detailed questionnaire
- Blood tests - Troponin-I or Troponin-T

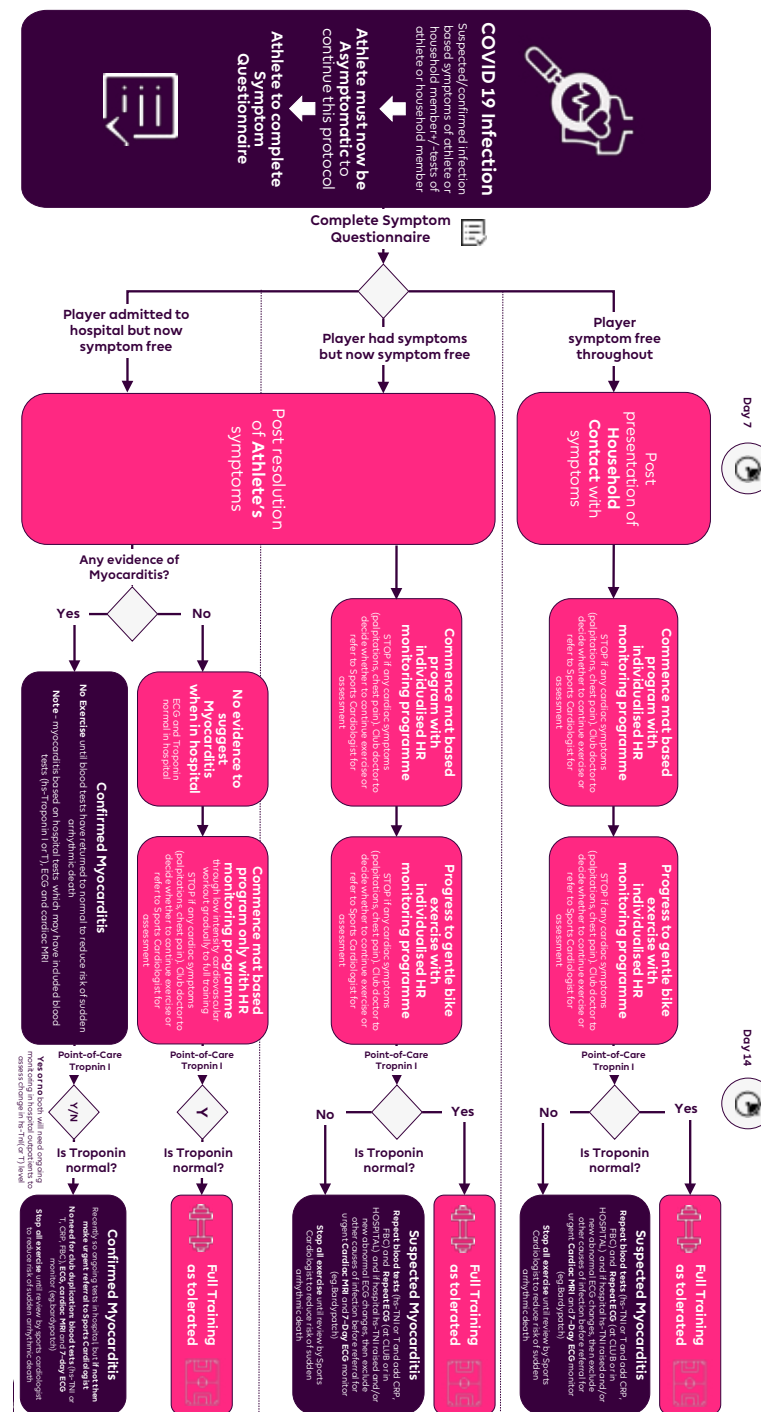
POC testing is not as accurate as serum blood test, but does reduce risk of spread of infection from athlete to doctor

- Skin prick blood test is performed at home by athlete and results photographed by athlete and sent to Club doctor
- If blood test is normal then unlikely to have active myocarditis
- Can continue exercise program unless becomes symptomatic at discretion of Club doctor
- If the blood test is abnormal, then will need further urgent tests including repeat hs-Troponin I or T (either at Club with doctor wearing PPE or referred to hospital) and if still abnormal, then cardiac MRI and 7-day ECG monitor (eg. Bardy patch) and assessment by Sports Cardiologist to rule out suspected myocarditis
- **All exercise will then be stopped until review by Sports Cardiologist and blood results have returned to normal**, which may take weeks or months. Once blood tests are normal and no active inflammation on cardiac MRI with no arrhythmias on 7-day monitor, then likely return to exercise
- Due to risk of infection to echocardiographer, with little additional diagnostic gain, echocardiography is NOT a first-line investigation

Full pre-season cardiac screen prior to return to competition – questionnaire, ECG and echocardiogram for whole squad will take place later in the year for Season 2020/21

Note players with normal tests may also be limited by post-viral fatigue or breathlessness

- Will need time for resolution and no specific testing Protocol, although may consider Cardiopulmonary exercise testing (CPEx) if symptoms persist



## Appendix 14.3

### COVID-19 Medical Safety Occupational Health Risk Assessment Guidance

#### 1. Background

- The aim of this document is to propose a risk assessment framework to facilitate a return to training and competition in the safest possible environment with the health of Players and Staff as a priority, whilst remaining mindful of the wider responsibility to adhere to Public Health England (PHE) measures, advised or imposed by Government
- The document has been completed in consultation with senior Premier League team doctors
- This Protocol is intended to outline minimum medical requirements in order to resume training at Premier League Clubs and should be used in conjunction with the Premier League Protocols for Return to Training

#### 2. General Principles

- a. Government guidelines will inform policy
  - Training Grounds remain closed whilst current 'lockdown' continues
  - Social distancing may allow individual/small group conditioning (non-contact)
  - Relaxation of social distancing necessary prior to full contact training/games
- b. Testing
  - A Systematic antigen testing COVID-19 Antigen Testing ('CAT') system is essential to stabling the prevalence of infection amongst Players and Staff
  - Effective serology testing to establish individual immunity will become a vital tool when available
- c. Surveillance
  - Early detection of new symptoms and cases followed by self-isolation and appropriate medical care
- d. Environmental controls in the following areas:
  - Dressing rooms
  - Treatment & conditioning areas
  - Restaurants and cafeterias
  - Communal areas at the Training Ground
  - Transport
  - Accommodation/Social

## Appendix 14.3

- e. Protection of Players, Staff and the 'Team around the Team'
  - The majority of Players and Staff will remain susceptible to COVID-19 infection
  - Restrict squad numbers (nb. limits to be stipulated following medical guidance) and utilise only essential Staff
  - Avoid unnecessary contact (e.g. with non-essential Staff, Media, Commercial Partners, Fans, Agents etc.)
  - May need to operate in a 'sterile' environment with controls
  - Strict compliance with personal hygiene measures – implications for 'hands-on' therapy
  - Enhanced precautions necessary for routine medical consultations & emergency scenarios
  - Specific precautions may be required for staff with multiple regular close player contacts i.e. Masseurs etc
- f. Protection during interactions between Players (and Officials)
  - Sharing Player/Staff health status information
  - Controls within stadium i.e. Entry & Exit, Dressing Rooms, On-field etc

#### 3. Health Screening

##### Players - General

- All Players will have undergone mandatory medical examinations prior to the start of Season 2019/20. Following a significant period of reduced activity, it is essential to review Players' general health and fitness status in addition to specific measures to assess risk for COVID-19 infection or complications thereof
- General Health Review
  - Ensure all mandatory aspects of Premier League Rule O.22 Appendix 14.4 are updated where necessary in order to remain 'in date' for the resumption of the Competition
  - Undertake cardiac investigations/testing if clinically indicated or review date has passed
  - Ensure routine immunisations remain 'in date' and/or updated where indicated
  - Ensure concussion history and baseline testing remains updated and 'in date'

##### Players - COVID-19 Specific

- The aim of screening is to determine which Players:
  - have completed recovery from confirmed COVID-19 infection



## Appendix 14.3

- have developed immunity (either from symptomatic or asymptomatic infection)
- remain susceptible to infection
- A multi-faceted approach is necessary as follows:
  - COVID-19 Questionnaire including date of onset, symptoms, contacts, illness history, testing history, treatment history
  - Additional specific clinical exam if not covered under General exam i.e. additional Pulmonary Function Tests etc
  - COVID-19 Antigen Testing (CAT) – Universal approach in accordance with latest research
  - Maintain central register of COVID-19 test results (subject to Player consent and PFA agreement)
  - Risk assessment & stratification
  - Implementation of controls/mitigating actions

### Staff – COVID-19 Specific

- The aim of screening is to determine which essential Staff
  - have completed recovery from confirmed COVID-19 infection
  - have developed immunity (either from symptomatic or asymptomatic infection)
  - remain susceptible to infection
- A multi-faceted approach is necessary as follows:
  - COVID-19 Questionnaire including date of onset, symptoms, contacts, illness history, testing history, treatment history
  - COVID-19 Antigen Testing (CAT) – Universal approach in accordance with latest research
  - Risk assessment & stratification
  - Implementation of controls/mitigating actions (variable according to role)

## 4. Environment

### Training

- Player pathway
  - Will vary from Club to Club
  - Control measures required at all stages
  - Reasonably practicable on-site, less so off-site

## Appendix 14.3

- Additional risk assessment and precautions required for Players at increased risk (co-morbidity)
- Recommended Control measures
  - Daily clean of all work surfaces
  - Cleaning of treatment surfaces between Player contact
  - Cleaning of equipment between Player contact
  - Meticulous personal hygiene and use of PPE
  - No congregation in communal areas at the Training Ground, including but not limited to medical rooms and gym areas
  - Safe handling of kit and waste disposal (used strappings etc.)
  - Increased frequency of removal of clinical waste from the Training Ground from club contractors

## 5. Management of COVID-19 Cases

### Ongoing Health Surveillance

- The purpose of surveillance is the early detection of potential COVID-19 cases which poses a personal risk to the individual concerned and a risk to contacts within the team environment
- Surveillance measures to be implemented:
  - Daily subjective symptom/ well-being reporting
  - Daily reporting of any symptomatic contacts
  - Daily pre-training questionnaire and temperature checks
  - COVID-19 Antigen Testing twice weekly, ably practicable on-site, less so off-site

### Protocol for Management of New Cases

- Any individual with symptoms of COVID -19 must comply with PHE guidelines to self-isolate for seven days and should not travel to the Training Ground
- Close contacts of a new case must comply with PHE guidelines and self-isolate for 14 days
- COVID-19 Antigen Testing in suspected new cases of COVID-19 should take place as directed by medical staff
- Return to work following a period of isolation or confirmed COVID-19 infection will be directed by the Club Doctor

## Appendix 14.3

### Transport

- Players and staff must not share transport to and from the training ground
- Vehicle interiors should be cleaned regularly
- Team vehicles should not be used
- Public transport should not be used

### Player Medical Assessment Post-Recovery

- Although COVID-19 will lead to minor illness in the majority there are additional aspects of this infection that must be considered prior to Players resuming high-intensity or high-volume exercise. Specific assessments may be considered according to clinical presentation & specialist advice on a case-by-case basis and will include:
  - Pulmonary function impairment
    - Pulmonary Function Tests (pre & post-exercise challenge)
  - Post-viral myocarditis
    - Resting ECG/ Echocardiogram
    - Blood CRP, Troponin
    - Exercise testing as deemed appropriate (Exercise ECG/Echocardiogram/ Ambulatory ECG)
    - Cardiac MRI (if indicated due to abnormal/inconclusive findings on other tests)

Clubs are advised to follow the Premier League Return to Training Protocol whenever possible

### 6. Summary

- The Premier League and its member Clubs must comply with Government guidelines at all times
- Government guidelines will inform the timeline and scope for resumption of football training and competition
- A unified medical approach to the management of health and safety of Players and Staff is required across all Clubs
- A formal risk assessment for return to training is required from all Premier League Clubs with appropriate mitigating measures identified and implemented

## Appendix 14.4

### Government cleaning guidelines

#### Gov.uk

1. Home (<https://www.gov.uk/>)
2. COVID-19: cleaning of non-healthcare settings (<https://www.gov.uk/government/publications/covid-19-decontamination-in-non-healthcare-settings>)
3. Public Health England (<https://www.gov.uk/government/organisations/public-health-england>)

#### Guidance

#### COVID-19: cleaning in non-healthcare settings

Updated 26 March 2020

#### Contents

What you need to know

Background

Principles of cleaning after the case has left the setting or area

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#### What you need to know

- cleaning an area with normal household disinfectant after someone with suspected coronavirus (COVID-19) has left will reduce the risk of passing the infection on to other people
- wear disposable or washing-up gloves and aprons for cleaning. These should be doublebagged, then stored securely for 72 hours then thrown away in the regular rubbish after cleaning is finished

## Appendix 14.4

- using a disposable cloth, first clean hard surfaces with warm soapy water. Then disinfect these surfaces with the cleaning products you normally use. Pay particular attention to frequently touched areas and surfaces, such as bathrooms, grab-rails in corridors and stairwells and door handles
- if an area has been heavily contaminated, such as with visible bodily fluids, from a person with coronavirus (COVID-19), use protection for the eyes, mouth and nose, as well as wearing gloves and an apron
- wash hands regularly with soap and water for 20 seconds, and after removing gloves, aprons and other protection used while cleaning

### Background

Experience of new coronaviruses (SARS-CoV and MERS-CoV) has been used to inform this guidance. The risk of infection depends on many factors, including:

- the type of surfaces contaminated
- the amount of virus shed from the individual
- the time the individual spent in the setting
- the time since the individual was last in the setting

The infection risk from coronavirus (COVID-19) following contamination of the environment decreases over time. It is not yet clear at what point there is no risk. However, studies of other viruses in the same family suggest that, in most circumstances, the risk is likely to be reduced significantly after 72 hours.

### Principles of cleaning after the case has left the setting or area

#### Personal protective equipment (PPE)

The minimum PPE (<https://www.gov.uk/government/publications/wuhan-novel-coronavirus-infection-prevention-and-control/covid-19-personal-protective-equipment-ppe>) to be worn for cleaning an area where a person with possible or confirmed coronavirus (COVID-19) is disposable gloves and an apron. Hands should be washed with soap and water for 20 seconds after all PPE has been removed.

If a risk assessment of the setting indicates that a higher level of virus may be present (for example, where unwell individuals have slept such as a hotel room or boarding school dormitory) or there is visible contamination with body fluids, then the need for additional PPE to protect the cleaner's eyes, mouth and nose might be necessary. The local Public Health England (PHE) Health Protection Team (HPT) can advise on this.

## Appendix 14.4

Non-healthcare workers should be trained in the correct use of a surgical mask, to protect them against other people's potentially infectious respiratory droplets when within 2 metres, and the mask use and supply of masks would need to be equivalent to that in healthcare environments.

#### Cleaning and disinfection

Public areas where a symptomatic individual has passed through and spent minimal time, such as corridors, but which are not visibly contaminated with body fluids can be cleaned thoroughly as normal.

All surfaces that the symptomatic person has come into contact with must be cleaned and disinfected, including:

- objects which are visibly contaminated with body fluids
- all potentially contaminated high-contact areas such as bathrooms, door handles, telephones, grab-rails in corridors and stairwells

Use disposable cloths or paper roll and disposable mop heads, to clean all hard surfaces, floors, chairs, door handles and sanitary fittings, following one of the options below:

- use either a combined detergent disinfectant solution at a dilution of 1,000 parts per million available chlorine  
or
- a household detergent followed by disinfection (1000 ppm av.cl.). Follow manufacturer's instructions for dilution, application and contact times for all detergents and disinfectants  
or
- if an alternative disinfectant is used within the organisation, this should be checked and ensure that it is effective against enveloped viruses

Avoid creating splashes and spray when cleaning.

Any cloths and mop heads used must be disposed of and should be put into waste bags as outlined below.

When items cannot be cleaned using detergents or laundered, for example, upholstered furniture and mattresses, steam cleaning should be used.

Any items that are heavily contaminated with body fluids and cannot be cleaned by washing should be disposed of.

## Appendix 14.4

### Laundry

Wash items in accordance with the manufacturer's instructions. Use the warmest water setting and dry items completely. Dirty laundry that has been in contact with an unwell person can be washed with other people's items.

Do not shake dirty laundry, this minimises the possibility of dispersing virus through the air.

Clean and disinfect anything used for transporting laundry with your usual products, in line with the cleaning guidance above.

### Waste

Waste from possible cases and cleaning of areas where possible cases have been (including disposable cloths and tissues):

1. Should be put in a plastic rubbish bag and tied when full.
2. The plastic bag should then be placed in a second bin bag and tied.
3. It should be put in a suitable and secure place and marked for storage until the individual's test results are known.

Waste should be stored safely and kept away from children. You should not put your waste in communal waste areas until negative test results are known or the waste has been stored for at least 72 hours.

- if the individual tests negative, this can be put in with the normal waste
- if the individual tests positive, then store it for at least 72 hours and put in with the normal waste

If storage for at least 72 hours is not appropriate, arrange for collection as a Category B infectious waste either by your local waste collection authority if they currently collect your waste or otherwise by a specialist clinical waste contractor. They will supply you with orange clinical waste bags for you to place your bags into so the waste can be sent for appropriate treatment.

## Appendix 14.5

### Occupational Health Assessment Template

Guidance on Completing the Occupational Health Assessment for Return to Social Distance Training		
Guidance list	Complied ✓ X	Comments
<b>Player Screening</b>		
The COVID-19 questionnaire is fully complete for each player (onset, symptoms, contacts, illness/testing/treatment history).		
COVID-19 RT-PCR Antigen Testing protocols ('CAT') are applied in accordance with the latest research and Government & Premier League recommendations.		
The Club maintains a central register of all Player COVID-19 testing results.		
The Club can provide written evidence of a risk assessment & strategy to deal with positive COVID-19 test results.		
The Club can provide evidence of controls/mitigating actions to protect players from COVID-19.		
<b>Staff Screening</b>		
COVID-19 RT-PCR Antigen Testing protocols ('CAT') are applied in accordance with the latest research and Government & Premier League recommendations.		
All staff are reviewed for potential COVID-19 recovery to record individuals who have potentially developed immunity.		
The Club maintains a central register of COVID-19 staff testing results.		
The Club records evidence of a risk assessment & strategy to deal with positive COVID-19 test results.		
The Club can provide evidence of controls/mitigating actions to protect staff from COVID-19		
The Club can provide evidence of monitoring staff that remain susceptible to COVID-19 and the process of dealing with positive results for these individuals.		
The Club can provide evidence of implementing controls/mitigating actions to protect staff from COVID-19.		
<b>Monitoring</b>		
The Club ensures all players and staff update their daily health status and keep adequate records		

## Appendix 14.5

Relevant staff have a daily review of the squad and staff symptom register.		
The Club has a suitable and sufficient process for providing appropriate medical care to infected staff (if required).		
The Club operates daily surveillance of subjective symptom/well-being reporting.		
The Club collects daily data of any symptomatic contacts of the players and staff.		
The Club requires the completion of a daily pre-training questionnaire and temperature checks for players.		
The Club undertakes regular COVID-19 RT-PCR Antigen Testing twice weekly.		
The Club can provide evidence that players and staff with identified symptoms of COVID-19 complied with PHE guidelines to self-isolate for 7 days.		
The Club can provide evidence that close contacts of any new COVID-19 case in players or staff has complied with PHE guidelines and self-isolate for 14 days.		
The Club can provide evidence of processes and protocols for COVID-19 RT-PCR Antigen testing in suspected new cases as directed by medical staff.		
The Club can provide evidence of suitable protocols for return to work following a period of isolation or confirmed COVID-19 infection as directed by the Club Doctor.		
The Club have an appropriate cardiac risk assessment and diagnostic protocol in place to manage specific cardiac pathology following Covid19 infection		
The Club enforces no congregation in communal areas at the training ground, including but not limited to medical rooms and gym areas.		
The Club ensures the safe handling of kit and waste disposal (e.g. used strappings etc.).		
Controls are in place to ensure the following environments are regularly cleaned and appropriate signage is visible:		
Dressing Rooms		
Treatment Rooms		
Conditioning Rooms		
Restaurants and Cafeterias		
Communal areas at the Training Ground		
Transport		
Accommodation		
Reception		
Offices		

## Appendix 14.5

Kit Room		
Social Areas		
The Club ensures that players and staff have not shared transport to/from the training ground.		
The Club mandates that player and staff vehicle interiors are cleaned regularly.		
The Club confirms that team vehicles have not been used.		
The Club confirms that players and staff have not used public transport.		
<b>Player and Staff Protection</b>		
The Clubs are able to produce evidence of the design of training choices for all players to minimise injury risk.		
All players are compliant with the mandatory medical requirements outlined in Appendix 14.4 of the Premier League Rules.		
The appointment of a COVID-19 Officer.		
The Club have provided evidence that the players and staff have seen and agreed to the Club's COVID-19 operational policy.		
Checking the players (& staff) are physically and mentally fit enough to resume training/work.		
The Club have provide one point of contact daily to interact with staff and players on logistics at the facility.		
The Club can provide evidence that only approved individuals have been permitted to enter the training ground ensuring the onsite security.		
The Club has suitable operational plans and maintenance protocols for the maintenance of social distancing for players & staff are on site.		
The Club have determined the maximum number of people for all spaces within the training facility to ensure social distancing.		
Hand sanitiser dispensers are freely available throughout the training ground with relevant signage.		
When away from the training ground all staff and players follow the government guidance on social distancing		
<b>Government mandates</b>		
Deep clean of the training facilities prior to first return, and then at regular intervals.		
The Club ensures all individuals undertaking deep cleaning are sufficiently trained.		
All surfaces, areas and equipment are disinfected before and after individual use		

## Appendix 14.5

Anyone undertaking cleaning tasks wears disposable gloves and appropriate PPE aprons. After use, these are double bagged and stored securely for a maximum of 72 hours prior to appropriate disposal		
There are sufficient disposable cleaning cloths available at the facility.		
Any visible contamination from bodily fluids have been cleaned by staff using appropriate eye protection on top of the standard PPE protection for the mouth and nose, in addition to wearing gloves and a disposable apron.		
Staff undertaking cleaning wash their hands regularly with soap and water for 20 seconds. They regularly repeat hand washing after removing gloves, aprons and other protection used while cleaning.		

## Appendix 14.6

### Step Two Guidance: A return to team and contact training Football specific risk assessment and training design

#### 1. Introduction

The purpose of this document is to provide Clubs with additional supporting guidance in relation to Step Two of return to training and to assist Clubs with undertaking a further multi-disciplinary risk assessment that builds upon the COVID-19 Risk Assessment and encompasses the following risk considerations (the '**Step Two Risk Assessment**'). The details outlined below provide a practical framework for Technical Coaching, Performance and Medical staff to utilise when planning and delivering a return to close contact training and the progression to more competitive conditions that prepare Players to return to match play.

#### 2. Executive Summary

The resumption of full team training is an important phase for Clubs preparing for the restart of the Premier League season. It is imperative all Clubs strive to effectively mitigate the risk of viral transmission during contact training. This is a prerequisite condition in the Step Two guidance issued by the Department for Digital, Culture, Media and Sport ('**DCMS**').

This framework is designed to allow Clubs the flexibility to implement their own unique style of play and game philosophy within their training methodology in order to prepare Players for a return to competitive fixtures. In line with the DCMS guidelines, this document will outline how training drills may be appropriately modified to minimise the time spent by two or more individuals within a two-metre distance of one another during each session.

#### 3. Framework Introduction

The proposed Training Design Risk Management Framework will aim to decrease the severity, incidence and duration of physical interactions in training sessions. This will be achieved through Clubs considering an additional training outcome, which relates to the risk of COVID-19 infection, which depends largely on the manipulation of Players' spatial orientation. This document aims to help Clubs consider how they can appropriately modify training sessions that minimise close contact (i.e. within two metres), whilst still meeting training objectives. The document allows Clubs to:

- Understand key factors that determine training session risks
- Create risk profiles for all planned training sessions
- Build sessions that account for risks and incorporate mitigating actions



## Appendix 14.6

### 4. Guiding Principles

There are four key guiding principles to enable Clubs to return to team training:

1. **Prioritise the Health and Safety of the Players and Staff**
2. **Create guidance adhering to Government guidelines to inform practice**
3. **Facilitate the physical preparation of Players to return to a congested fixture schedule**
4. **Provide the flexibility to allow Clubs to train based on their team philosophy and training methodology**

### 5. Key Factors to consider

#### 5a. Size of Area per Player

#### 5b. Active Duration

#### 5c. Considerations and Modifications

Drill size and drill duration are the major influences on the possible number of occasions Players are in close contact with each other, however drill design and organisation factors also have an important influence. These factors include drill type, desired physical and tactical outcomes, organisation and equipment and other conditions placed upon the Players within the constraints of the game.

For example, two different drill types may have the same size and duration classification, however, if one is a non-directional possession and the other a small sided game, it is expected that the directional invasive nature of the small sided game would increase the close interactions of Players. Similarly, opposed drills will inevitably involve more Player duels, tackles and close interactions compared to unopposed drills. The tactical outcome of a drill may also have an impact on the number of close Player interactions. For example, if Players are required to press aggressively when out of possession instead of retreat into a compact defensive structure, it must be assumed that the number of close encounters between Players would differ significantly.

Clubs must consider how they can appropriately modify training sessions that minimise close contact, while still meeting their training objectives.

#### 5a. Size of Area per Player

As spatial orientation is an important determinant of the close contact encounters Players may be exposed to during training sessions, the area of a pitch (length x width (m<sup>2</sup>)) relative to the number of Players involved (area per player (m<sup>2</sup>)) is a key training design factor. This calculation may help estimate the space each Player has within a training drill and help inform an assumed distance that may exist between Players (relative distance per player =  $\sqrt{\text{area per player (m)}}).$

## Appendix 14.6

It appears intuitive that relative distance per Player in a training drill relates to the opportunity Players are in close interactions and, therefore, the perceived risk of transmitting infection. One of the key elements to the risk mitigation that underpins the current framework, therefore, is to maximise this distance between Players in training sessions. Please see an example of an 11 v 11 on a full pitch below for illustration:

- Recommended Premier League pitch length = 115 yards (or 105m)
- Recommended Premier League pitch width = 74 yards (or 68m)
- Recommended Premier League pitch area = 105m x 68m = 7140m<sup>2</sup>
- Number of Players on pitch = 22
- Area per Player = 7140m<sup>2</sup> / 22 players = 325m<sup>2</sup>
- Relative distance per Player =  $\sqrt{325\text{m}^2} = 18\text{m}$

Research literature (see Annex 2), the pitch to Player ratios (m<sup>2</sup>) and relative distances per Player can be classified by size from very small to large, please see below:

- Very small = area per Player less than 75m<sup>2</sup>; relative distance per Player less than 9m
- Small = area per Player between 75m<sup>2</sup> and 125m<sup>2</sup>; relative distance per Player between 9m and 11m
- Medium = area per Player between 125m<sup>2</sup> and 175m<sup>2</sup>; relative distance per Player between 11m and 13m
- Large = area per Player more than 175m<sup>2</sup>; relative distance per Player more than 13m

The table below overviews how the manipulation of the pitch dimensions for an 11 v 11 may influence the relative distance per Player value.

Pitch Description	Pitch Length x Pitch Width (m)	Pitch Area (m <sup>2</sup> )	Number of Players	Area per Player (m <sup>2</sup> )	Relative Distance per Player (m)	Size Classification
Full Pitch	105 x 68	7140	22	325	18	Large
Box to Box Full Width	72 x 68	4896	22	223	15	Large
½ Pitch Length Full Width	52.5 x 68	3570	22	162	13	Medium
Box to Box 18yd Box Width	72 x 40	2880	22	131	11	Medium

## Appendix 14.6

Further examples of how manipulating the pitch dimensions along with Player numbers for a Small Sided Game ('SSG') may influence the relative distance per Player value and size classification are available within the appendices.

### 5b. Active Drill Duration

Along with relative distance per Player, drill duration is an important determinant of the number of close contact encounters Players may be exposed to during training. The longer a drill lasts, the more occasions Players will be involved in close contact encounters. Government guidance regarding social distancing in the workplace suggests that where close contact is essential, it should be kept to 15 minutes or less wherever possible (<https://www.gov.uk/guidance/social-distancing-in-the-workplace-during-coronavirus-covid-19-sector-guidance>). It, therefore, appears intuitive to use this duration to inform the drill classification by duration from very short to long, please see below:

- Very short = Less than 5-minutes
- Short = Between 5-minutes and 10-minutes
- Moderate = Between 10-minutes and 15-minutes
- Long = More than 15-minutes

### 5c. Considerations and Modifications

Within the core risk components of size of area per Player and the active drill duration, there are a number of factors that determine the types of training session that coaches will deliver, such as desired physical and tactical outcome, opposed/unopposed and other conditions placed upon the players within the constraints of the game.

Coaches will need to consider how to apply modifications while considering their existing risk score to ensure the risk remains as low as possible for the individual drills and overall sessions. For example, coaches may choose to make a small-sided drill non-oppositional or they may shorten the duration of that drill.

Examples of some planning and delivery modifications that can be considered for training drills can be found below:

## Appendix 14.6

Planning	Delivery
Physical theme	Limited touches
Tactical principles	Initiation and restart
Opposition style of play	Effective playing area
Player individualisation	Overload/underload

Organisational factors that may further influence the infection transmission risk are provided below:

Training Organisation	Considerations
<b>Stations during Technical Drills</b>	The distance between Players within stations and the distance between stations should be maximised and the numbers of Players at each station kept to a minimum number, each observing social distancing guidance.
<b>Drinks Breaks</b>	Should be kept brief in duration and social distancing managed and observed. Players should only use their personal drinks and bottles should not be passed between individuals.
<b>GK Training</b>	Completed in isolation on a separate training area to the rest of the group. The GK group (inclusive of GKs and Coaches) should be kept to a minimum number and social distancing guidance observed and the distance between individuals maximised between rest periods.
<b>Bibs</b>	Should be handed out by an individual wearing PPE gloves. Players should not pass bibs between each other and each bib should only be worn by one individual between washing.
<b>Coaching Equipment (mannequins, cones, poles etc)</b>	Should only be handled by individuals wearing PPE gloves and should be disinfected after each use.
<b>Handling of Footballs</b>	Consider limiting throw ins during training.

## 6. Risk Management Framework – Example Template

A Risk Management Framework can provide an overview of how the factors described, of drill size, drill duration and the accompanying modifications should inform the relative risk of infection transmission. This framework should then allow coaches and other staff to be best informed regarding mitigating risk when planning and designing training sessions.

Active Drill Duration	Drill Size					
	Classification	Large (>175m <sup>2</sup> or >13m)	Medium (<125-175m <sup>2</sup> or 11- 13m)	Small (75-125m <sup>2</sup> or 9-11m)	Very Small (<75m <sup>2</sup> or <9m)	
	Score	1	2	3	4	
	Long (>15min)	4	4	8	12	16
	Moderate (10-15min)	3	3	6	9	12
	Short (5-10min)	2	2	4	6	8
Very Short (<5min)	1	1	2	3	4	

← Considerations and modifications →

Red = Very High Risk; Amber = High Risk; Yellow = Moderate Risk; Green = Low Risk

Example scoring:

Recommended Session Guidance	
Score	Risk Key, mitigation actions
>60	High risk session and attempt to mitigate actions where possible to reduce the potential incidence and severity of virus transmission.
50 – 60	High/medium risk, contingency plan, monitor at least quarterly. Mitigation actions to reduce the likelihood and seriousness to be identified and appropriate actions implemented where appropriate.
40 – 49	Medium risk, contingency plan, monitor during session to minimise interactions. Mitigation actions to reduce the likelihood and seriousness to be identified and appropriate actions implemented.
30-39	Low risk during the session. Little action needed but ensure mitigations are working.
<30	Low risk during the session. No action is needed unless grading increases over time.

**7. Application**

The Risk Management Framework is designed to guide each Club's training planning. It should inform coaches and other Staff responsible in relation to the risk associated with training and help effective manipulation of plans to further mitigate risk.

Below is an example of how the framework may be used to for assessing the potential risk for an example planned training session:

Drill	Organisation	Number of Players	Duration (min)	Length x Pitch Width (m)	Pitch Area (m <sup>2</sup> )	Area per Player (m <sup>2</sup> )	Duration Classification	Size Classification	Risk Rating	Risk Score
Warm Up	Players throughout the pitch performing dynamic movements	18	9	n/a	n/a	n/a	Short	Large	Low	2
Technical Passing (Unopposed Y Drill)	Players arranged between 3 drills. The maximum number of players at any station is 2 at any time socially distancing	3 groups of 6	8	n/a 30 x 25m estimate per Y drill	600	100	Short	Medium	Moderate	4
Possession (Non-directional)	Opposed gate game possession	8 v 8 (+2)	14	46 x 60	2769	197	Moderate	Medium	High	6
Pattern of Play (Attacking, Unopposed)	Players arranged in formation in half a pitch	9 v 0 (plus GK)	14	52.5 x 34	1785	179	Moderate	Large	Moderate	3
Phase of Play (Defensive, Opposed)	Players arranged in formation in half a pitch	10 v 8 (plus GK)	20	52.5 x 34	1785	89	Long	Small	Very High	12
Game	Players arranged in formation box to box length, full width pitch	9 v 9 (plus GKs)	20	72 x 68	4896	245	Long	Large	Moderate	4
<b>Total score</b>										<b>31</b>

**8. Core Recommendations**

1. Continue to follow Return to Training protocols in all areas outside of controlled close contact training
2. Appoint a ‘COVID-19 Training and Coaching Coordinator’ to be responsible for the design and management of training sessions informed by the risk guidance template:
  - Build profiles for all planned sessions and understand potential risks
  - Deliver sessions that build in conditions and modifications that mitigate risk
3. Seek further guidance where required through documentation and with defined Club and League personnel

**Annex 1: Size Classification of Example Small & Large Sided Games**

Players per Team (Exc. GKs)	Pitch Length x Pitch Width (m)	Pitch Area (m <sup>2</sup> )	Area per Player (m <sup>2</sup> )	Relative Distance per Player (m)	Size Classification	Pitch Length x Pitch Width (m)	Pitch Area (m <sup>2</sup> )	Area per Player (m <sup>2</sup> )	Relative Distance per Player (m)	Size Classification	Pitch Length x Pitch Width (m)	Pitch Area (m <sup>2</sup> )	Area per Player (m <sup>2</sup> )	Relative Distance per Player (m)	Size Classification
1 v 1	7 x 5	35	17.5	4	Very Small	8 x 6	48	24	5	Very Small	9 x 7	63	31.5	6	Very Small
2 v 2	13 x 10	130	32.5	6	Very Small	16 x 12	192	48	7	Very Small	18 x 14	252	63	8	Very Small
3 v 3	20 x 15	300	50	7	Very Small	24 x 18	432	72	8	Very Small	28 x 21	588	98	10	Small
4 v 4	26 x 20	520	65	8	Very Small	32 x 24	768	96	10	Small	36 x 28	1008	126	11	Medium
5 v 5	34 x 25	850	85	9	Small	40 x 30	1200	120	11	Small	46 x 35	1610	161	13	Medium
6 v 6	40 x 30	1200	100	10	Small	48 x 36	1728	144	12	Medium	56 x 42	2352	196	14	Large
7 v 7	46 x 36	1656	118	11	Small	56 x 42	2352	168	13	Medium	64 x 50	3200	229	15	Large
8 v 8	52 x 40	2080	130	11	Medium	62 x 48	2976	186	14	Large	74 x 56	4144	259	16	Large
9 v 9	60 x 46	2760	153	12	Medium	70 x 54	3780	210	14	Large	82 x 64	5248	292	17	Large
10 v 10	66 x 50	3300	165	13	Medium	78 x 60	4680	234	15	Large	92 x 70	6440	322	18	Large



## Appendix 14.6

### Annex 2: Research Review - Effect of Pitch Area and Area per Player

#### 1. Overview

The aim of this research review is to provide an overview of the available evidence on the effect of different pitch size dimensions and player density on fitness development (physical and physiological demands) and technical activities. In line with the government-led social distancing measures, the evidence is divided into four training density parameters (i.e., area per player):

1. Very small area (<75 m<sup>2</sup>)
2. Small area (75-125 m<sup>2</sup>)
3. Medium sized area (125-175 m<sup>2</sup>)
4. Large sized area (>175 m<sup>2</sup>)

Only studies that used elite senior players have been included in the table below. There is a lack of research specifically determining the rate of collision/contacts during training and competition. Where possible, information relating to defensive actions, such as duels, tackles, and interceptions have been included, which gives an indication of player separation/distancing for a given Small Sided Games (SSG) format.

#### 2. General Overview of Findings in Relation to Pitch Area

- The greater the pitch area per player then generally the greater the physical (distance covered, high speed running) and physiological (Heart Rate (HR), lactate, Ratings of Perceived Exertion (RPE)) demands, irrespective of SSG format (i.e., player numbers)
- The smaller the pitch area per player the greater the mechanical work performed, i.e., accelerations, decelerations, change of direction and change in velocity
- To maintain greater social distance between players, increase pitch size dimension for every increase in player number per drill

#### 3. General Overview of Findings in Relation to Relation to Player Number

- The less players there are per SSG, the greater the physiological (i.e., HR, lactate, RPE) demands
- The less players there are per SSG, the greater the technical demands (i.e., ball possessions, passes, receives, dribbles, shots)
- Equally, the less players there are per SSG, the lower the defensive actions (i.e., tackles, blocks, interceptions)

## Appendix 14.6

#### 4. General Overview of Findings in Relation to Use of Goalkeepers and Rule Constraints

- SSG that include Goalkeepers tend to increase total distance covered, high speed distance, maximal sprint distance, and maximal accelerations and decelerations compared to when SSG which are possession based only
- SSG rules such as one touch per player only, increases the physical, physiological and technical demands, irrespective of SSG format (player numbers)
- The 'free play' rule generally leads to more successful passes and duels but decreases the physical and physiological demand of the SSG

## 5. Overview of Research Literature

Study/ Authors	Playing Level & Competition	Aim / Design	Pitch Size	Number of Players/ Format	SSG Training Work : Rest Durations	Physical, Physiological and/or Technical Outcomes
<b>Very Small Area (&lt;75m<sup>2</sup>)</b>						
Dellal et al. (2008). J Strength Cond Res, 22(5): 1449-1457	French Ligue 1	Determine HR responses of a range of different SSGs	10 x 10 m 20 x 20 m	1 v 1 2 v 2	4 x 1:30 min/ 1:30 min 6 x 2:30 min/ 2:30 min	Heart rate reserve = 78% Heart rate reserve = 80%
Dellal et al. (2011). Eur J Sport Sci, 11(5): 341-346	International elite players	Compare effects of different possession constraints on physiological, technical and physical demands of different SSGs	20 x 15 m 25 x 18 m 30 x 20 m	2 v 2 3 v 3 4 v 4	4 x 2 min/ 3 min 4 x 3 min/ 3 min 4 x 4 min/ 3 min (Note 3 games were played with varying ball possession constraints – 1 touch, 2 touch and free play)	1 touch is more physiologically (lactate, RPE, HR) demanding than free play for all 3 SSG formats. Regardless of SSG format, 1 touch was physically (distance covered, sprinting, HSR) more demanding than 2 touch and free play. Regardless of SSG format, 1 touch results in more ball possessions but less successful passes and greater number of balls lost, than 2 touch and free play.
Dellal et al. (2012). Hum Mov Sci, 31(4): 957-969	International elite players	Compare the physical and technical demands of SSGs with different possession constraints	30 x 20 m	4 v 4 (1 touch) (2 touch) (free play)	4 x 4 min/ 3 min (note 3 games were played with varying ball possession constraints)	1 touch: Increased total distance, HSR and sprint distance Free play: Increased number of duels, and % successful passes
Gaudino et al. (2014). Hum Mov Sci, 36: 123-133.	English Premier League	Determine the effect of different SSG size and format on physical responses	30 x 30 27 x 27	5 v 5 + GK 5 v 5 (possession only)	4 min (2 touches only per player allowed)	Number of maximal accelerations and decelerations were higher when there was less area per player. There were also a greater number of changes in velocity with less area per player The addition of GKs did not influence change in velocity, acceleration or deceleration

Study/ Authors	Playing Level & Competition	Aim / Design	Pitch Size	Number of Players/ Format	SSG Training Work : Rest Durations	Physical, Physiological and/or Technical Outcomes
Lacome et al. (2018). Int J Sport Physiol Perf, 13(5): 569-576.	French Ligue 1	Compare peak intensities during various SSG of different pitch areas to match play	30 x 25 m	4 v 4 + GK (3 touches max rule)	6 x 3 min/ 90 sec	Total distance and high-speed running were lower than match play Mechanical work (a measure of velocity change related to acceleration/deceleration and COD) was higher than that during match play for short durations (rolling time period of 4 min)
<b>Small Area (75 – 125 m<sup>2</sup>)</b>						
Dellal et al. (2008). J Strength Cond Res, 22(5): 1449-1457	French Ligue 1	Determine HR responses of a range of different SSGs	30 x 25 m	4 v 4 + GK	2 x 4 min/ 3 min	Heart rate reserve = 77%
Gaudino et al. (2014). Hum Mov Sci, 36: 123-133.	English Premier League	Determine the effect of different SSG size and format on physical responses	45 x 35 37 x 37 66 x 45 52 x 52	7 v 7 + GK 7 v 7 (possession only) 10 v 10 + GK 10 v 10 (possession only)	4 min (2 touches only per player allowed)	SSGs with GKs decreased the total distance covered per player SSGs with GK increased sprint distance covered Higher maximal speeds were obtained in SSGs with GKs whilst increasing area per player also resulted in higher maximal speeds. Number of accelerations and decelerations were generally lower with increasing area per player
Owen et al. (2014). Hum Mov Sci, 35(4): 286-292.	Scottish Premier Division	Examine the technical activities and physical demands of various different sided games and pitch dimensions	30 x 25	4 v 4 (inclusive of GKs)	3 x 5 min/ 3 min	Metres per min reached ~200 m/min This was associated with a high number of passes, receives, dribbles, and shots Compared to the MSG and LSG assessed in the same study (see Owen et al 2014 under 'large area'), number of defensive actions (tackles, blocks, interceptions) were comparable



Study/ Authors	Playing Level & Competition	Aim / Design	Pitch Size	Number of Players/ Format	SSG Training Work : Rest Durations	Physical, Physiological and/or Technical Outcomes
Lacome et al. (2018). Int J Sport Physiol Perf, 13(5): 569-576.	French Ligue 1	Compare peak intensities during various SSG of different pitch areas to match play	40 x 30 m	6 v 6 + GK	6 x 3 min/ 90 sec	Total distance and high-speed running were lower during 6 v 6 and 8 v 8 than match play  During 6 v 6, centre defenders only performed more mechanical work compared to match play for rolling time periods of 2-15 min only  High speed running was greater during 10v10 than 6v6 and 8v8  Mechanical work decreased with increasing player numbers
			40 x 40 m	8 v 8 + GK (3 touches max rule)		
<b>Medium Area (125 – 175 m<sup>2</sup>)</b>						
Little & Williams (2007). J Strength Cond Res, 21(2): 367-371	English Championship (old English Division One)	Monitor physiological responses to various SSG using RPE and HR	30 x 20 m	2 v 2	4 x 2 min/ 2 min	Average %HR 88% and RPE 16
			40 x 30 m	4 v 4	4 x 4 min/ 2 min	Average %HR 90% and RPE 15.5
			45 x 30 m	5 v 5	4 x 6 min/ 1:30 min	Average %HR 89% and RPE 14.5
			60 x 30 m	6 v 6	3 x 8 min/ 1:30 min	Average %HR 87% and RPE 13.5 RPE scale of 6-20
Dellal et al. (2008). J Strength Cond Res, 22(5): 1449-1457	French Ligue 1	Determine HR responses of a range of different SSGs	60 x 45 m	8 v 8 + GK	2 x 10 min/ 5 min	Heart rate reserve = 80%
			60 x 45 m	8 v 8	4 x 4 min/ 3 min	Heart rate reserve = 71%
Owen et al. (2011). J Strength Cond Res, 25(8): 2104-2110.	Scottish Premier Division	Compare HR and technical activities between different sized games of number of players and playing area	30 x 25 m	3 v 3 + GK	3 x 5 min/ 4 min	Heart rate and time spent >85% HRmax was higher during 3 v 3 compared to 9 v 9.  The 3 v 3 resulted in more shots, dribbles and tackles, but less headers, interceptions, passes and receives than the 9 v 9.  The 3 v 3 resulted in less ball contacts per game but higher ball contacts per player within each game.
			60 x 50 m	9 v 9 + GK	3 x 5 min/ 4 min	

Study/ Authors	Playing Level & Competition	Aim / Design	Pitch Size	Number of Players/ Format	SSG Training Work : Rest Durations	Physical, Physiological and/or Technical Outcomes
Torres-Ronda et al. (2015). J Strength Cond Res, 29(10): 2723-2730	Spanish second division	Determine how different number of opponents and teammates affects the physical and physiological demands during different SSGs	40 x 30 m	4 v 3 + GK 4 v 5 + GK 4 v 7 + GK (note that pitch area per player for 4v7 is technically "small" but remains here for comparative purposes)	2 x 3 min/ 4 min	Contextually, this study has determined the effect of changing number of teammates or opponents within the same absolute fixed area, thus altering the 'challenge' presented within the SSG.  SSGs with low-inferiority (4v3 and 4v5) had higher physiological demands than 4v7. This is likely due to an imbalance of just 1 player where the players try and 'make up' for their absence.  4v7 (i.e., low superiority) resulted in lower physiological demands, likely driven by more tactical decisions in protecting space
<b>Large Area (&gt;175 m<sup>2</sup>)</b>						
Little & Williams (2007). J Strength Cond Res, 21(2): 367-371	English Championship (old English Division One)	Monitor physiological responses to various SSG using RPE and HR	43 x 25 m	3 v 3	4 x 3:30 min/ 1:30 min	Average %HR 91% and RPE 15.5
			70 x 45 m	8 v 8	4 x 8 min/ 1:30 min	Average %HR 88% and RPE 14
Dellal et al. (2008). J Strength Cond Res, 22(5): 1449-1457	French Ligue 1	Determine HR responses of a range of different SSGs	90 x 45 m	10 v 10 + GK	3 x 20 min/ 5 min	Heart rate reserve = 76%
Dellal et al. (2012). Hum Mov Sci, 31(4): 957-969	International elite players	Determine the physical demands of SSGs with different technical constraints	100 x 60 m	11 v 11	90 min	Lower HSR and sprinting distance compared to 4 v 4 SSGs performed with different ball possession constraints (see Dellal et 2012 – very small area) suggesting lower physical demands for larger areas



Study/ Authors	Playing Level & Competition	Aim / Design	Pitch Size	Number of Players/ Format	SSG Training Work : Rest Durations	Physical, Physiological and/or Technical Outcomes
Owen et al. (2014). Hum Mov Sci, 35(4): 286-292.	Scottish Premier Division	Examine the technical and physical demands of various sided games and pitch dimensions	46x40 m 50 x 44 m 54 x 45 m 60 x 50 m 70 x 56 m 80 x 70 m 100x 74 m	5v5 (MSG) 6v6 (MSG) 7v7 (MSG) 8v8 (MSG) 9v9 (LSG) 10v10 (LSG) 11v11 (LSG) (all inclusive of GKs)	3 x 5 min/ 3 min	LSG resulted in higher maximum velocities, high intensity efforts, and high speed and sprint distance covered than MSG MSG had higher volumes of walking than LSG MSG resulted in more passing and shooting than LSG but less headers No differences occurred for any defensive actions (i.e., tackles, blocks, interceptions) between MSG and LSG
Lacome et al. (2018). Int J Sport Physiol Perf, 13(5): 569-576.	French Ligue 1	Compare peak intensities during various SSG of different pitch areas to match play	102x67 m	10v10 + GK (3 touches max rule)	6 x 3 min/ 90 sec	10v10 total distance and high-speed running was comparable to match play For centre defenders and centre midfielders, total distance during 10v10 was higher than match play High speed running was higher during 10v10 than 6v6 and 8v8 (shown under Lacome et al. 2018 in "small area") 10v10 resulted in lower volumes of mechanical work

RPE: Ratings of Perceived Exertion, HR: Heart Rate, GPS: Global Position Systems, SSG: small sided game, MSG: medium sided game, LSG: large sided

## Appendix 14.7

### Return to Training Protocol - Step Two Management of COVID-19 Antigen Test ('CAT') results

#### Introduction

On 25 May 2020, the Return to Elite Sport Group, a working group comprising the chief medical officers of a range of elite sport governing bodies and convened by the Department of Digital, Culture, Media and Sport ('DCMS'), published guidance setting out how elite sport can move from Step One (small group training incorporating social distancing) to Step Two (close contact training, with interaction by Players and Staff within the two-metre social distancing boundary).

A key feature of the progression from Step One to Step Two is the transition in the management of positive CATs returned by Relevant Persons. This document, which has been approved by the Independent Chair of the Return to Elite Sport Group, provides detail on how Clubs should manage that transition.

#### Protocol

The Protocol and its Appendices have been drafted so as to ensure that Premier League Club Training Grounds represent one of the most controlled working environments in the UK at the current time. By way of example:

- Access to the principal areas of the Training Ground during training is strictly limited to Relevant Persons, all of whom are subject to by-weekly COVID-19 Antigen Tests
- Each Relevant Person will have undergone a COVID-19 specific symptom screening on arrival at the Training Ground in advance of each session and have returned a negative CAT on the last date of testing
- Strict hygiene and social distancing measures are required of all Clubs within the Training Ground setting, with all Relevant Persons required to adhere to Government guidance on social distancing while away from the Training Ground
- Clinically vulnerable and clinically highly vulnerable Staff (whether Relevant Persons or otherwise) should have been identified by all Clubs as part of their COVID-19 Risk Assessment, with each case being managed on an individual basis by the Club and their occupational health partners.
- During Step Two, each Club is required to risk assess 'contact time' (ie, the amount of time spent by Players within two metres of other Relevant Persons) during training and demonstrate measures to manage the identifiable risks



In addition to these stringent safety measures, Players are of course elite athletes and constitute a population at lower risk of severe COVID-19 infection compared to the general population, by nature of their younger age and lack of co-morbidities.

**Results Management**

In accordance with paragraph 18 of the Protocol, where a Club is engaged in Step Two training, it must comply with the action plan in relation to any instance of a positive CAT result for one of its Relevant Persons and/or record of any symptoms of COVID-19 set out in the table below, subject to the following:

1. A single negative CAT is sufficient to allow a Relevant Person to return to the Training Ground, provided that all symptoms (apart from anosmia and cough) have resolved and an appropriate isolation period has been observed
2. Where there is a reference in the table below to resolution of symptoms, the symptoms referred to are those symptoms of COVID-19 published by Public Health England ('PHE') at the relevant time (with the exception of anosmia and persistent cough, which are known to persist for some time after an individual is deemed non-infectious)
3. Where there is a reference in the table below to a CT analysis, it is to the analysis of Cycle Threshold values. A low CT value is indicative of a higher viral load and may indicate a higher infectivity risk. These values will be interpreted on an individual basis and are subject to variation between laboratories, but values of 20 or lower are likely to be significant and indicative of a persistent transmission risk. All cases referred for CT analysis are required to be discussed with the Premier League Medical Advisor and the Premier League's nominated Clinical Virologist.

**i. Positive CAT**

CAT result	Symptoms	Action to be taken by the individual	Action to be taken by members of the individual's household	Action to be taken by other Relevant Persons at the Club	Action to be taken by the Team Doctor
+	Present	Isolate for seven days or until symptoms resolve  Controlled activity for seven days on advice of Team Doctor  May only attend the Training Ground and/or have any contact with other Relevant Persons after a minimum of 14 days and a negative CAT  Retest one or two days after resolution of symptom  If further CAT is positive, an additional CAT with CT analysis is requested as part of next bi-weekly scheduled test	Isolate for 14 days after positive CAT result  Contact tracing on advice from PHE	No requirement to automatically isolate  Potential 'close contacts' (as defined in Government guidance) from within the cohort of Relevant Persons should be identified in conjunction with PHE and isolated as appropriate	Contact PHE to seek advice on contact tracing



CAT result	Symptoms	Action to be taken by the individual	Action to be taken by members of the individual's household	Action to be taken by other Relevant Persons at the Club	Action to be taken by the Team Doctor
+	Absent (and remain absent)	<p>Isolate for seven days</p> <p>Train in isolation at home</p> <p>Retest on day seven following positive CAT</p> <p>Team reintegration permitted after a negative CAT and clearance from the Team Doctor</p> <p>If further CAT is positive, an additional CAT with CT analysis is requested as part of next bi-weekly scheduled test</p>	<p>Isolate for 14 days after positive CAT result</p> <p>Contact tracing on advice from PHE</p>	<p>No requirement to automatically isolate</p> <p>Potential 'close contacts' (as defined in Government guidance) from within the cohort of Relevant Persons should be identified in conjunction with PHE and isolated as appropriate</p>	Contact PHE to seek advice on contact tracing

CAT result	Symptoms	Action to be taken by the individual	Action to be taken by members of the individual's household	Action to be taken by other Relevant Persons at the Club	Action to be taken by the Team Doctor
+	Absent (but develop during isolation period)	<p>Isolate after CAT result and until symptoms resolve for a minimum of seven days</p> <p>Retest one to two days after symptoms resolve</p> <p>Controlled activity on advice of Team Doctor for seven days following negative CAT</p> <p>Team reintegration permitted after a minimum of 14 days and a negative CAT</p> <p>If further CAT is positive, an additional CAT with CT analysis is requested as part of next bi-weekly scheduled test</p>	<p>Isolate for 14 days after positive CAT result</p> <p>Contact tracing on advice from PHE</p>	<p>No requirement to automatically isolate</p> <p>Potential 'close contacts' (as defined in Government guidance) from within the cohort of Relevant Persons should be identified in conjunction with PHE and isolated as appropriate</p>	Contact PHE to seek advice on contact tracing

## ii. Negative CAT

CAT result	Symptoms	Action to be taken by the individual	Action to be taken by members of the individual's household	Action to be taken by other Relevant Persons at the Club	Action to be taken by the Team Doctor
-	Present	<p>Isolate for seven days or until symptoms resolve</p> <p>Retest one or two days after symptoms resolve</p> <p>Team reintegration permitted after a negative CAT and clearance from the Team Doctor</p> <p>If further CAT is positive, an additional CAT with CT analysis is requested as part of next bi-weekly scheduled test</p>	<p>Isolate for 14 days</p> <p>Contact tracing on advice from PHE</p>	<p>No requirement to automatically isolate</p> <p>Potential close contacts identified in conjunction with PHE and isolated as appropriate</p>	<p>Contacts PHE to advise contact tracing</p>
-	Absent	Cleared to attend Training Ground	No action	No action	No action



# Match Officials



## National List of Referees

Season 2019/20

ADCOCK, JAMES Derbyshire  
 ATKINSON, MARTIN West Riding  
 ATTWELL, STUART Birmingham  
 BACKHOUSE, ANTHONY Cumberland  
 BANKES, PETER Liverpool  
 BOND, DARREN Lancashire  
 BOYESON, CARL East Riding  
 BRAMALL, THOMAS Sheffield and Hallamshire  
 BREAKSPEAR, CHARLES Surrey  
 BROOKS, JOHN Leicestershire and Rutland  
 BUSBY, JOHN Oxfordshire  
 COGGINS, ANTONY Oxfordshire  
 COOTE, DAVID Nottinghamshire  
 COY, MARTIN Durham  
 DAVIES, ANDY Hampshire  
 DEAN, MICHAEL Cheshire  
 DONOHUE, MATTHEW Manchester  
 DOUGHTY, LEIGH Lancashire  
 DRYSDALE, DARREN RAF  
 DUNCAN, SCOTT Northumberland  
 EDWARDS, MARC Durham  
 ELTRINGHAM, GEOFF Durham  
 ENGLAND, DARREN Sheffield and Hallamshire  
 FINNIE, WILL Bedfordshire  
 FRIEND, KEVIN Leicestershire and Rutland  
 GILLETT, JARRED Liverpool  
 HAINES, ANDY Durham  
 HAIR, NEIL Huntingdonshire  
 HANDLEY, DARREN Lancashire  
 HARRINGTON, TONY Durham  
 HICKS, CRAIG Surrey  
 HOOPER, SIMON Wiltshire  
 HORWOOD, GRAHAM Bedfordshire  
 HUXTABLE, BRETT Devon  
 ILBERTON, EDDIE Northumberland  
 JOHNSON, KEVIN Somerset  
 JONES, ROBERT Cheshire  
 JOYCE, ROSS North Riding  
 KAVANAGH, CHRISTOPHER Manchester  
 KETTLE, TREVOR RAF  
 KINSELEY, NICHOLAS Essex  
 LANGFORD, OLIVER Lancashire  
 LEWIS, ROBERT Shropshire  
 LININGTON, JAMES Hampshire  
 MADLEY, ANDREW West Riding  
 MARRINER, ANDRE Birmingham  
 MARSDEN, PAUL Lancashire  
 MARTIN, STEPHEN Staffordshire  
 MASON, LEE Lancashire  
 MOSS, JONATHAN West Riding  
 NIELD, TOM West Riding  
 OLDHAM, JAMES Derbyshire  
 OLDHAM, SCOTT Lancashire  
 OLIVER, MICHAEL Durham  
 PAWSON, CRAIG Sheffield and Hallamshire  
 POLLARD, CHRISTOPHER Suffolk  
 PROBERT, LEE Wiltshire  
 PURKISS, SAM London  
 ROBINSON, TIM Sussex  
 ROCK, DAVID Hertfordshire  
 SALISBURY, GRAHAM Lancashire  
 SALISBURY, MICHAEL Lancashire  
 SARGINSON, CHRISTOPHER Staffordshire  
 SCOTT, GRAHAM Berks and Bucks  
 SIMPSON, JEREMY Lancashire  
 SMITH, JOSH Bedfordshire  
 STOCKBRIDGE, SEBASTIAN Durham  
 STROUD, KEITH Hampshire  
 SWABEY, LEE Devon  
 TAYLOR, ANTHONY Cheshire  
 TIERNEY, PAUL Lancashire  
 TONER, BEN Lancashire  
 WARD, GAVIN Surrey  
 WEBB, DAVID Durham  
 WHITESTONE, DEAN Northamptonshire  
 WOOLMER, ANDY Northamptonshire  
 WRIGHT, PETER Liverpool  
 YATES, OLLIE Staffordshire  
 YOUNG, ALAN Bedfordshire

## National List of Assistant Referees

Season 2019/20

AMEY, JUSTIN Dorset  
 AMPHLETT, MARVYN Worcestershire  
 ASPINALL, NATALIE Lancashire  
 ATKIN, ROBERT Lincolnshire  
 AVENT, DAVID North Riding  
 AYLOTT, ANDREW Bedfordshire  
 BARNARD, NICHOLAS Cheshire  
 BARTLETT, RICHARD Cheshire  
 BECK, SIMON Bedfordshire  
 BENNETT, SIMON Staffordshire  
 BENTON, DAVID Sheffield and Hallamshire  
 BESWICK, GARY Durham  
 BETTS, LEE Norfolk  
 BICKLE, OLIVER Derbyshire  
 BLUNDEN, DARREN Kent  
 BONNEYWELL, DAN Kent  
 BRISTOW, MATTHEW Manchester  
 BROWN, CONOR Lancashire  
 BROWN, STEPHEN Kent  
 BURT, STUART Northamptonshire  
 BUTLER, STUART Kent  
 BYRNE, GEORGE Suffolk  
 BYRNE, HELEN Liverpool  
 CANN, DARREN Norfolk  
 CHEOSIAUA, RAVEL Worcestershire  
 CLARK, JOE Staffordshire  
 CLAYTON, ALAN Cheshire  
 CLAYTON, SIMON Durham  
 COOK, DAN Hampshire  
 COOK, DANIEL Essex  
 COOPER, IAN Kent  
 COOPER, NICHOLAS Suffolk  
 CROPP, BARRY Lancashire  
 CROWHURST, LEIGH Sussex  
 CRYSELL, ADAM Northamptonshire  
 CUNLIFFE, MARK Liverpool  
 DA COSTA, ANTHONY Cambridgeshire  
 DABBS, ROBERT Army  
 DALLISON, ANDREW Nottinghamshire  
 DAVIES, NEIL London  
 DENTON, MICHAEL West Riding  
 DERMOTT, PHILIP Lancashire  
 DERRIEN, MARK Dorset  
 DESBOROUGH, MIKE Hampshire  
 DUDLEY, IAN Nottinghamshire  
 DUNCAN, MARK Cheshire  
 DWYER, MARK West Riding  
 EATON, DEREK Gloucestershire  
 FARMER, AARON Essex  
 FARRELL, CONOR London  
 FINCH, STEPHEN Army  
 FITCH-JACKSON, CARL Suffolk  
 FLYNN, JOHN RAF  
 FOLEY, MATT Hertfordshire  
 FORD, DECLAN Lincolnshire  
 FOX, ANDREW Birmingham  
 FREEMAN, LEE Sheffield and Hallamshire  
 FYVIE, GRAEME Durham  
 GANFIELD, RONALD Somerset  
 GARRATT, ANDREW Staffordshire  
 GEORGE, MICHAEL Norfolk  
 GILL, BHUPINDER Berks and Bucks  
 GOOCH, PETER Lancashire  
 GORDON, BARRY Durham  
 GRAHAM, PAUL Manchester  
 GRATTON, DANNY Staffordshire  
 GREENHALGH, NICK Lancashire  
 GRIFFITHS, MARK Birmingham  
 GRUNNILL, WAYNE East Riding  
 HANLEY, MICHAEL Liverpool  
 HARTY, THOMAS Birmingham  
 HATZIDAKIS, CONSTANTINE Kent  
 HENDLEY, ANDREW Birmingham  
 HILTON, GARY Lancashire  
 HOBDDAY, PAUL Birmingham  
 HODSKINSON, PAUL Lancashire  
 HOLMES, ADRIAN West Riding  
 HOPTON, NICK Derbyshire

## National List of Assistant Referees

Season 2019/20

HOWICK, KEVIN Berks and Bucks  
HOWSON, AKIL Leicestershire and Rutland  
HUDSON, SHAUN Durham  
HUNT, DAVID Nottinghamshire  
HUNT, JONATHAN Liverpool  
HUSBAND, CHRISTOPHER Worcestershire  
HUSSIN, IAN Liverpool  
HYDE, ROBERT Essex  
ISHERWOOD, CHRIS Lancashire  
JACKSON, OLIVER Kent  
JONES, MARK Nottinghamshire  
JONES, MATTHEW Staffordshire  
KANE, GRAHAM Sussex  
KARAIVANOV, HRISTO Nottinghamshire  
KELLY, PAUL Kent  
KENDALL, RICHARD Bedfordshire  
KHAN, ABBAS Leicestershire and Rutland  
KIDD, CHRISTOPHER Oxfordshire  
KIRKUP, PETER Northamptonshire  
LAVER, ANDREW Hampshire  
LEACH, DANIEL Oxfordshire  
LEDGER, SCOTT Sheffield and Hallamshire  
LEE, MATTHEW Sussex  
LENNARD, HARRY Sussex  
LEWIS, SAM Bedfordshire  
LIDDLE, GEOFFREY Durham  
LISTER, PAUL Surrey  
LONG, SIMON Cornwall  
LUGG, NIGEL Sussex  
MACKEY, OLIVER Leicestershire and Rutland  
MAINWARING, JAMES Lancashire  
MARKS, LOUIS Hampshire  
MASKELL, GARRY Essex  
MASSEY-ELLIS, SIAN Birmingham  
MATTHEWS, ADAM Gloucestershire  
MCDONOUGH, MICHAEL Northumberland  
MCGRATH, MATTHEW East Riding  
MELLOR, GARETH West Riding  
MERCHANT, ROBERT Staffordshire  
MEREDITH, STEVEN Nottinghamshire  
MOORE, ANTHONY Manchester  
MORRIS, KEVIN Herefordshire  
MORRIS, RICHARD Gloucestershire  
MULRAINE, KEVIN Cumberland  
NEWHOUSE, PAUL Durham  
NUNN, ADAM Wiltshire  
OGLES, SAMUEL Hampshire  
PARRY, MATTHEW Liverpool  
PASHLEY, ALIX Derbyshire  
PERRY, MARC Birmingham  
PLANE, STEVEN Worcestershire  
PLOWRIGHT, DAVID Nottinghamshire  
POTTAGE, MARK Dorset  
POWELL, CHRISTOPHER Dorset  
RASHID, LISA Birmingham  
READ, GREGORY Surrey  
REES, PAUL Somerset  
ROBATHAN, DANIEL Norfolk  
ROSS, ALASDAIR London  
RUSHTON, STEVEN Staffordshire  
RUSSELL, GEOFFREY Northamptonshire  
RUSSELL, MARK Somerset  
SCHOLES, MARK Berks and Bucks  
SHARP, NEIL Durham  
SHAW, SIMON Gloucestershire  
SIMPSON, JOE Manchester  
SMALLWOOD, BILLY Cheshire  
SMART, EDWARD Birmingham  
SMEDLEY, IAN Derbyshire  
SMITH, MATTHEW Leicestershire and Rutland  
SMITH, MICHAEL Essex  
SMITH, ROB Hertfordshire  
SMITH, WADE Manchester  
STOKES, JOSEPH Kent  
STREET, DUNCAN West Riding  
TAYLOR, CRAIG Staffordshire  
TAYLOR, GRANT Birmingham  
TRANTER, ADRIAN Dorset

## National List of Assistant Referees

Season 2019/20

TRELEAVEN, DEAN Hampshire  
VALLANCE, JAMES Berks and Bucks  
VENAMORE, LEE Kent  
VICCARS, GARETH Berks and Bucks  
WADE, CHRISTOPHER Hampshire  
WADE, STEPHEN East Riding  
WARD, CHRISTOPHER Sheffield and Hallamshire  
WATERS, ADRIAN Hertfordshire  
WEBB, MICHAEL Surrey  
WEST, RICHARD East Riding  
WHITAKER, RYAN London  
WIGGLESWORTH, RICHARD Sheffield and Hallamshire  
WILD, RICHARD Lancashire  
WILDING, DARREN Worcestershire  
WILKES, MATTHEW Birmingham  
WILLIAMS, ANDREW Middlesex  
WILLIAMS, OLLIE Worcestershire  
WILSON, JAMES Manchester  
WILSON, MARC Bedfordshire  
WOOD, TIMOTHY Gloucestershire  
WOODWARD, DANIEL Durham  
WOODWARD, RICHARD Cheshire  
YATES, PAUL Kent





# Memorandum & Articles of Association



## Memorandum of Association

No. 2719699

THE COMPANIES ACT 1985  
COMPANY LIMITED BY SHARES  
MEMORANDUM OF ASSOCIATION  
of

### THE FOOTBALL ASSOCIATION PREMIER LEAGUE LIMITED

1. The name of the Company is "THE FOOTBALL ASSOCIATION PREMIER LEAGUE LIMITED".
2. The registered office of the Company will be situated in England.
3. The objects for which the Company is established are:
  - (a) to organise and manage under the jurisdiction of The Football Association a league of association football clubs to be known as "The Football Association Premier League" or such other name as the Company may from time to time adopt ("the Premier League");
  - (b) to make, adopt, vary and publish rules, regulations and conditions for the management of the Premier League and matters relating thereto, and to take all such steps as shall be deemed necessary or advisable for enforcing such rules, regulations and conditions;
  - (c) to promote, provide for, regulate and manage all or any details or arrangements or other things as may be considered necessary or desirable for, or ancillary to, the comfort, conduct, convenience or benefit of football players and of the public or of any other persons concerned or engaged in or associated with the Premier League;
  - (d) to enter into television, broadcasting, sponsorship, commercial or other transactions of any kind in connection with the Premier League;
  - (e) to co-operate with The Football Association and the International Football Association Board in all matters relating to international competitions or relating to the laws of the game of association football and generally to adhere to and comply with the applicable rules and regulations of The Football Association;
  - (f) to carry out operations and to produce or deal with goods and to purchase or otherwise acquire, construct, lease, hold or deal with property, rights or privileges;

## Memorandum of Association

- (g) to carry out any other transactions or things as can be advantageously carried on in connection with or ancillary to the Premier League or as may be calculated directly or indirectly to enhance the value of or render profitable any of the property or rights of the Company;
- (h) to invest and deal with the monies of the Company not immediately required in any manner and hold and deal with any investment so made;
- (i) to pay or to provide or to make arrangements for providing gratuities, pensions, benefits, loans and other matters and to establish, support, subsidise and subscribe to any institution, association, club, scheme, fund or trust;
- (j) to raise or borrow money and to give security over the Company's assets;
- (k) to lend or advance money and to give credit and to enter (whether gratuitously or otherwise) into guarantees or indemnities of all kinds, whether secured or unsecured, and whether in respect of its own obligations or those of some other person or company;
- (l) to pay or agree to pay all or any of the promotion, formation and registration expenses of the Company;
- (m) to contribute to or support any charitable, benevolent or useful object relating to association football, or participants therein;
- (n) to do all other things to further the objects of the Company or as may be deemed incidental or conducive to the attainment of such objects or any of them.

It is hereby declared that (except where the context expressly so requires) none of the several paragraphs of this clause, or the objects therein specified, or the powers thereby conferred shall be limited by, or be deemed merely subsidiary or auxiliary to, any other paragraph of this clause, or the objects in such other paragraph specified, or the powers thereby conferred.

4. The liability of the members is limited.
5. The share capital of the Company is £100 divided into 99 Ordinary Shares of £1 each and 1 Special Rights Preference Share of £1.

We, the several persons whose names, addresses and descriptions are subscribed, are desirous of being formed into a Company in pursuance of this Memorandum of Association and we respectively agree to take the number of shares in the capital of the Company set opposite our respective names.



Names, Addresses and Descriptions of Subscribers	Number and class of shares taken by each subscriber
<p>Rick N. Parry Chief Executive – F.A. Premier League 14 Dormer Close Rowton Chester CH3 7SA</p>	<p>22 Ordinary Shares</p>
<p>R.H.G. Kelly Chief Executive – Football Association 16 Lancaster Gate London W2 3LW Dated the 22nd day of May 1992</p>	<p>1 Special Rights Preference Share</p>
<p>Witness to the above signatures: I.L. Hewitt Solicitor 65 Fleet Street London EC4Y 1HS</p>	<p>Graeme E.C. Sloan Solicitor 65 Fleet Street London EC4Y 1HS</p>

No. 2719699

THE COMPANIES ACT 2006  
PRIVATE COMPANY LIMITED BY SHARES  
ARTICLES OF ASSOCIATION of  
**THE FOOTBALL ASSOCIATION PREMIER LEAGUE LIMITED**  
(As amended by Special Resolution passed on 17 April 2020)

**Interpretation**

1. In these Articles:
  - “**the Act**” means the Companies Act 2006 including any statutory modification or reenactment thereof for the time being in force;
  - “**the Articles**” means the Articles of Association of the Company and reference to a number following the word “Article” is a reference to an article so numbered in the Articles;
  - “**Association Football**” means the game of football as played in accordance with the rules and regulations of, or adopted by, the Football Association;
  - “**Audit and Remuneration Committee**” means a committee convened by the Board under Article 51, comprised of three representatives of Clubs and the non-executive Directors in position from time to time;
  - “**the Board**” means the board of directors for the time being of the Company;
  - “**Chair**” means the person appointed as the Chair pursuant to Article 42 or any acting Chair appointed pursuant to Article 57.1;
  - “**Club**” means an Association Football club which is for the time being a Member;
  - “**the Company**” means the The Football Association Premier League Limited;
  - “**clear days**” in relation to the period of a notice means that period excluding the day for which the notice is given or on which it is to take effect but including the day when the notice is given or deemed to be given;
  - “**Director**” means a director of the Company;
  - “**the Football Association**” means The Football Association Limited;
  - “**the Football Association Rules**” means the rules and regulations for the time being of the Football Association;

**“F.A Cup”** means the Football Association Challenge Cup competition;

**“the Football League”** means The Football League Limited;

**“Former Companies Acts”** has the meaning set out in section 1171 of the Act;

**“General Meeting”** means any meeting of the Members and shall include for the purpose of the Articles (except where expressly stated) the annual general meeting and a separate class meeting of the holders of Ordinary Shares in the Company;

**“the League”** means the Association Football league managed by the Company and consisting of Association Football clubs which are from time to time Members;

**“League Office”** means the registered office for the time being of the Company;

**“Member”** means an Association Football club the name of which is entered in the register of Members as the holder of an Ordinary Share;

**“the Memorandum”** means the Memorandum of Association of the Company;

**“Ordinary Share”** means an ordinary share of £1 in the capital of the Company;

**“Representative”** means any director or the secretary of a Club or any person who has been authorised to act as the representative of a Club as referred to in Article 36.1;

**“Resolution”** means a resolution of the Company which has been passed at a General Meeting by a majority of Members as specified in Article 27 or a resolution of the Members passed pursuant to the provisions of Article 33;

**“the Rules”** means the rules of the League as made, adopted or amended from time to time pursuant to the provisions of Article 16;

**“the Seal”** means the common seal of the Company;

**“Secretary”** means the secretary of the Company or any other person appointed to perform the duties of the secretary of the Company, including a joint, assistant or deputy secretary;

**“Special Share”** means the one special rights preference share of £1 referred to in Article 3;

**“the Special Shareholder”** means the holder of the Special Share;

**“Successor”** means any manager, receiver, administrative receiver or liquidator appointed in any of the circumstances referred to in Article 10.1;

**“the United Kingdom”** means Great Britain and Northern Ireland; and

**“written”** or **“in writing”** means the representation or reproduction of words, symbols or other information in a visible form by any method or combination of methods, whether sent or supplied in electronic form or otherwise.

A reference to a person includes a body corporate and an unincorporated body of persons.

Unless the context otherwise requires, words or expressions contained in the Articles bear the same meaning as in the Act but excluding any statutory modification or re-enactment thereof not in force when the Articles or the relevant parts thereof are adopted.

### Headings

2. The headings in the Articles are for convenience only and shall not affect the interpretation of the Articles.

### Share Capital

3. The authorised share capital of the Company at the date of adoption of the Articles is £100 divided into 99 Ordinary Shares and one special rights preference share of £1.
4. Subject to Article 12, an Ordinary Share shall only be issued, allotted or transferred to an Association Football club entitled, pursuant to the Articles and the Rules, to be a Member and such club shall, on issue, allotment or transfer to it of an Ordinary Share, become a Member.
5. No person shall be entitled to be a Member unless that person is:
  - 5.1 a company limited by shares formed and registered in England and Wales under the Act; or
  - 5.2 a company limited by shares formed and registered in England and Wales under any of the Former Companies Acts; or
  - 5.3 any other person which the Board may determine, in its discretion, shall be entitled to be a Member.
6. No member shall be entitled to own, or have a beneficial interest in, more than one Ordinary Share.

**The Special Share**

- 7.1** The Special Share may only be issued to and held by the Football Association.
- 7.2** Notwithstanding any provision in the Articles or the Rules to the contrary, each of the following matters shall be deemed to be a variation of the rights attaching to the Special Share and shall accordingly be effective only with the consent in writing of the Special Shareholder and without such consent shall not be done or caused to be done:
- 7.2.1 the amendment, or removal, or the alteration of the effect of (which, for the avoidance of doubt, shall be taken to include the ratification of any breach of) all or any of the following:
- the objects of the Company set out in clause 3 of the Memorandum;
  - in Article 1 the definition of “Special Share” or “the Special Shareholder”;
  - Article 4 (issue of Ordinary Shares);
  - this Article 7 (rights attaching to the Special Share);
  - Article 42 (number of Directors);
  - Article 44 (appointment and re-appointment of Directors);
  - Article 80 (adherence to the Football Association Rules); and
  - Articles 81 and 82 (winding-up);
- 7.2.2 any change of the name of the Company;
- 7.2.3 the variation of any voting rights attaching to any shares in the Company; and
- 7.2.4 the making and adoption of or any amendment to, removal of or waiver of any of the provisions of the Rules which relate to:
- the name of the League;
  - the number of Members and promotion to and relegation from the League;
  - the criteria for membership of the League;
  - the arranging of fixtures on or prior to specified international match dates and commitment to support the Football Association in relation to international matches;
  - the obligation of each Club to enter the F.A. Cup;
  - the ownership of more than one club; or
  - any rules common to the League and the Football League.
- 7.3** The Special Shareholder shall have all the rights of a Member in relation to receiving notice of, and attending and speaking at General Meetings and to receiving minutes of General Meetings. The Special Shareholder shall have no right to vote at General Meetings.

- 7.4** On any distribution of capital on a winding up of the Company, the Special Shareholder shall be entitled to repayment of the capital paid up or treated for the purposes of the Act or the Insolvency Act 1986 as paid up on the Special Share in priority to any repayment of capital to any Member. The Special Share shall carry no other right to participate in the capital, and no right to participate in the profits, of the Company.

**Share Certificates**

- 8.1** Every Club, upon being registered as the holder of an Ordinary Share, shall be entitled without payment to one certificate for the Ordinary Share so held. Every certificate shall be executed in accordance with the Act and shall specify the distinguishing number of the Ordinary Share to which it relates and the amount paid up thereon.
- 8.2** If a share certificate is defaced, worn-out, lost or destroyed, it may be renewed on such terms (if any) as to evidence and indemnity and payment of the expenses reasonably incurred by the Company in investigating such evidence as the Board may determine but otherwise free of charge, and (in the case of defacement or wearing-out of the share certificate) subject to delivery up of the old certificate.

**Transfer of Shares**

- 9.1** The instrument of transfer of an Ordinary Share may be in any usual form or in any other form which the Board may approve and shall be executed by or on behalf of the transferor and, unless the share is fully paid, by or on behalf of the transferee.
- 9.2** The Board shall refuse to register the transfer of an Ordinary Share to a person who is not entitled, pursuant to the Articles or the Rules, to be a Member.
- 9.3** The Board may also refuse to register the transfer of an Ordinary Share unless:
- 9.3.1 the instrument of transfer relating thereto is lodged at the League Office or at such other place as the Board may appoint and is accompanied by the certificate for the Ordinary Share to which it relates and such other evidence as the Board may reasonably require to show the right of the transferor to make the transfer; and
- 9.3.2 it is in respect of only one Ordinary Share.
- 10.1** If a Member
- 10.1.1 enters into a Company Voluntary Arrangement pursuant to Part 1 of the Insolvency Act 1986 (“the 1986 Act” which expression shall include any statutory modification or re-enactment thereof for the time being in

## Articles of Association

- force) or a compromise or arrangement with its creditors under Part 26 of the Act, or it enters into any compromise agreement with its creditors as a whole; or
- 10.1.2 lodges, or its shareholders or directors lodge, a Notice of Intention to Appoint an Administrator or a Notice of Appointment of an Administrator at the Court in accordance with paragraphs 26 and 29 of Schedule B1 to the 1986 Act or it or its shareholders or directors make an application to the Court for an Administration Order under paragraph 12 of Schedule B1 to the 1986 Act or where an Administrator is appointed or an Administration Order is made in respect of it (“Administrator” and “Administration Order” having the meanings attributed to them respectively by paragraphs 1 and 10 of Schedule B1 to the 1986 Act); or
- 10.1.3 has an Administrative Receiver (as defined by section 251 of the 1986 Act) or a Law of Property Act Receiver (appointed under section 109 of the Law of Property Act 1925) or any Receiver appointed by the Court under the Senior Courts Act 1981 or any court appointed Receiver or any other Receiver appointed over any of its assets which, in the opinion of the Board, are material to the Club’s ability to fulfill its obligations as a Member; or
- 10.1.4 has its shareholders pass a resolution pursuant to section 84(1) of the 1986 Act to voluntarily wind it up; or
- 10.1.5 has a meeting of its creditors convened pursuant to section 95 or section 98 of the 1986 Act; or
- 10.1.6 has a winding up order made against it by the Court under section 122 of the 1986 Act or a provisional liquidator is appointed over it under section 135 of the 1986 Act; or
- 10.1.7 ceases or forms an intention to cease wholly or substantially to carry on its business save for the purpose of reconstruction or amalgamation otherwise in accordance with a scheme of proposals which have previously been submitted to and approved in writing by the Board; or
- 10.1.8 enters into or is placed into any insolvency regime in any jurisdiction outside England and Wales which is analogous with the insolvency regimes detailed in Articles 10.1.1 to Articles 10.1.6 hereof,
- then the Board may at any time thereafter by notice in writing call upon the relevant Successor to transfer the Ordinary Share held by such Member to such person as the Board shall direct at a price of £1 and on receipt of such notice the Member shall thereupon cease to be entitled to be a Member of the League.

## Articles of Association

- 10.2** If any Member shall cease to be entitled to be a member of the League pursuant to the provisions of the Rules, then that Member, shall, on receiving notice in writing from the Board to that effect, transfer its Ordinary Share to such person as the Board shall direct at a price of £1.
- 10.3** Any Member ceasing to be entitled to be a member of the League as referred to in Article 10.1 or 10.2 shall, as from the date of receiving the notice therein referred to, have no rights in relation to the Ordinary Share held by it save in relation to Articles 81 and 82.
- 10.4** If any Member or its Successor (as the case may be) shall fail to transfer such Member’s Ordinary Share in accordance with and within seven days of the notice in writing by the Board calling for the transfer of the same, the Board may authorise any Director to execute a transfer thereof in favour of a person entitled to be a member of the League and a transfer so executed shall be as valid and effective as if the same had been executed by the Member or its Successor (as the case may be) and the transferee shall be entered into the register of Members as the holder of such Ordinary Share accordingly.
- 10.5** On registration of the transfer of an Ordinary Share held by a Member, executed by such Member, its Successor or any Director (as the case may be) pursuant to the provisions of this Article 10, the Member shall cease to be a Member.
- 11.1** No fee shall be charged for the registration of any instrument of transfer or other document relating to or affecting the title to any Ordinary Share.
- 11.2** If the Board refuses to register a transfer of an Ordinary Share, the Board shall, within two months after the date on which the instrument of transfer was lodged with the Company, send to the transferee notice of the refusal.
- 11.3** The Company shall be entitled to retain any instrument of transfer which is registered, but any instrument of transfer which the Board refuses to register shall be returned to the person lodging it when notice of the refusal is given.

## Articles of Association

### Excess Shares

- 12.1** In the event that the maximum number of Association Football clubs entitled to be members of the League in accordance with the Articles or the Rules is less than the number of Ordinary Shares then in issue then, unless the excess of such Ordinary Shares shall be purchased by the Company or otherwise redeemed in accordance with the provisions of the Act, such excess Ordinary Shares shall be transferred to and be registered in the name of the Secretary and, whilst so registered, such Ordinary Shares shall carry no voting, dividend or other rights, including on any winding up of the Company.
- 12.2** On any change of the Secretary, any Ordinary Shares so registered in the name of the Secretary shall forthwith be transferred into the name of the person holding such office following such change and in the event that such shares shall not be so transferred within fourteen days of the change of the Secretary, the Board may authorise any Director to execute a transfer of such shares in favour of the Secretary for the time being of the Company and a transfer so executed shall be as valid and effective as if the same had been executed by the holder of such shares and the transferee Secretary shall be entered in the register as the holder of such Ordinary Shares accordingly.

### Alteration of Share Capital

- 13.** The Company may by Resolution cancel Ordinary Shares which, at the date of the passing of the Resolution, have not been issued and allotted or agreed to be issued and allotted to any Association Football club entitled thereto and diminish the amount of its share capital by the amount of the shares so cancelled.
- 14.** Subject to the provisions of the Act, the Company may by special resolution reduce its share capital, any capital redemption reserve and any share premium account.

### Purchase of Own Shares

- 15.** Subject to the provisions of the Act, the Company may purchase its own shares (including any redeemable shares) and make a payment in respect of the redemption or purchase of its own shares otherwise than out of distributable profits of the Company or the proceeds of a fresh issue of shares.

## Articles of Association

### Rules

- 16.1** The Company may by Resolution make and adopt and from time to time amend the Rules for the purpose of regulating all matters affecting the organisation and management of the League to the extent not provided for in, and so far as the same do not conflict with, the provisions of the Articles.
- 16.2** Unless otherwise stated in the Articles or the Rules, the provisions of the Articles shall prevail in the event of any conflict with any of the provisions of the Rules.

### General Meetings

- 17.1** A General Meeting may be convened by the Board at any time.
- 17.2** If there are at any time less than two Directors then a continuing Director or the Secretary may convene a General Meeting for the purposes referred to in Article 57.1.
- 17.3** The Board shall convene each year at approximately quarterly intervals not less than four General Meetings (to include an annual general meeting) to be held at such time and at such place as the Board shall determine.
- 17.4** The Board (and if there are less than two Directors, a continuing Director or the Secretary) shall on receipt by the Company of the requisition to that effect from two or more Members forthwith proceed to convene a General Meeting (other than an annual general meeting) for a date not later than:
- 17.4.1 twenty eight clear days after the receipt of such requisition if it is signed by less than two thirds in number of the Members; or
  - 17.4.2 fourteen clear days after the receipt of such requisition if it is signed by two thirds or more in number of the Members; or
  - 17.4.3 twenty one clear days after receipt of such requisition if the meeting is for any of the purposes referred to in Articles 18.1.2, 18.1.3, or 18.1.4.

### Notice of General Meetings – End of Season 2019/20 and Season 2020/21

- 17A.1** This Article 17A shall apply in replacement of Article 18 for the period beginning from its date of adoption and expiring on the date of the first annual general meeting convened following the conclusion of Season 2020/21. On its expiry, it shall automatically cease to apply and be deemed deleted from the Articles. Notwithstanding the foregoing, the Board may propose an Ordinary Resolution to amend the expiry date should it deem it necessary to do so.

## Articles of Association

**17A.2** At least twenty-one clear days' notice in writing shall be given for:

- 17A.2.1 any annual general meeting;
- 17A.2.2 any meeting at which it is proposed to pass a special resolution or an elective resolution; and
- 17A.2.3 any meeting at which it is proposed to pass a Resolution appointing a person as a Director.

**17A.3** At least five clear days' notice in writing shall be given for any meeting at which it is proposed to make, amend or adopt a Rule.

**17A.4** At least fourteen clear days' notice in writing shall be given for any General Meeting not otherwise covered by Articles 17A.2 or 17A.3.

### Notice of General Meetings<sup>1</sup>

**18.1** At least twenty one clear days' notice in writing shall be given for:

- 18.1.1 any annual general meeting;
- 18.1.2 any meeting at which it is proposed to pass a special resolution or an elective resolution;
- 18.1.3 any meeting at which it is proposed to pass a Resolution appointing a person as a Director; and
- 18.1.4 any meeting at which it is proposed to make, adopt or amend the Rules.

**18.2** At least fourteen clear days' notice in writing shall be given for any other General Meeting.

**19.** The notice of a General Meeting shall specify the time and place of the meeting, the general nature of the business to be transacted and shall include a statement that a Member entitled to attend and vote is entitled to appoint one or two proxies to attend and vote instead of that Member and that a proxy need not also be a Member and, in the case of an annual general meeting, shall specify the meeting as such.

<sup>1</sup> By elective resolution passed at a General Meeting of Shareholders held on 3rd December 1998 it was resolved that the provisions of Section 369(4) and Section 378(3) of the Companies Act 1985 (as amended by the Companies Act 1989) are to have effect in relation to the Company as if, for the references, in those sections, to 95%, there were substituted references to 90%.

Accordingly any agreement of the members to the calling of a general meeting on short notice (Section 369) or to consider a special resolution at a General Meeting on short notice, requires the agreement of a majority of 90% (rather than 95%) in number, of the members having the right to attend and vote at a meeting.

## Articles of Association

**20.** Notice of any General Meeting shall be given to the Special Shareholder, all the Members, any Successor of a Member and to each Director and the auditors.

**21.** The accidental omission to give notice of a meeting to, or the non-receipt of notice of a meeting by, any member or person entitled to receive notice shall not invalidate the proceedings at that meeting.

### Proceedings at General Meetings

**22.** No business shall be transacted at any General Meeting unless a quorum is present. Save as otherwise provided in these Articles, two thirds in number of the Members shall constitute a quorum for all purposes.

**23.** If such a quorum is not present within half an hour from the time appointed for the meeting, or if during a meeting such a quorum ceases to be present, the meeting shall stand adjourned to the same day in the next week at the same time and place or to such time and place as the Board may determine. If at the adjourned meeting a quorum is not present within half an hour from the time appointed for the meeting the notice of the meeting shall be deemed to be, and the meeting shall be, cancelled.

**24.** The Chair, or, in his or her absence, a Director shall preside as chair of the meeting. If none is willing to act as chair, or if not present within fifteen minutes after the time appointed for holding the meeting, the Members present shall elect another Director or one of the Representatives of a Member who is present to be the chair of the meeting.

**25.** Notwithstanding that he is not a Member, a Director shall be entitled to attend and speak at any General Meeting.

**26.** The chair of the meeting may, with the consent of a General Meeting at which a quorum is present (and shall, if so directed by the meeting), adjourn the meeting from time to time and from place to place but no business shall be transacted at an adjourned meeting other than business which might properly have been transacted at the meeting had the adjournment not taken place. When a meeting is adjourned for thirty days or more notice shall be given in accordance with Article 18 specifying the time and place of the adjourned meeting and the general nature of the business to be transacted. Otherwise it shall not be necessary to give any such notice.



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- 27.** Except where the Act specifies that a particular resolution of the Company requires a greater majority, two-thirds of such Members who are present and who vote by their Representative or by proxy at a General Meeting of which notice has been duly given shall be required for the passing of all resolutions of the Company.
- 28.** A resolution put to the vote of a General Meeting shall be decided on a show of hands unless before, or on the declaration of the result of, the show of hands, a poll is duly demanded. Subject to the provisions of the Act, a poll may be demanded:
- 28.1 by the chair of the meeting; or
- 28.2 by at least two Members,
- and a demand by a person as Representative of or proxy for a Member shall be the same as a demand by the Member.
- 29.** Unless a poll is duly demanded, a declaration by the chair of the meeting that a resolution has been carried or carried unanimously or by a particular majority or lost, or not carried by a particular majority, and an entry to that effect in the minutes of the General Meeting shall be conclusive evidence of the fact without proof of the number or proportion of the votes recorded in favour of or against the resolution.
- 30.** The demand for a poll may, before the poll is taken, be withdrawn, but only with the consent of the chair of the meeting and a demand so withdrawn shall not be taken to have invalidated the result of a show of hands declared before the demand was made.
- 31.** A poll shall be taken as the chair of the meeting directs and he or she may fix a time and place for declaring the result of the poll. The result of the poll shall be deemed to be the resolution of the meeting at which the poll was demanded.
- 32.1** A poll demanded on the election of a chair of the meeting or on a question of adjournment shall be taken forthwith. A poll demanded on any other question shall be taken either forthwith or at such time and place as the chair of the meeting directs not being more than thirty days after the poll is demanded. The demand for a poll shall not prevent the continuance of a meeting for the transaction of any business other than the question on which the poll was demanded. If a poll is demanded before the declaration of the result of a show of hands and the demand is duly withdrawn, the meeting shall continue as if the demand had not been made.

## Articles of Association

- 32.2** No notice need be given of a poll not taken immediately if the time and place at which it is to be taken are announced at the meeting at which it is demanded. In any other case at least seven clear days' notice shall be given specifying the time and place at which the poll is to be taken.
- 33.** In accordance with the Act, a resolution in writing signed on behalf of two thirds of the Members by a Representative of each of them shall be as valid and effective as if it had been passed at a General Meeting duly convened by notice appropriate thereto and held, except where the Act specifies that a particular resolution of the Company requires a greater majority, in which case a resolution in writing signed on behalf of such greater majority of the Members by a Representative of each of them shall be as valid and effective as if it had been passed at a General Meeting duly convened by notice appropriate thereto and held. Any such resolution may consist of several documents in the like form each signed on behalf of one or more of the Members by a Representative of each of them.

### Votes of Members

- 34.** Every Member present at a General Meeting by a Representative or proxy shall have one vote whether on a show of hands or on a poll.
- 35.** No objection shall be raised to the qualification of any Representative or proxy except at the General Meeting or adjourned meeting at which the vote objected to is tendered, and every vote not disallowed at the meeting shall be valid. Any objection made in due time shall be referred to the chair of the meeting whose decision shall be final and conclusive.

### Representatives

- 36.1** Any director or the secretary of a Club shall be entitled to act as the Representative of the Club at, and for all the purposes of business at, any General Meeting. A Club may separately or additionally, by resolution of its directors, authorise any of its employees as it thinks fit (not being a director or the secretary as aforesaid) to act as the Representative of the Club at any General Meeting. The Board may require reasonable evidence of any such authorisation.
- 36.2** A Representative shall be entitled to exercise all the powers of a Member for whom he acts as Representative.



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**36.3** Each Club shall, on becoming a Member, or when so requested by the Secretary, give notice to the Secretary, setting out, in such order or priority as the Club shall determine, details of each of its directors, secretary and any employee who has been authorised by the Club to act as its Representative at General Meetings and shall from time to time send to the Secretary details of any changes in such persons.

**36.4** A Representative shall be entitled to attend and where appropriate vote at a General Meeting notwithstanding that the member of which he is the Representative has appointed a proxy to attend the same.

**Proxies**

**37.1** An instrument appointing a proxy shall be in writing, signed on behalf of the Member by one of its directors or its secretary or any of the Member's employees authorised by the Member to sign the same and shall be in the usual common form or in such form as the Board shall approve.

**37.2** Unless otherwise indicated on the instrument appointing the proxy, the proxy may vote or abstain from voting as such proxy shall think fit.

**38.** The instrument appointing a proxy and (where such instrument is not signed by a director or the secretary of a Member) a copy of the authority under which it is signed shall be in writing and shall:

38.1 be deposited at the League Office or with the Secretary no later than 48 hours prior to the time appointed for the commencement of the General Meeting which the person or persons named in the instrument propose to attend unless otherwise specified in the notice convening such General Meeting; or

38.2 in the case of a poll taken more than forty eight hours after it is demanded, be deposited as aforesaid after the poll has been demanded and before the time appointed for the taking of the poll; or

38.3 where the poll is not taken forthwith but is taken not more than forty eight hours after it was demanded, be delivered at the General Meeting at which the poll was demanded to the chair of the meeting or to the Secretary.

**39.** The chair of the meeting may in his or her discretion permit the appointment of a proxy other than as provided herein if the circumstances arise which prevent a Member attending a General Meeting.

## Articles of Association

**Voting**

**40.1** A maximum of two Representatives or proxies of a Club shall be entitled to attend General Meetings but, in the event that more than one of such Representatives or proxies shall attend then, whilst such Representatives or proxies shall be entitled to speak, only the Representative present who is senior in order of priority in the notice referred to in Article 36.3 or, (if no Representative but more than one proxy is present), only the first named proxy shall be entitled to vote at such General Meeting on behalf of the Club.

**40.2** Unless otherwise agreed by the Board or by a majority of the Members present at any General Meeting, no other Representative, proxy or any other person representing a Club shall be entitled to attend General Meetings and in any event such person, shall not be entitled to speak thereat unless invited to do so by the chair of the meeting.

**41.** A vote given or poll demanded by the Representative or proxy of a Member shall be valid notwithstanding the previous termination of the authority of the person voting or demanding a poll unless notice of such termination was received by the Company at the League Office (or at such other place at which the instrument of proxy was duly deposited) before the commencement of the General Meeting or adjourned meeting at which the vote is given or the poll demanded or (in the case of a poll taken otherwise than on the same day as the General Meeting or adjourned meeting) the time appointed for taking the poll.

**Number and Appointment of Directors**

**42.** The Board shall consist of not less than two Directors one of whom shall be the Chair and one of whom shall be the chief executive.

**43.** A Director need not hold any shares of the Company to qualify him as a Director but he shall be entitled to attend and speak at all General Meetings.

**44.** No person shall be appointed or re-appointed as Chair or as a Director except pursuant to a Resolution and unless:

44.1 such person is proposed by the Board and notice of intention to propose such person is included in the notice of the General Meeting at which the Resolution is to be proposed; or





## Articles of Association

- 44.2 where the General Meeting has already been convened, not less than fourteen and, where the General Meeting has not already been convened, not less than twenty two and, in any case not, more than thirty five clear days before the date appointed for a General Meeting, a notice signed by a Member has been given to the Company of the intention to propose that person for appointment or re-appointment; and
- 44.3 in each case, appointment or re-appointment has been or is endorsed by the Special Shareholder (such endorsement not to be unreasonably withheld, refused or delayed).
45. The terms and conditions relating to the appointment or re-appointment of (including the remuneration and other terms and conditions of service of) the Chair or any other Director, shall be determined by the Audit and Remuneration Committee.
46. Subject to the requirements of the Act, and without prejudice to any claim or rights in respect of any breach of contract between the Company and such person, the Members may by Resolution terminate the appointment of the Chair or of any Director (as the case may be).

**Powers of the Board**

47. Subject to the Memorandum and the Articles the affairs of the Company shall be managed by the Board subject always to any directions from time to time given and any policy resolved upon by the Members in General Meeting.
48. The Board shall:
- 48.1 manage the affairs of the Company including the operation of the League and the operation and implementation of the Rules;
- 48.2 exercise all powers of the Company but subject always to such powers of supervision and policy direction as the Members in General Meeting may from time to time exercise or give;
- 48.3 take such executive steps as it considers necessary to give effect to any policy resolved upon by the Members in General Meeting;
- 48.4 make such recommendations to the Members on such matters of importance to the Company as it considers appropriate; and
- 48.5 subject to the provisions of the Articles and the Act, determine any and all matters of procedure to be followed by the Company.

## Articles of Association

49. The Board shall not in relation to any dealings relating to television, broadcasting, sponsorship or like transactions or other matters materially affecting the commercial interests of the Members enter into any contract or agreement or conduct themselves in any way as would bind the Company to any contract or agreement without the prior authority or approval by Resolution of the Members.
50. No alteration of the Memorandum or the Articles nor any direction of the Members shall invalidate any prior act of the Board which would have been valid if that alteration had not been made or that direction had not been given.

**Delegation of the Board's Powers**

51. Subject to the Articles, the Directors may delegate any of the powers which are conferred on them under the Articles and which are not specifically reserved to the Directors only:
- 51.1 to such person or committee;
- 51.2 by such means (including by power of attorney);
- 51.3 to such an extent;
- 51.4 in relation to such matters or territories; and
- 51.5 on such terms and conditions, as they think fit.
52. If the Directors so specify, any such delegation may authorise further delegation of the Directors' powers by any person to whom they are delegated. The Directors may revoke any delegation in whole or part, or alter its terms and conditions.
53. Committees to which the Directors delegate any of their powers must follow procedures which are based as far as they are applicable on those provisions of the Articles which govern decision making by Directors.
54. Subject always to Article 53, the Directors may make rules solely in relation to procedure for all or any committees, which prevail over rules of procedure derived from the Articles if they are not consistent with them.

**Borrowing Powers**

55. The Board may with the prior approval or authority of a Resolution exercise all the powers of the Company to borrow or raise money and to mortgage or charge its assets and, subject to Section 80 of the Act, to issue debenture stock and other debt securities as security for any debt, liability or obligation of the Company or of any third party.

**Disqualification and Removal of Directors**

- 56.** The office of a Director shall be vacated upon the happening of any of the following events:
- 56.1 if he resigns his office by notice in writing under his hand to the Secretary sent to or left at the League Office;
  - 56.2 if he becomes bankrupt or makes any arrangement or composition with his creditors generally;
  - 56.3 if he is, or may be, suffering from mental disorder and either:
    - 56.3.1 he is admitted to hospital in pursuance of an application for admission for treatment under the Mental Health Act 1983 or, in Scotland, an application for admission under the Mental Health (Scotland) Act 1984; or
    - 56.3.2 an order is made by a court having jurisdiction (whether in the United Kingdom or elsewhere) in matters concerning mental disorder for his detention or for the appointment of a receiver, curator bonis or other person to exercise powers with respect to his property or affairs;
  - 56.4 if he dies;
  - 56.5 if he ceases for any cause to hold office as Chair or chief executive; or
  - 56.6 if he ceases to be a Director by virtue of any provision of the Act or becomes prohibited bylaw from being a director.
- 57.1** In the event of a vacancy occurring on the Board, the continuing Director(s) shall forthwith convene a General Meeting for the purpose of appointing a Director to fill that vacancy and may appoint as a Director a person who is willing to act including as acting Chair. An acting Director so appointed shall hold office until the General Meeting convened as aforesaid shall be held and if not reappointed thereat shall vacate office at the conclusion thereof.
- 57.2** Pending such General Meeting an acting Chair or other Director (as the case may be) appointed as aforesaid shall be treated as and shall have all the powers and duties of the Chair or Director (as the case may be) for all the purposes of the Articles.

**Directors' Expenses**

- 58.** A Director and any person appointed by the Board under Article 51 may be paid all reasonable travelling, hotel, and other expenses properly incurred by them

in connection with their attendance at meetings of the Board or otherwise in connection with the discharge of their duties.

**Directors' Interests**

- 59.** Subject to the provisions of the Act and provided that he has disclosed to the Members the nature and extent of any material interest which he has, and obtained the consent of the Members by Resolution, a Director notwithstanding his office:
- 59.1 may be a party to, or otherwise interested in, any transaction or arrangement with the Company or in which the Company is otherwise interested;
  - 59.2 may be a director or other officer of, or employed by, or a party to any transaction or arrangement with, or otherwise interested in, any body corporate promoted by the Company or in which the Company is otherwise interested; and
  - 59.3 shall not, by reason of his office, be accountable to the Company for any benefit which he derives from any such office or employment or from any such transaction or arrangement and no such transaction or arrangement shall be liable to be avoided on the ground of any such interest or benefit.
- 60.** For the purpose of Article 59:
- 60.1 a general notice given to the Members that a Director is to be regarded as having an interest of the nature and extent specified in the notice in any transaction or arrangement in which a specified person or class of persons is interested shall be deemed to be a disclosure that the Director has an interest in any such transaction of the nature and extent so specified; and
  - 60.2 an interest of which a Director has no knowledge and of which it is unreasonable to expect him to have knowledge shall not be treated as an interest of his.

**Proceedings of the Board**

- 61.** Subject to the provisions of the Articles and the Rules, the Board may regulate its proceedings as it thinks fit. A Director may, and the Secretary at the request of a Director shall, call a meeting of the Board. Any question arising at a meeting of the Board on which the Directors are not unanimous shall be referred to the Members at the next General Meeting.
- 62.** The quorum for the transaction of the business of the Board shall be whichever number is required for a majority of Directors to be in attendance.



## Articles of Association

- 63.** If the number of Directors is less than two, the continuing Director may act only for the purpose of calling a General Meeting or for the purposes referred to in Article 57.1.
- 64.** The Chair shall be the chair of all meetings of the Board or in his or her absence one of the Directors present.
- 65.** All acts done by a meeting of the Board, or by a person acting as a Director (as provided by the Articles) shall, notwithstanding that it be afterwards discovered that there was a defect in the appointment of the Director or such other person or that any of them was disqualified from holding office, or if a Director, had vacated office, or was not entitled to vote, be as valid as if every such person had been duly appointed and was qualified and, if a Director, had continued to be a Director and had been entitled to vote.
- 66.** A resolution in writing signed by the Directors shall be as valid and effective as if it had been passed at a meeting of the Board and may consist of several documents in the like form each signed by one of the Directors.
- 67.** Without prejudice to Article 66, a meeting of the Board may consist of a conference between the Directors who are not in one place, but where each is able (directly or by telephonic communication) to speak to the other, and to be heard by the other simultaneously. A Director taking part in such a conference shall be deemed to be present in person at the meeting and shall be entitled to vote or be counted in a quorum accordingly. In relation to any meeting of the Board reference to the word "meeting" in the Articles shall be construed accordingly.
- 68.** Unless authorised by a Resolution to do so, a Director shall not vote at any meeting of the Board or on any resolution concerning a matter in which he has, directly or indirectly, an interest or duty which is material and which conflicts or may conflict with the interests of the Company but shall nevertheless be counted in the quorum of Directors present at that meeting.

### Secretary

- 69.** Subject to the provisions of the Act, the Secretary shall be appointed by the Board subject to ratification by the Members in General Meeting for such term, at such remuneration and upon such terms and conditions as the Board thinks fit and any Secretary so appointed may be removed by the Board or by Resolution of the Members.

## Articles of Association

### Minutes

- 70.** The Board shall cause minutes to be made in books kept for the purpose of all proceedings at General Meetings, of all Resolutions passed by the Members and of all meetings of the Board, including the names of the Directors present at each of such Board meetings. The Board shall cause all such minutes to be circulated to Members within fourteen days of the date of any such meeting.

### Execution of Documents

- 71.** The Seal shall only be used pursuant to the authority of the Board. The Board may determine who shall sign any instrument to which the Seal is affixed and unless otherwise so determined it shall be signed by the two Directors or one Director and the Secretary. Any document signed by two Directors or one Director and the Secretary or one Director in the presence of a witness who attests the signature and expressed (in whatever form of words) to be executed by the Company has the same effect as if executed under the Seal.

### Dividends

- 72.1** No dividend shall be declared or paid in respect of any share except pursuant to a Resolution in General Meeting.
- 72.2** For the avoidance of doubt, Article 72.1 shall not affect the provisions relating to payments to Members in respect of broadcasting or sponsorship or other income received by the Company which shall be as laid down from time to time in the Rules and which shall be implemented by the Board in accordance with the Rules.

### Accounts

- 73.** No member or other person has any right to inspect any accounting record or book or document of the Company unless:
- 73.1 he is entitled by law;
  - 73.2 he is authorised to do so by the Board; or
  - 73.3 he is authorised to do so by a Resolution.

**Notices**

- 74.1** A notice calling a meeting of the Board need not be in writing.
- 74.2** Any other notice to be given to or by any person pursuant to the Articles shall be in writing.
- 75.** Any notice or other document may be served or delivered by the Company on or to any Member or any Director either personally, or by sending it by post addressed to the Member or Director at his registered address or by facsimile transmission or electronic mail or other instantaneous means of transmission to the number or other transmission address or identification provided by the Member or the Director for this purpose, or by leaving it at its registered address addressed to the Member or the Director, or by any other means authorised in writing by the Member or Director concerned.
- 76.** Any notice or other document, which is sent by post, shall be deemed to have been served or delivered twenty four hours after posting and, in proving such service or delivery, it shall be sufficient to prove that the notice or document was properly addressed, stamped and put in the post. Any notice or other document left at a registered address otherwise than by post, or sent by facsimile transmission or electronic mail or other instantaneous means of transmission, shall be deemed to have been served or delivered when it was left or sent.
- 77.** Without prejudice to the provisions of Article 76 relating to service or delivery of any notice or document any notice or document not posted or delivered personally shall also be confirmed by sending or delivering a copy thereof by post or personally as provided in Article 75 but so that, in any such case, the accidental omission to so post or serve the same or non receipt of the same shall not invalidate the due service or delivery of the notice or other document in question.
- 78.** A Member present, either by Representative or by proxy, at any General Meeting shall be deemed to have received notice of the meeting and, where requisite, of the purposes for which it was called.
- 79.** A notice may be given by the Company to a Successor of a Member in consequence of the insolvency, administration or receivership of a Member, by sending or delivering it, in any manner authorised by the Articles for the giving of notice to a Member, addressed to the Member by name or to the Successor at the address, if

any, within the United Kingdom supplied for that purpose by the Successor. Until such an address has been supplied, a notice may be given in any manner in which it might have been given if the insolvency, administration or receivership had not occurred.

**Rules of The Football Association**

- 80.** The Company shall adhere to and comply with the Football Association Rules.

**Winding Up**

- 81.** On the winding-up of the Company the surplus assets shall be applied first, in repaying to the Members the amount paid on their shares respectively and, if such assets shall be insufficient to repay the said amount in full, they shall be applied rateably.
- 82.** If the surplus assets shall be more than sufficient to pay to the Members the whole amount paid upon their shares, the balance shall be paid over to The Football Association Benevolent Fund or to such other charitable or benevolent object connected with Association Football as shall be determined by Resolution at or before the time of winding-up and approved by The Football Association.

**Indemnity**

- 83.** Subject to the provisions of the Act, but without prejudice to any indemnity to which a Director may otherwise be entitled, every Director or other officer or auditor of the Company shall be indemnified out of the assets of the Company against any liability incurred by him in defending any proceedings, whether civil or criminal, in which judgment is given in his favour or in which he is acquitted or in connection with any application in which relief is granted to him by the court from liability for negligence, default, breach of duty or breach of trust in relation to the affairs of the Company.





# Miscellaneous

## Points Based System

### Governing Body Endorsement Requirements for Players 2019/2020 Season

#### Introduction

The purpose of this document is to explain how football clubs in England and Welsh clubs with membership of the Premier League or English Football League seek to obtain Governing Body Endorsements (where necessary) from The FA for individual players under Tiers 2 (Sportsperson) and 5 (Temporary Worker – Creative and Sporting) of the Home Office Points Based System (“PBS”) for the 2019/2020 season.

Unless otherwise defined, capitalised terms are given the meanings set out in the Glossary.

#### Consultation

The criteria set out in this document have been agreed by the Home Office following consultation between the Stakeholders.

#### Duration

The criteria set out in this document will apply for the 2019/2020 season and will be effective from 1 May 2019 through to 30 April 2020. The criteria will be reviewed in early 2020 in order that revised criteria may be issued by 1 May 2020 to operate for season 2020/21.

## Glossary

**Aggregated FIFA World Rankings** means the aggregated rankings list for senior men’s international teams over the Reference Period that are published by The FA on a monthly basis following publication of the FIFA World Rankings. This list is available on [www.thefa.com](http://www.thefa.com).

**Available Minutes** means the total number of minutes (excluding any periods(s) of injury or added time) played by the player’s club in its domestic league competition. For the avoidance of doubt, all minutes played by a club in competitions other than its domestic league competition are to be excluded.

**Certificate of Sponsorship** means a certificate assigned to a non-EU/EEA player by a club following the granting of a GBE for that player by The FA. Such a certificate will quote a unique reference number that links to information held by the Home Office about the individual’s job and personal details.

## Governing Body Endorsement Requirements for Players

**Competitive International Match** means any match played in the following tournaments:

- FIFA World Cup Finals;
- FIFA World Cup Qualifying Groups;
- FIFA Confederations Cup; and
- Continental Cup Qualifiers and Finals, including but not limited to:
  - UEFA European Championships and Qualifiers;
  - UEFA Nations League;
  - CAF African Cup of Nations and Qualifiers;
  - AFC Asia Nations Cup and Qualifiers;
  - CONCACAF Gold Cup;
  - CONCACAF Copa Caribe;
  - UNCAF Nations Cup;
  - CONMEBOL Copa America; and
  - OFC Nations Cup.

**Continental Competition** means any of the following tournaments:

- the UEFA Champions League;
- the UEFA Europa League; and
- the Copa Libertadores de América.

**Cumulative Total Score** means the cumulative total of any points that a player may score under the Part A objective criteria added to the points that a player may score under the Part B objective criteria (as set out in Appendix 1). For the avoidance of doubt, Cumulative Total Score shall not include any points that have been duplicated across Part A and Part B.

**FIFA** means the Fédération Internationale de Football Association.

**FIFA World Rankings** means the rankings for senior international men’s teams published on the FIFA website (these rankings can currently be found at <http://www.fifa.com/fifa-world-ranking/ranking-table/men/>).

**Governing Body Endorsement or GBE** means an endorsement issued by The FA to a club for a non- EU/EEA elite player who is internationally established at the highest level, whose employment will make a significant contribution to the development of football at the highest level in England.

**Home Associations** means The Scottish Football Association, the Football Association of Wales and The Irish Football Association.



## Governing Body Endorsement Requirements for Players

**Home Office** means the department of the UK government responsible for immigration, counter- terrorism, police, drugs policy, and related science and research.

**National Association** means a football association that is a member of and recognised by FIFA.

**Qualifying Transfers** means all transfers to Premier League clubs in the previous season in respect of players submitted on Premier League squad lists. The Qualifying Transfers value will be provided by The FA directly to The Premier League and The English Football League prior to each season and will remain in force for the duration of that season.

**Qualifying Wages** means the basic wages paid to the top 30 earners in each Premier League club at the end of the season prior to the date of the application. The value of Qualifying Wages will be provided by The FA directly to The Premier League and The English Football League prior to each season and will remain in force for the duration of that season.

**Reference Period** means the twenty four (24) month period immediately preceding the date of the application for a Governing Body Endorsement unless the player is twenty one (21) or under at the time of the application for a Governing Body Endorsement when the reference period is reduced to the immediately preceding twelve (12) month period.

**Relevant Interested Parties** means an appropriate representative of the either The Premier League or The English Football League (depending on the league in which the player plays) and the Professional Footballers’ Association.

**Required Percentage** means:

- for National Associations ranked between 1 and 10 of the Aggregated FIFA World Rankings, 30% and above;
- for National Associations ranked between 11 and 20 of the Aggregated FIFA World Rankings, 45% and above;
- for National Associations ranked between 21 and 30 of the Aggregated FIFA World Rankings, 60% and above; and
- for National Associations ranked between 31 and 50 of the Aggregated FIFA World Rankings, 75% and above.

**Secondary League** means:

- the 2 European leagues which are not Top Leagues but provide the next most players to the top twenty (20) squads in the Aggregated FIFA World Rankings at the relevant point in time; and

## Governing Body Endorsement Requirements for Players

- the Central and South American league which is not a Top League but which provides the third most players to the top twenty (20) squads in the Aggregated FIFA World Rankings at the relevant point in time.

A list setting out the Secondary Leagues will be published on The FA website prior to each season and this list will remain in place for the duration of the season.

**Secondary Percentage** means:

- for National Associations ranked between 1 and 10 of the Aggregated FIFA World Rankings, 25% and above;
- for National Associations ranked between 11 and 15 of the Aggregated FIFA World Rankings, 30% and above;
- for National Associations ranked between 16 and 20 of the Aggregated FIFA World Rankings, 40% and above;
- for National Associations ranked between 21 and 25 of the Aggregated FIFA World Rankings, 45% and above;
- for National Associations ranked between 26 and 30 of the Aggregated FIFA World Rankings, 55% and above;
- for National Associations ranked between 31 and 50 of the Aggregated FIFA World Rankings, 60% and above; and
- for National Associations ranked between 51 and 60 of the Aggregated FIFA World Rankings, 75% and above.

**Sponsor** means a Premier League or English Football League club which has satisfied the Home Office criteria to assign Certificates of Sponsorship.

**Stakeholders** means The FA, The Premier League, The English Football League, The Professional Footballers’ Association and the Home Associations.

**The English Football League** means The English Football League Limited, a company incorporated in England and Wales with registered number 00080612 and whose registered office is at 10 – 12 West Cliff, Preston, PR1 8HU.

**The FA** means The Football Association Limited, a company incorporated in England and Wales with registered number 00077797 and whose registered office is at Wembley Stadium, Wembley, London HA9 0WS, designated for these purposes as the “recognised governing body” which shall be represented by the Head of Player Status and Competitions or their nominee.

**The Premier League** means The Football Association Premier League Limited, a company incorporated in England and Wales with registered company number 02719699 and whose registered office is at 30 Gloucester Place, London W1U 8PL.

**The Professional Footballers' Association** means The PFA, a company incorporated in England and Wales with registered company number 01088411 and whose registered office is at 20 Oxford Court, Manchester M2 3WQ.

**Top League** means:

- the six (6) European leagues which provide the most players to the top 20 squads in the Aggregated FIFA World Rankings at the relevant point in time; and
- the two (2) Central and South American leagues which provide the most players to the top twenty (20) squads in the Aggregated FIFA World Rankings at the relevant point in time.

A list setting out the Top Leagues will be published on The FA website [www.thefa.com](http://www.thefa.com) prior to each season and this list will remain in place for the duration of the season.

**Transfer Fee** means the fixed, guaranteed element of a transfer fee (if applicable) and is taken from the transfer fee submitted by the club to The FA. For the avoidance of doubt, free transfers, players for whom the transfer fee consists of only training compensation and swap or multi-player deals are to be disregarded when calculating the transfer fee.

**Unavailable for Selection** means the player was not available to play due to injury or suspension and written evidence supporting this, setting out the games missed and the reason(s), has been provided by the player's National Association or club doctor to The FA. For the avoidance of doubt, a player may not be classed as injured (and therefore Unavailable for Selection) if he was listed as a substitute in a match and was not used. Such matches may be counted as non-appearances when calculating the Required Percentage.

**Wages** means the fixed, guaranteed element of the wages payable to the player and the figure is taken from the contract submitted by the applicant club to The FA. In the case of loan players, only the player's wages for which the applicant club is liable will be assessed. Any element of the player's full contractual wage which is to be met by his parent club is to be disregarded.

### 1. GENERAL CONSIDERATIONS

#### 1.1. Eligibility to become a Sponsor

In order to apply for a Governing Body Endorsement from The FA, an applicant club must hold a Sponsor's licence under Tier 2 and/or Tier 5 of the PBS and thereby be eligible to assign Certificates of Sponsorship.

To be eligible to become a Sponsor and assign Certificates of Sponsorship a club must be a member of The Premier League or The English Football League. A Sponsor's licence issued under Tier 2 or Tier 5 is valid for a period of 4 years, after which time it may be renewed. Clubs should note that a Sponsor's licence may be revoked by the Home Office at any time if the Sponsor is seen to be failing in its compliance with its duties. Where a Sponsor's licence is revoked, a player's leave may be curtailed. This means that a player must make a change of employment application if he wishes to remain in the UK.

#### 1.2. Certificates of Sponsorship

A Certificate of Sponsorship will be assigned to a player by the club once The FA has confirmed that the application on behalf of the player has satisfied the requirements for a GBE. Any Certificate of Sponsorship assigned to a player must be submitted to The FA by the applicant club.

#### 1.3. Length of Season

For the purposes of the PBS, the playing season for this sport is from August to May. This may vary slightly from season to season depending on the arrangement of the first and last matches.

#### 1.4. Period of Validity

A club can apply for a Governing Body Endorsement at any time during the season and any application will be considered against the criteria set out below. Clubs should take into consideration the fact that a Governing Body Endorsement for a player, once issued, must be presented to the Home Office as part of an application for entry clearance or leave within three months of a Certificate of Sponsorship being assigned to a player. A new Governing Body Endorsement will be required if the previous Governing Body Endorsement has expired.





2. OBTAINING A GOVERNING BODY ENDORSEMENT UNDER THE PBS

2.1. Criteria under which a Governing Body Endorsement will automatically be granted

The FA will automatically grant a player a GBE under either Tier 2 or Tier 5 if the applicant club is able to show<sup>1</sup> that that player has participated in the Required Percentage<sup>2</sup> of senior Competitive International Matches<sup>3</sup> played by that player's National Association during the Reference Period.

Notes:

<sup>1</sup> The applicant club must provide written confirmation setting out all matches (including Competitive International Matches, friendlies and any other international matches that the player was involved in) in which the player:

- took part;
- was Unavailable for Selection; and
- did not take part but was not Unavailable for Selection.

An applicant club should obtain such confirmation from the player's National Association. If the relevant National Association is not able to confirm this, this fact should be confirmed by the applicant club to The FA. At which stage, The FA will seek to independently verify this information through its own sources. The responsibility lies with the applicant club to provide this information where it is able to do so. A decision will not be made until this process has been completed and any relevant supporting evidence is submitted.

<sup>2</sup> In calculating the Required Percentage, any Competitive International Matches for which the player was Unavailable for Selection are to be excluded.

<sup>3</sup> If less than 30% of a National Association's matches during the Reference Period are Competitive International Matches, friendly matches will be included in the calculation.

2.2. Discretionary criteria under which a Governing Body Endorsement may be granted

If a player does not meet the automatic criteria set out above, an applicant club can request that an Exceptions Panel consider the player's experience and value in order to determine whether a Governing Body Endorsement should nevertheless be granted.

The applicant club must make the request for an Exceptions Panel to the Player Status Department at The FA which will then appoint an Exceptions Panel in accordance with the below. Clubs should ensure that all evidence

that they want to be considered in respect of the player is submitted in writing ahead of the determination by the Exceptions Panel.

- 2.2.1. The Exceptions Panel will be made up of three (3) members who will be appointed by The FA.
- 2.2.2. The three (3) member Exceptions Panel will be constituted as follows:
  - 2.2.2.1. an independent, legally qualified Chair ("**Chair**"); and
  - 2.2.2.2. two (2) additional independent panel members having relevant experience at the top level of the game ("**Independent Members**"), (who shall together be referred to as the "**Panel Members**").
- 2.2.3. No individual who would objectively be considered to have a current association with the applicant club will be appointed to the Exceptions Panel.
- 2.2.4. In the event that a Panel Member(s) considers there to be an actual or perceived conflict of interest (whether or not an objection is raised by the applicant club) on the part of a Panel Member(s) (which for the avoidance of doubt can include themselves) where:
  - 2.2.4.1. this relates to an Independent Member(s), the Panel Member(s) must declare this to the Chair; and
  - 2.2.4.2. this relates to the Chair, this must be declared to The FA.

In either case, this must be declared at the earliest opportunity and, in any event, in advance of determination of the case.
- 2.2.5. The applicant club will be informed of the membership of the Exceptions Panel at the earliest opportunity in advance of the Exceptions Panel sitting to decide the case. An applicant club may challenge the appointment of any Panel Member if circumstances exist which give rise to an actual or perceived conflict of interest on the part of that Panel Member. If a club intends to challenge the appointment of a Panel Member, the club must declare this at the earliest opportunity and, in any event, before the Exceptions Panel sits to determine the player's application.
- 2.2.6. Where the actual or perceived conflict under either 2.2.4 or 2.2.5 above relates to an Independent Member(s), the Chair will determine in his absolute discretion whether the relevant Independent Member(s) should be excluded from participating in the panel hearing and voting on the application. If the Chair decides in his absolute discretion that the Independent Member(s) cannot participate, the Chair will notify The FA of this and The FA

- will appoint a replacement Independent Member(s) who may also be challenged if there is a perceived or actual conflict of interest.
- 2.2.7. Where the actual or perceived conflict under either 2.2.4 or 2.2.5 above relates to the Chair, The FA will determine whether the Chair is eligible to participate and vote. If The FA determines that the Chair cannot participate, The FA will appoint a replacement Chair.
  - 2.2.8. The FA will provide appropriate secretariat support.
  - 2.2.9. The Exceptions Panel will consider the case following the procedures and guidance set out in Appendix 1 to this document.
  - 2.2.10. Written submissions may be made by The FA or the Relevant Interested Parties in advance of the Exceptions Panel's determination.
  - 2.2.11. The Exceptions Panel can request any further information from the secretariat or the applicant club that it deems necessary in its absolute discretion in order to make its decision. If an Exceptions Panel meeting has been convened or is in progress when a request for further information is made, the Chair may adjourn the meeting to allow the information to be gathered. Where it is able to do so, the applicant club or the secretariat will supply the further information to the Exceptions Panel within a reasonable timescale.
  - 2.2.12. The Exceptions Panel will make its decision based on the papers submitted to it. An oral hearing may be requested but clubs should be aware that the Exceptions Panel is likely to grant an application for an oral hearing in only the most exceptional circumstances and for those cases in respect of which it is persuaded are complex and which rely on elements falling for consideration at the subjective review stage (Appendix 1, Section 4). Requests for an oral hearing must be made at the same time as a club submits its application on behalf of the player to The FA and be accompanied by evidence which sets out why the club asserts an oral hearing is required.
  - 2.2.13. The Exceptions Panel will make its decision by a simple majority with the Chair having a casting vote. All Exceptions Panel members must vote.
  - 2.2.14. Written reasons for the decision will be supplied by the Exceptions Panel to the applicant club. An anonymised summary of each decision (in the format set out at Appendix 2) will be made available on a confidential basis to all Stakeholders. The Stakeholders may make these summaries available to assist applicant clubs.

If a club has made an application that was unsuccessful following a decision of the Exceptions Panel, a further Exceptions Panel cannot be requested

for the same player by the same club within four (4) months of the original Exceptions Panel date.

**2.3 Other requirements of the PBS**

Please note that, in order to secure leave to remain under Tiers 2 and 5 of the PBS, in addition to securing a GBE and being assigned with a Certificate of Sponsorship, an individual will also have to meet any other criteria as set by the Home Office. For example, applications under Tier 2 will have to be supported by evidence that the player has met the English language requirement set by the Home Office.

**3. CONSIDERATIONS ONCE A GOVERNING BODY ENDORSEMENT HAS BEEN GRANTED**

**3.1 Length of issue**

Governing Body Endorsements can only be issued for the following periods:

	Tier 2 (Sportsperson)	Tier 5 (Temporary Worker - Creative and Sporting)
<b>Initial Application</b>	The shorter of: <ul style="list-style-type: none"> <li>• three (3) years; <b>OR</b></li> <li>• the length of the player's contract.</li> </ul>	The shorter of: <ul style="list-style-type: none"> <li>• twelve (12) months; <b>OR</b></li> <li>• the length of the player's contract</li> </ul>
<b>Extension</b>	The shorter of: <ul style="list-style-type: none"> <li>• three (3) years; <b>OR</b></li> <li>• the length of the player's contract.</li> </ul>	If the initial application was granted for less than twelve (12) months, an in country extension can be granted to top up the period to twelve (12) months in total. For example, a player granted a six (6) month approval can apply for an extension in country of up to another six (6) months. If a club wishes to employ a player for a period of longer than twelve (12) months, the player has to return overseas to make a new application and obtain entry clearance for a further twelve (12) month period under Tier 5.

**3.2 Extension Applications**

If a club wishes to retain the services of a player beyond the period of his GBE, the club must submit a new application before the player's leave to remain expires. If the player satisfies the automatic criteria for endorsement (as set out at 2.1 above), a GBE will be granted. If the automatic criteria (at 2.1) are not satisfied, the club must submit a summary of the player's domestic club appearances over the previous 12 months as well as any other information which the club deems to be relevant to its application. The FA will then consult with Relevant Interested Parties by email and

in doing so will provide any details put forward by the club in support of the application. When considering the application and deciding whether the application should be granted, The FA and the Relevant Interested Parties shall consider the information put forward by the club as well as any other information which they deem to be relevant in their absolute discretion which indicates whether the player remains of sufficient quality to be awarded a GBE. If a majority of The FA and the Relevant Interested Parties recommend that a GBE should be granted, a GBE will be issued. If a majority recommendation for approval is not given, a GBE will not be granted and the club will have no further recourse to an Exceptions Panel under the discretionary criteria (at 2.2 above).

### 3.3 Switching from Tier 5 to Tier 2 of the PBS

A player can enter under Tier 5 (if he is unable to meet the English language requirement set by the Home Office) and then apply in country (provided this is within the first 12 months) to switch to Tier 2 once he has passed the English language test. To do this, the club will need to submit a new application for a GBE so that a new Certificate of Sponsorship under Tier 2 can be assigned by the club. The new application will need to be supported by a notification of pass or pass certificate at the agreed level from an accredited English Language Test Centre.

Where a player wishes to switch from Tier 5 to Tier 2 and satisfies the automatic criteria for endorsement (as set out at 2.1 above) at the time at which the application to switch is made, a GBE will be granted. Where the player does not meet the automatic criteria (at 2.1), the club must submit a summary of the player's domestic club appearances over the previous 12 months as well as any other information which the club deems to be relevant to its application. The FA will then consult with Relevant Interested Parties by email and in doing so will provide any details put forward by the club in support of the application. When considering the application and deciding whether the application should be granted, The FA and the Relevant Interested Parties shall consider the information put forward by the club as well as any other information which they deem to be relevant in their absolute discretion which indicates whether the player remains of sufficient quality to be awarded a GBE. If a majority of The FA and the Relevant Interested Parties recommend that a GBE should be granted, a GBE will be issued. If a majority recommendation for approval is not given, a GBE will not be granted and the club will have no further recourse to an Exceptions Panel under the discretionary criteria (at 2.2 above).

### 3.4 Change of club

A club wishing to sign a player who has been granted a Governing Body Endorsement through another club must submit a new application for a GBE to The FA. If the player meets the automatic criteria (as set out at 2.1 above), a GBE will be granted. Where the player does not meet the automatic criteria (at 2.1), the club must submit a summary of the player's domestic club appearances over the previous 12 months as well as any other information which the club deems to be relevant to its application. The FA will at that stage consult with Relevant Interested Parties by email and in doing so will provide any details put forward by the club in support of the application. When considering the application and deciding whether the application should be granted, The FA and the Relevant Interested Parties shall consider the information put forward by the club as well as any other information which they deem to be relevant in their absolute discretion which indicates whether the player remains of sufficient quality to be awarded a GBE. If a majority of The FA and the Relevant Interested Parties recommend that a GBE should be granted, a GBE will be issued. If a majority recommendation for approval is not given, a GBE will not be granted and the club will have no further recourse to an Exceptions Panel under the discretionary criteria (at 2.2 above).

### 3.5 Temporary transfer of player's registration (loans)

For the purpose of a Governing Body Endorsement, loans are defined as temporary transfers which do not extend beyond the end of the season in which the registration is temporarily transferred. Loans are only permissible within the player's current period of approval and should not be used to avoid making extension or change of employment applications.

#### 3.5.1 Temporary transfer to another club

If a player on a Certificate of Sponsorship is moving to another club either in the UK or abroad on a loan basis, the player's parent club must notify the Home Office of the temporary transfer and change of location via the Sponsor Management System.

For the duration of the loan period, the loaning club retains overall responsibility for the player as his employer and Sponsor and the player is granted permission to move temporarily under the provisions of his current leave, provided that the Certificate of Sponsorship assigned by the loaning club is valid for the duration of the loan period. This means that where the loan is to another club

within England, neither the parent club nor the loanee club has to submit a new application for a GBE to The FA. Where the loan is to a club within another Home Association, the player will have to satisfy that Home Association's governing body endorsement process.

When the player returns to his parent club after the loan period, the player does not need to be assessed again against the entry criteria and may simply resume his employment with his original club (provided that his Governing Body Endorsement remains valid beyond the date of his return), on the basis that the player has an existing Certificate of Sponsorship and has already met the entry requirements at the beginning of his employment with that club.

### 3.5.2 **Making a temporary transfers permanent**

Where the temporary transfer is to another club within England, if the loan is later made permanent, the new club will, at that time, have to make a fresh application for a GBE on behalf of the player. Clubs should note that the new application for a GBE and Certificate of Sponsorship must be fully completed before the player can play as a permanent employee of the new club.

### 3.5.3 **Temporary transfer from a club outside England to a club within England**

Any player joining an English club on loan from a club outside of England (including the Home Associations) must meet the requirements for either automatic or discretionary endorsement (as set out 2.1 and 2.2 above) and therefore an application must be submitted to The FA.

### 3.6 **Discrepancies between the evidence submitted in support of a GBE application and the information contained within the contract documentation subsequently submitted to The FA**

Where a club obtains a GBE for a player but subsequently submits to The FA as part of the registration process documentation which contains different information (for example different wages and/or transfer fee) from that submitted as part of the GBE application process, The FA reserves the right to refer the case back to an Exceptions Panel and ultimately to inform the Home Office who may curtail the player's right to work in the UK. For cases that are referred back to an Exceptions Panel, the Exceptions Panel will conduct a fresh determination of the club's application taking into account

the new information. The club will be entitled to submit new evidence to this panel and will be required to pay a further fee.

### 3.7 **Contract changes or re-negotiation during the period of approval**

Where a club wishes to make significant changes to the terms and conditions of the player's contract, for instance to improve his salary or length of contract part-way through his period of endorsement, the club must notify the Home Office of this via the Sponsor Management System.

If the Home Office confirms that a new application is required and the player satisfies the automatic criteria for endorsement (as set out at 2.1 above), a GBE will be granted. If the automatic criteria (at 2.1) are not satisfied, the club must submit a summary of the player's domestic club appearances over the previous 12 months as well as any other information which the club deems to be relevant to its application. The FA will at that stage consult with Relevant Interested Parties by email and in doing so will provide any details put forward by the club in support of the application. When considering the application and deciding whether the application should be granted, The FA and the Relevant Interested Parties shall consider the information put forward by the club as well as any other information which they deem to be relevant in their absolute discretion which indicates whether the player remains of sufficient quality to be awarded a GBE. If a majority of The FA and the Relevant Interested Parties recommend that a GBE should be granted, a GBE will be issued. If a majority recommendation for approval is not given, a GBE will not be granted and the club will have no further recourse to an Exceptions Panel under the discretionary criteria (at 2.2 above).

### 3.8 **Ceasing the employment of a player**

If a club prematurely ceases to employ a player who has a Certificate of Sponsorship, the club must inform the Home Office.

### 3.9 **Trial arrangements**

Governing Body Endorsements will not be issued to clubs for the purpose of having players to trial with them. Clubs may wish to approach the UK Visas and Immigration (UKVI) contact centre on 0300 123 2241 for further information should they wish to consider taking a non- European Economic Area (EEA) player on trial.



## Governing Body Endorsement Requirements for Players

### 4. FEES

An administration fee of £500 plus VAT will be charged for each application for a GBE. The cost of referring an application to an Exceptions Panel will be £5,000 plus VAT to cover the costs of the Exceptions Panel. Payment of any sums due to The FA in connection with a GBE application must be made no later than 14 days after the date on which a decision is communicated to the club. Each club is to meet its own costs.

### 5. STATUS OF GUIDANCE

This guidance should be used in conjunction with the relevant advice issued by the Home Office. The FA is not registered to give advice on immigration routes or processes or to advise on an individual's immigration status. Information on aspects of immigration policy and law can be found on the Home Office website at [www.gov.uk/browse/visas-immigration](http://www.gov.uk/browse/visas-immigration) or you may wish to seek advice from an Office of the Immigration Services Commissioner (OISC) registered advisor or someone who is otherwise exempt from such a registration requirement, for example, a qualified solicitor.

Clubs are advised to allow sufficient time for entry clearance or leave to remain to be granted. The time taken may vary depending upon where the player is making his application from. A guide to visa processing times is available on the Home Office website at: [www.gov.uk/visa-processing-times](http://www.gov.uk/visa-processing-times). Please note that an individual's personal and immigration history may be taken into account when their application is being considered.

### 6. FURTHER INFORMATION

This guidance is available on The FA website at the following link: <http://www.thefa.com/football-rules-governance/more/player-registrations>.

## Governing Body Endorsement Requirements for Players

### 7. CONTACTS

For any queries regarding the Governing Body Endorsement criteria or to discuss the application process for football, please contact:

#### **Freddie Carter**

Player Status Department  
The Football Association  
Wembley Stadium  
PO Box 1966  
London  
SW1P 9EQ

**Tel:** 0844 980 8200 # 4818

**Mob:** 07777 316 6606

**Email:** [Freddie.Carter@thefa.com](mailto:Freddie.Carter@thefa.com)

Please note that if your query extends beyond football and into immigration, you will be directed to the Home Office.

### 8. HOME OFFICE HELP

If you are an employer or Sponsor and have a general query about the Sponsor application process or for specific enquiries regarding individual applications or about the migrant application process, please contact UK Visas and Immigration (UKVI) on 0300 123 2241.

For any technical problems with the Sponsor Management System (SMS), please call the SMS helpline on 0114 207 2900.

## Appendix 1: Exceptions Panel Procedures

### 1. INTRODUCTION

The Exceptions Panel will review the information submitted in respect of the player by the club to The FA and any other information which it considers to be relevant in its absolute discretion in accordance with the below review criteria. For the avoidance of doubt, the Exceptions Panel is under no obligation (in any circumstances, including cases where the points threshold is exceeded) to recommend that a Governing Body Endorsement be issued. The Exceptions Panel may take into account any circumstances or facts which it determines, in its absolute discretion, are relevant to its decision in respect of whether to recommend that a GBE is granted. The final decision regarding whether to recommend that a GBE be granted rests with the Exceptions Panel.

### 2. REVIEW PROCESS

In determining whether a GBE should be awarded, the Exceptions Panel will carry out a mixed objective and subjective review in accordance with the below review process.

Other than in exceptional cases, the Exceptions Panel will consider each application on the basis of the papers presented to it. An applicant club is permitted to request that the Exceptions Panel hear oral submissions but the Exceptions Panel is under no obligation to do so. Clubs should be aware that the Exceptions Panel is likely to grant an application for an oral hearing in only the most exceptional circumstances and for those cases in respect of which it is persuaded are complex and which rely on elements falling for consideration at the subjective review stage (Appendix 1, Section 4).

The review process to be undertaken by the Exceptions Panel is as follows:

1. The player is considered against the objective criteria set out at Part A below.
2. If the player scores 4 points or more against the objective Part A criteria, the Exceptions Panel shall immediately move on to conduct a subjective review of the information presented by the club and any other information which it considers to be relevant in its absolute discretion in respect of the player.

## Appendix 1: Exceptions Panel Procedures

3. If the player scores fewer than 4 points against the objective Part A criteria, the Exceptions Panel shall consider the player against the objective criteria set out at Part B below.
4. Once the club's application has been considered against the objective Part B criteria, the Exceptions Panel shall move on to conduct a subjective review of the information presented by the club and any other information which it considers to be relevant in its absolute discretion in respect of the player.

### 3. OBJECTIVE CRITERIA

If a player meets any of the criteria set out in the first column, he will be awarded the number of points set out in the second column. Points will only be awarded in the circumstances identified and the Exceptions Panel will not duplicate points across Part A and Part B. For example, a player who scores points in respect of his Transfer Fee at Part A will be not be permitted to also score points in respect of his Transfer Fee at Part B (if necessary).

#### Part A Objective Criteria

Criteria	Points
The value of the Transfer Fee being paid for the player is above the 75th percentile of Qualifying Transfers <sup>1</sup> .	3 points
The value of the Transfer Fee being paid for the player is between the 50th and 75th percentile (inclusive) of Qualifying Transfers <sup>1</sup> .	2 points
The Wages being paid to the player by the applicant club are above the 75th percentile of Qualifying Wages.	3 points
The Wages being paid to the player by the applicant club are between the 50th and 75th percentile (inclusive) of Qualifying Wages.	2 points
The player's current club is in a Top League and the player has played in 30% or more of the Available Minutes.	1 point
The player's current club has played in the group stages or onwards of a Continental Competition within the last 12 months and the player has played in 30% or more of the Available Minutes.	1 point



**Part B Objective Criteria**

Criteria	Points
The value of the Transfer Fee being paid for the player is within 20% of the 50th percentile of Qualifying Transfers <sup>1</sup> .	1 point
Players <sup>2</sup> for whom no transfer fee is payable who have been ascribed a virtual transfer value (on such basis and in such amount as the Exceptions Panel deems to be appropriate in its absolute discretion) which exceeds the value which is 20% below the 50th percentile of Qualifying Transfers	1 point
The Wages being paid to the player by the applicant club are within 20% of the 50th percentile of Qualifying Wages.	1 point
The player's current club is in a Secondary League and the player has played in at least 30% of the Available Minutes.	1 point
The player's current club has played in the final qualification rounds of a Continental Competition within the last 12 months and the player has played in at least 30% of the Available Minutes.	1 point
The applicant club is able to show <sup>3</sup> that the player has participated in the Secondary Percentage <sup>4</sup> of senior Competitive International Matches <sup>5</sup> played by that player's National Association during the Reference Period. <b>OR</b> The player's National Association was a semi-finalist in the Asian Cup or African Cup of Nations in the immediately preceding 12 months of the date of the application for a GBE. If the National Association is ranked outside the top 60 in the FIFA Aggregated World Rankings at the time of the application, the club must be able to show <sup>3</sup> that the player participated in 75% or more <sup>4</sup> of the Competitive International Matches <sup>5</sup> played by the National Association during the Reference Period.	1 point

**Notes:**

<sup>1</sup> No points will be awarded for players for whom no transfer fee is payable at the time an application for a GBE is made for that player. This includes (but is not limited to) players transferring on a free transfer and players for whom a transfer fee has previously been paid but that player has been sent out on loan and is returning to their parent club.

<sup>2</sup> Players registering with a club on loan or for whom a transfer has previously been completed (regardless of whether a transfer fee was paid or not) but that player has been sent out on loan and is returning to their parent club cannot be ascribed a virtual transfer fee.

<sup>3</sup> The applicant club must provide written confirmation setting out all matches (including Competitive International Matches, friendlies and any other international matches that the player was involved in) in which the player:

- took part;
- was Unavailable for Selection; and
- did not take part but was not Unavailable for Selection.

An applicant club should obtain such confirmation from the player's National Association. If the relevant National Association is not able to confirm this, this fact should be confirmed by the applicant club to The FA. At this stage, The FA will seek to independently verify this information through its own sources. The responsibility lies with the applicant club to provide this information where it is able to do so. A decision will not be made until this process has been completed and any relevant supporting evidence is submitted.

<sup>4</sup> In calculating the Secondary Percentage (or other relevant percentage), any Competitive International Matches for which the player was Unavailable for Selection are to be excluded.

<sup>5</sup> If fewer than 30% of a National Association's matches during the Reference Period are Competitive International Matches, friendly matches will be included in the calculation.

**4. SUBJECTIVE REVIEW**

Where a player scores 4 points or more by reference to the Part A objective criteria; or following any consideration of a club's application under the Part B objective criteria (regardless of points scored), the Exceptions Panel will then conduct a subjective review of the information presented by the club and any other information which it considers to be relevant in its absolute discretion in respect of the player in order to determine whether the player is of sufficient quality to justify it recommending that a GBE be awarded. As has been set out above at paragraph 2.2, clubs should ensure that all evidence that they want to be considered in respect of the player is submitted in writing ahead of the determination by the Exceptions Panel.



## Appendix 1: Exceptions Panel Procedures

Examples of matters which the Exceptions Panel may take into account when conducting the subjective review include but are not limited to:

- If applicable, the fact that the player satisfies or partially satisfies some of the automatic criteria for a Governing Body Endorsement (as set out under 2.1 (Criteria under which a Governing Body Endorsement will automatically be granted)), as well as the extent to which the player exceeds or falls short of these criteria.
- The reasons why the automatic criteria (as set out under paragraph 2.1 (Criteria under which a Governing Body Endorsement will automatically be granted) above) were not met.
- Against which objective criteria (whether Part A or Part B objective criteria) points have been scored and how many points have been scored.
- The extent to which the player exceeds either the Part A or Part B objective criteria that he has met or falls short of either the Part A or Part B objective criteria he does not meet.

### 5. OUTCOME

If a player scores 4 points or more by reference to the Part A objective criteria or a Cumulative Total Score of 5 points or more under the Part A and Part B objective criteria, the Exceptions Panel may grant a GBE, but is under no obligation to do so. The Panel is entitled to consider, as part of its subjective review, any other circumstances or facts which it deems to be relevant in its absolute discretion in deciding whether to recommend that a GBE is awarded.

If a player scores fewer than 4 points by reference to the Part A objective criteria and a Cumulative Total Score of fewer than 5 points under the Part A and Part B objective criteria, the Exceptions Panel is guided to refuse a GBE unless it is satisfied, following its subjective review, that the player is internationally established at the highest level and that his employment will make a significant contribution to the development of football at the highest level in England. In determining this, the Exceptions Panel may consider any other circumstances or facts which it deems to be relevant in its absolute discretion in deciding whether to recommend that a GBE is awarded.

## Appendix 2:

Form in which decision summaries will be provided to Stakeholders

Criteria	Points
League in which the Applicant Club plays	
League in which the Player currently plays	
Age of the Player	
Ranking of the Player's National Association	
Objective Criteria	
Subjective Criteria	
Any other information which was deemed relevant	

Miscellaneous





## Constitution of The Professional Football Negotiating and Consultative Committee (England and Wales)

### 1. Title

The committee shall be called the Professional Football Negotiating and Consultative Committee (PFNCC).

### 2. Membership

The PFNCC shall consist of:

- a) Four representatives from the Professional Footballers' Association (the PFA);
- b) Two representatives from The Football League Limited (the EFL);
- c) Two representatives from The FA Premier League Limited (the PL);
- d) One representative from The Football Association Limited (the FA);
- e) The Chief Executive Officer (or equivalent) of each of the four bodies listed above, or their respective nominees, (and the PFA, EFL, PL and FA are together the Members and each a Member).

### 3. Terms of Reference

- a) The PFNCC shall be the forum in which the Members consider matters relating to the employment of, and any associated rules and regulations relating to, those professional football players (Players) employed by clubs in membership of EFL and the PL (the Leagues), including (but not limited to):
  - i) standard terms and conditions for contracts of employment of Players (including contractual obligations, minimum pay, pension provision, treatment of benefits in kind and holidays);
  - ii) matters relating to health & safety of Players, and appropriate insurance arrangements;
  - iii) a code of practice for clubs and Players to abide by;
  - iv) minimum standards for the resolution of disputes between clubs and Players;
  - v) the effects of any applicable legislation.
- b) No major changes in the regulations of the Leagues affecting a Player's terms and conditions of employment shall take place without full discussion and agreement in the PFNCC.
- c) The PFNCC can be used to facilitate consultation on any matter relating to professional football upon which any of the Members considers that the view of the PFNCC would be desirable to help further the best interests of the game.

## Constitution of The Professional Football Negotiating and Consultative Committee (England and Wales)

### 4. Chair

- a) The PFNCC shall appoint an independent chair.
- b) In the event of the unavoidable absence of the independent chair, a meeting may be chaired by a Member of the PFNCC by agreement of all four Members.
- c) The independent chair shall be appointed for a term of 3 years and no individual may serve more than 2 consecutive terms.
- d) The independent chair shall retire at the July meeting next following their 75th birthday.
- e) Clauses (c) and (d) shall not apply to the independent chair in post at the date of adoption of this revised constitution (the Current Chair). The Current Chair shall continue to hold office until 30th June 2019, whereupon he shall retire from office.
- f) Any independent chair to be appointed after 30th June 2019 shall be permitted to attend meetings of the PFNCC prior to their appointment.

### 5. Secretary

- a) The Chief Executive Officer of the EFL and the Chief Executive of the PFA shall act as joint secretaries of the PFNCC.
- b) The administration and secretarial services to be provided by the EFL.

### 6. Executive Officers

A senior executive officer of each of the Members shall meet as and when necessary and in any event shall meet before any meeting of the PFNCC in order to give preliminary consideration to items which are to appear on the agenda for the next PFNCC meeting.

### 7. Meetings

- a) There shall be four ordinary meetings of the PFNCC each Season. They shall ordinarily take place in July, October and April, and in January. An ordinary meeting shall be called on not less than 14 days' notice.
- b) Special meetings may be called (in addition to the ordinary meetings set out in paragraph 7(a)) at the discretion of the Chair at the request of any Member. At least seven days' notice of such meetings shall be given and the business of the meeting shall be stated in the notice.
- c) Other parties may be invited to attend any meeting of the PFNCC at the request of any Member and at the Chair's discretion. The Chair shall also be empowered to invite third parties to any meeting following consultation with the Members.



- d) The EFL and PL shall communicate with those clubs employing any Player nominated by the PFA as a representative in accordance with Clause 2(a), and request that such representatives and deputies are given reasonable facilities to attend meetings of the PFNCC.

**8. Minutes**

Full minutes of all meetings shall be drafted by the secretary provided by the EFL in accordance with Clause 5(b). The draft minutes shall not be circulated until approved by the Chair. Draft minutes should normally be circulated within 4 weeks of the meeting to which they relate. Minutes will be subject to approval of the PFNCC at the next meeting.

**9. Resolution of Differences**

- a) It shall be the duty of the Members of the PFNCC to take all reasonable steps to ensure the acceptance of agreements reached. Where appropriate, any Member may seek the assistance of the Chair in expounding and explaining agreements reached.
- b) Where the Members are unable to reach agreement they may by agreement seek the advice of the Chair on any matters before the PFNCC.
- c) If the Members are unable to reach agreement following the processes outlined above they may by agreement seek independent arbitration by the Advisory Conciliation and Arbitration Service or any other agreed independent arbitrator.

**10. Sub-Committees**

- a) The PFNCC shall have the power to set up such sub-committees or joint working parties not restricted to Members of the PFNCC as it considers necessary.
- b) Each sub-committee or joint working party shall agree terms of reference which shall be subject to the approval of the PFNCC.
- c) Full minutes of sub-committee and/or joint working party meetings shall be kept and appended to minutes of meetings of the PFNCC for distribution to Members.

**11. Finance**

- a) Each Member shall be responsible for meeting the expenses of its representative(s) for attending meetings.
- b) Any fees and/or expenses of the Chair shall be shared equally by the Members.
- c) Any other expense shall be shared equally by the Members.

**12. Amendment of Constitution**

Any proposed amendments to the constitution of the PFNCC shall only be considered at a meeting called specifically for that purpose and notice of any proposed amendment shall be given in writing 28 days previous to such meeting. Any amendment to the constitution shall only take effect after approval to it has been given by each of the Members.

**13. Status of Constitution**

The constitution shall be subject to the approval of each of the Members. If approved by each of them it shall be regarded as an agreement binding on each and all of them and shall be appended to the rules of each League and published in their respective handbooks.



# Statistics



## Premier League Table

Season 2018/19

Pos	Club	Home					Away					GD	Pts	
		P	W	D	L	F	A	W	D	L	F			A
1	Manchester City	38	18	0	1	57	12	14	2	3	38	11	72	98
2	Liverpool	38	17	2	0	55	10	13	5	1	34	12	67	97
3	Chelsea	38	12	6	1	39	12	9	3	7	24	27	24	72
4	Tottenham Hotspur	38	12	2	5	34	16	11	0	8	33	23	28	71
5	Arsenal	38	14	3	2	42	16	7	4	8	31	35	22	70
6	Manchester United	38	10	6	3	33	25	9	3	7	32	29	11	66
7	Wolverhampton Wanderers	38	10	4	5	28	21	6	5	8	19	25	1	57
8	Everton	38	10	4	5	30	21	5	5	9	24	25	8	54
9	Leicester City	38	8	3	8	24	20	7	4	8	27	28	3	52
10	West Ham United	38	9	4	6	32	27	6	3	10	20	28	-3	52
11	Watford	38	8	3	8	26	28	6	5	8	26	31	-7	50
12	Crystal Palace	38	5	5	9	19	23	9	2	8	32	30	-2	49
13	Newcastle United	38	8	1	10	24	25	4	8	7	18	23	-6	45
14	AFC Bournemouth	38	8	5	6	30	25	5	1	13	26	45	-14	45
15	Burnley	38	7	2	10	24	32	4	5	10	21	36	-23	40
16	Southampton	38	5	8	6	27	30	4	4	11	18	35	-20	39
17	Brighton & Hove Albion	38	6	5	8	19	28	3	4	12	16	32	-25	36
18	Cardiff City	38	6	2	11	21	38	4	2	13	13	31	-35	34
19	Fulham	38	6	3	10	22	36	1	2	16	12	45	-47	26
20	Huddersfield Town	38	2	3	14	10	31	1	4	14	12	45	-54	16

Statistics



# Premier League Attendances

Season 2018/19

Club	Pld	Average	Aggregate	Utilisation	Max	Opposition
AFC Bournemouth	19	11,096	210,819	97.9%	11,184	v Arsenal
Arsenal	19	59,897	1,138,045	99.4%	60,019	v Watford
Brighton & Hove Albion	19	30,426	578,085	99.2%	30,682	v Liverpool
Burnley	19	20,537	390,198	93.6%	21,741	v Liverpool
Cardiff City	19	31,403	596,648	94.3%	33,082	v Liverpool
Chelsea	19	40,445	768,450	99.0%	40,709	v Manchester United
Crystal Palace	19	25,455	483,644	97.6%	25,789	v Everton
Everton	19	39,362	747,883	99.9%	39,414	v Arsenal
Fulham	19	24,371	463,051	94.8%	25,401	v Arsenal
Huddersfield Town	19	23,672	449,764	97.9%	24,263	v Liverpool
Leicester City	19	31,854	605,225	98.7%	32,184	v Burnley
Liverpool	19	53,053	1,007,999	99.4%	53,331	v Wolverhampton Wanderers
Manchester City	19	54,130	1,028,477	98.4%	54,511	v Liverpool
Manchester United	19	74,879	1,422,701	100.0%	74,879	v AFC Bournemouth
Newcastle United	19	52,238	992,527	99.8%	52,305	v Everton
Southampton	19	30,138	572,630	93.1%	31,890	v Tottenham Hotspur
Tottenham Hotspur	19	57,342	1,089,497	69.1%	84,761	v Liverpool
Watford	19	20,008	380,148	97.8%	20,540	v Liverpool
West Ham United	19	58,349	1,108,629	97.2%	60,000	v Southampton
Wolverhampton Wanderers	19	31,030	589,572	96.8%	31,436	v Arsenal
<b>TOTAL</b>	<b>380</b>	<b>38,484</b>	<b>14,623,992</b>	<b>95.1%</b>		

# Premier League Results Season 2018/19

Club	AFC Bournemouth	Arsenal	Brighton & Hove Albion	Burnley	Cardiff City	Chelsea	Crystal Palace	Everton	Fulham	Huddersfield Town	Leicester City	Liverpool	Manchester City	Manchester United	Newcastle United	Southampton	Tottenham Hotspur	Watford	West Ham United	Wolverhampton Wanderers		
AFC Bournemouth	1-2	2-0	1-3	2-0	2-0	4-0	2-1	2-2	0-1	2-1	4-2	0-4	0-1	1-2	2-2	0-0	1-0	4-2	2-0	3-3	2-0	1-1
Arsenal	5-1	1-1	3-1	1-3	2-1	2-0	2-3	2-0	4-1	1-0	3-1	1-1	0-2	2-0	2-0	4-2	2-0	4-2	2-0	3-1	3-1	1-1
Brighton & Hove Albion	0-5	1-1	1-3	0-2	1-2	1-2	3-1	1-0	2-2	1-0	1-1	0-1	1-4	3-2	1-1	0-1	1-2	0-0	1-0	1-0	1-0	1-0
Burnley	4-0	1-3	1-0	2-0	0-4	1-3	1-5	1-5	2-1	1-1	1-2	1-3	0-1	0-2	1-2	1-1	2-1	1-5	2-0	1-3	2-0	2-0
Cardiff City	2-0	2-3	2-1	1-2	2-0	1-2	2-3	0-3	4-2	0-0	0-1	0-2	0-5	1-5	0-0	1-0	2-1	0-3	1-5	2-0	2-1	2-1
Chelsea	2-0	3-2	3-0	2-2	4-1	2-2	3-1	0-0	2-0	5-0	0-1	1-1	2-0	2-2	2-1	0-0	2-0	3-0	2-0	3-0	2-0	1-1
Crystal Palace	5-3	2-2	1-2	2-0	0-0	0-1	2-0	0-0	2-0	2-0	1-0	0-2	1-3	1-3	0-0	0-2	0-1	1-2	1-1	1-2	1-1	0-1
Everton	2-0	1-0	3-1	2-0	1-0	2-0	2-0	0-0	3-0	1-1	0-1	0-0	0-2	4-0	1-1	2-1	1-1	4-0	1-1	2-2	1-3	1-3
Fulham	0-3	1-5	4-2	4-2	1-0	1-2	0-2	2-0	1-0	1-0	1-1	1-2	0-2	0-3	0-4	3-2	1-2	1-1	0-2	1-1	0-2	1-1
Huddersfield Town	0-2	1-2	1-2	1-2	0-0	0-3	0-1	0-1	1-0	1-0	1-4	0-1	0-3	1-1	0-1	1-3	0-2	1-2	1-1	1-2	1-1	1-0
Leicester City	2-0	3-0	2-1	0-0	0-1	0-0	1-4	1-2	3-1	3-1	1-1	1-2	2-1	0-1	1-2	1-2	0-2	2-0	2-0	1-1	2-0	2-0
Liverpool	3-0	5-1	1-0	4-2	4-1	2-0	4-3	1-0	2-0	5-0	1-1	1-1	0-0	3-1	4-0	3-0	2-1	5-0	4-0	4-0	4-0	2-0
Manchester City	3-1	3-1	2-0	5-0	2-0	6-0	2-3	3-1	3-0	6-1	1-0	2-1	0-0	3-1	2-1	6-1	1-0	2-1	1-0	3-1	1-0	3-0
Manchester United	4-1	2-2	2-1	2-2	0-2	1-1	0-0	2-1	4-1	3-1	2-1	0-0	0-2	2-2	3-2	3-2	0-3	2-1	1-0	2-1	1-1	1-1
Newcastle United	2-1	1-2	0-1	2-0	3-0	1-2	0-1	3-2	0-0	2-0	0-2	2-3	2-1	0-2	2-2	3-1	1-2	1-0	0-3	0-3	1-2	1-2
Southampton	3-3	3-2	2-2	0-0	1-2	0-3	1-1	2-1	2-0	1-1	1-2	1-3	1-3	2-2	0-0	2-1	1-2	1-0	1-1	1-2	3-1	1-2
Tottenham Hotspur	5-0	1-1	1-0	1-0	1-0	3-1	2-0	2-2	3-1	4-0	3-1	1-2	0-1	1-0	2-1	2-1	2-1	2-1	1-1	1-2	3-1	1-3
Watford	0-4	0-1	2-0	0-0	3-2	1-2	2-1	1-0	4-1	3-0	2-1	0-3	1-2	1-2	1-1	1-1	2-1	2-1	1-4	1-4	1-2	1-2
West Ham United	1-2	1-0	2-2	4-2	3-1	0-0	3-2	0-2	3-1	4-3	2-2	1-1	0-4	3-1	2-0	3-0	0-1	0-2	2-0	0-2	3-0	0-1
Wolverhampton Wanderers	2-0	3-1	1-0	1-0	2-0	2-1	0-2	2-2	1-0	0-2	4-3	0-2	1-1	2-1	1-1	2-0	2-3	0-2	3-0	0-2	3-0	0-1

Statistics

## Premier League Appearances and Goals

Season 2018/19

AFC Bournemouth	Sub Sub					Sub Sub			
	P	P	NP	GS		P	P	NP	GS
Adam Smith	25	0	0	1	Joshua King	34	1	0	12
Andrew Surman	16	2	12	0	Junior Stanislas	11	12	0	2
Artur Boruc	12	0	26	0	Kyle Taylor	0	0	6	0
Asmir Begovic	24	0	12	0	Lewis Cook	8	5	2	0
Callum Wilson	29	1	0	14	Lys Mousset	1	23	10	1
Charlie Daniels	17	4	4	1	Marc Pugh	0	0	3	0
Chris Mepham	10	3	2	0	Mark Travers	2	0	0	0
Dan Gosling	19	6	1	2	Matt Butcher	0	0	1	0
David Brooks	29	1	3	7	Nathan Aké	38	0	0	4
Diego Rico	5	7	15	0	Nathaniel Clyne	13	1	1	0
Dominic Solanke	2	8	1	0	Nnamdi Oforborh	0	0	2	0
Emerson Hyndman	0	1	3	0	Ryan Fraser	35	3	0	7
Jack Simpson	4	2	11	0	Sam Surridge	0	2	8	0
Jefferson Lerma	29	1	2	2	Simon Francis	13	4	1	0
Jermain Defoe	0	4	16	0	Steve Cook	31	0	0	1
Jordon Ibe	9	10	12	1	Tyrone Mings	2	3	8	0

Arsenal	Sub Sub					Sub Sub			
	P	P	NP	GS		P	P	NP	GS
Aaron Ramsey	14	14	3	4	Konstantinos Mavropanos	3	1	3	0
Ainsley Maitland-Niles	11	5	7	1	Laurent Koscielny	13	4	2	3
Alex Iwobi	22	13	1	3	Lucas Torreira	24	10	0	2
Alexandre Lacazette	27	8	2	13	Matteo Guendouzi	23	10	4	0
Bernd Leno	31	1	6	0	Mesut Özil	20	4	3	5
Bukayo Saka	0	1	2	0	Mohamed Elneny	5	3	21	0
Carl Jenkinson	2	1	2	0	Nacho Monreal	21	1	4	1
Danny Welbeck	1	7	2	1	Petr Cech	7	0	29	0
Denis Suárez	0	4	4	0	Pierre-Emerick Aubameyang	30	6	0	22
Eddie Nketiah	0	5	14	1	Rob Holding	9	1	4	0
Emile Smith Rowe	0	0	3	0	Sead Kolasinac	22	2	5	0
Emiliano Martínez	0	0	2	0	Shkodran Mustafi	31	0	4	2
Granit Xhaka	29	0	2	4	Sokratis	25	0	3	1
Héctor Bellerín	18	1	0	0	Stephan Lichtsteiner	10	4	13	0
Henrikh Mkhitaryan	19	6	3	6	Zech Medley	0	0	1	0
Joe Willock	1	1	4	0					

## Premier League Appearances and Goals

Brighton & Hove Albion	Sub Sub					Sub Sub			
	P	P	NP	GS		P	P	NP	GS
Alireza Jahanbakhsh	12	7	5	0	Jayson Molumby	0	0	1	0
Anthony Knockaert	18	12	4	2	José Izquierdo	9	6	3	0
Ben White	0	0	1	0	Jürgen Locadia	12	14	9	2
Beram Kayal	9	9	19	1	Leon Balogun	5	3	17	1
Bernardo	19	3	12	0	Lewis Dunk	36	0	0	2
Bruno	14	0	9	0	Markus Suttner	0	0	1	0
Dale Stephens	29	1	1	1	Martín Montoya	24	1	0	0
Dan Burn	0	0	15	0	Mat Ryan	34	0	0	0
David Button	4	0	25	0	Max Sanders	0	0	1	0
Davy Pröpper	30	0	0	1	Pascal Groß	24	1	0	3
Florin Andone	8	15	5	3	Shane Duffy	35	0	0	5
Gaëtan Bong	19	3	16	0	Solly March	30	5	1	1
Glenn Murray	30	8	0	13	Viktor Gyökeres	0	0	3	0
Jason Steele	0	0	13	0	Yves Bissouma	17	11	6	0

Burnley	Sub Sub					Sub Sub			
	P	P	NP	GS		P	P	NP	GS
Aaron Lennon	14	2	0	1	Johann Gudmundsson	19	10	2	3
Ali Koiki	0	0	2	0	Jonathan Walters	0	0	1	0
Anthony Driscoll-Glennon	0	0	1	0	Josh Benson	0	0	1	0
Ashley Barnes	26	11	1	12	Kevin Long	5	1	23	0
Ashley Westwood	31	3	3	2	Matej Vydra	3	10	21	1
Ben Gibson	1	0	23	1	Matthew Lowton	19	2	14	0
Ben Mee	38	0	0	0	Peter Crouch	0	6	3	0
Charlie Taylor	35	3	0	0	Phil Bardsley	19	0	12	0
Chris Wood	29	9	0	10	Robbie Brady	6	10	5	0
Dwight McNeil	19	2	4	3	Sam Vokes	10	10	4	3
Jack Cork	37	0	0	1	Stephen Ward	3	0	12	0
James Tarkowski	35	0	1	3	Steven Defour	6	0	3	0
Jeff Hendrick	25	7	6	3	Tom Heaton	19	0	19	0
Joe Hart	19	0	19	0					

Key: P = Played Sub P = Sub Played Sub NP = Sub Not Played GS = Goals Scored

## Premier League Appearances and Goals

Cardiff City	Sub Sub					Sub Sub			
	P	P	NP	GS		P	P	NP	GS
Alex Smithies	0	0	26	0	Josh Murphy	22	7	4	3
Aron Gunnarsson	27	1	3	1	Kadeem Harris	3	10	13	1
Bobby De Cordova-Reid	16	11	11	5	Kenneth Zohore	7	12	6	1
Brian Murphy	0	0	12	0	Leandro Bacuna	4	7	3	0
Bruno Ecuele Manga	37	1	0	0	Lee Peltier	17	3	11	0
Callum Paterson	21	6	2	4	Loïc Damour	0	2	2	0
Danny Ward	4	10	2	1	Matthew Connolly	0	0	1	0
David Junior Hoilett	23	9	3	3	Nathaniel Mendez-Laing	11	9	6	4
Gary Madine	0	5	7	0	Neil Etheridge	38	0	0	0
Greg Cunningham	7	0	20	0	Oumar Niasse	12	1	0	0
Harry Arter	24	1	2	0	Rhys Healey	0	3	5	0
Jazz Richards	0	4	6	0	Sean Morrison	34	0	0	1
Joe Bennett	30	0	7	0	Sol Bamba	28	0	1	4
Joe Ralls	22	6	3	0	Víctor Camarasa	31	1	1	5

Chelsea	Sub Sub					Sub Sub			
	P	P	NP	GS		P	P	NP	GS
Álvaro Morata	11	5	1	5	Jorginho	37	0	1	2
Andreas Christensen	6	2	22	0	Kepa Arrizabalaga	36	0	2	0
Antonio Rüdiger	33	0	2	1	Marc Guehi	0	0	1	0
Callum Hudson-Odoi	4	6	3	0	Marcos Alonso	31	0	1	2
César Azpilicueta	38	0	0	1	Mateo Kovacic	21	11	4	0
Cesc Fàbregas	1	5	9	0	N'Golo Kanté	36	0	1	4
Daniel Drinkwater	0	0	1	0	Olivier Giroud	7	20	9	2
David Luiz	36	0	2	3	Pedro	21	10	2	8
Davide Zappacosta	1	3	19	0	Ross Barkley	13	14	9	3
Eden Hazard	32	5	0	16	Ruben Loftus-Cheek	6	18	2	6
Emerson	7	3	6	0	Victor Moses	0	2	2	0
Ethan Ampadu	0	0	4	0	Willian	26	6	5	3
Gary Cahill	0	2	8	0	Willy Caballero	2	0	36	0
Gonzalo Higuain	13	1	1	5					

## Premier League Appearances and Goals

Crystal Palace	Sub Sub					Sub Sub			
	P	P	NP	GS		P	P	NP	GS
Aaron Wan-Bissaka	35	0	0	0	Luka Milivojevic	38	0	0	12
Alexander Sørloth	0	12	5	0	Luke Dreher	0	1	0	0
Andros Townsend	34	4	0	6	Mamadou Sakho	27	0	0	0
Bakary Sako	0	4	3	0	Martin Kelly	12	1	21	0
Cheikhou Kouyaté	21	10	3	0	Max Meyer	15	14	6	1
Christian Benteke	9	7	4	1	Michy Batshuayi	9	2	3	5
Connor Wickham	0	6	4	0	Nikola Tavares	0	0	1	0
Jairo Riedewald	0	0	17	0	Pape Souaré	0	1	0	0
James McArthur	36	2	0	3	Patrick van Aanholt	36	0	2	3
James Tomkins	29	0	0	1	Sam Woods	0	0	1	0
Jason Puncheon	0	5	11	0	Scott Dann	7	3	9	0
Jeffrey Schlupp	18	12	4	4	Sullay Kaikai	0	0	2	0
Joe Tupper	0	0	1	0	Vicente Guaita	20	0	17	0
Joel Ward	6	1	25	1	Wayne Hennessey	17	1	15	0
Jordan Ayew	14	6	16	1	Wilfried Zaha	34	0	0	10
Julian Speroni	1	0	4	0					

Everton	Sub Sub					Sub Sub			
	P	P	NP	GS		P	P	NP	GS
Ademola Lookman	3	18	9	0	Maarten Stekelenburg	0	0	38	0
André Gomes	24	3	0	1	Mason Holgate	4	1	3	0
Bernard	25	9	1	1	Michael Keane	33	0	2	1
Senko Tosun	10	15	11	3	Morgan Schneiderlin	10	4	5	0
Dominic Calvert-Lewin	19	16	2	6	Oumar Niasse	0	5	3	0
Gylfi Sigurdsson	36	2	0	13	Phil Jagielka	4	3	6	1
Idrissa Gueye	32	1	0	0	Richarlison	32	3	0	13
James McCarthy	0	1	6	0	Sandro Ramírez	0	0	1	0
Jonjo Kenny	8	2	6	0	Seamus Coleman	29	0	3	2
Jordan Pickford	38	0	0	0	Theo Walcott	24	13	1	5
Kieran Dowell	0	0	3	0	Tom Davies	10	6	20	0
Kurt Zouma	29	3	2	2	Tyias Browning	0	0	1	0
Leighton Baines	5	1	25	0	Yerry Mina	10	3	6	1
Lucas Digne	33	2	1	4					

## Premier League Appearances and Goals

Fulham	Sub Sub					Sub Sub			
	P	P	NP	GS		P	P	NP	GS
Aboubakar Kamara	5	8	4	3	Kevin McDonald	10	5	4	0
Aleksandar Mitrovic	37	0	0	11	Lazar Markovic	0	1	1	0
Alfie Mawson	13	2	4	0	Luca De La Torre	0	0	1	0
André Schürrle	21	3	4	6	Luciano Vietto	10	10	10	1
André-Frank Zambo Anguissa	16	6	4	0	Marcus Bettinelli	7	0	15	0
Calum Chambers	29	2	2	2	Maxime Le Marchand	25	1	8	0
Cyrus Christie	19	9	10	0	Neeskens Kebano	0	7	14	0
Denis Odoi	29	2	3	0	Ryan Babel	15	1	0	5
Fabri	2	0	17	0	Ryan Sessegnon	26	9	1	2
Floyd Ayité	3	13	11	1	Sergio Rico	29	0	6	0
Harvey Elliott	0	2	3	0	Stefan Johansen	4	8	6	0
Håvard Nordtveit	4	1	1	0	Steven Sessegnon	0	0	5	0
Ibrahima Cissé	1	2	8	0	Tim Ream	25	1	5	0
Jean Michael Seri	27	5	2	1	Timothy Fosu-Mensah	10	2	4	0
Joe Bryan	27	1	4	0	Tom Cairney	24	7	1	1

Huddersfield Town	Sub Sub					Sub Sub			
	P	P	NP	GS		P	P	NP	GS
Aaron Mooy	25	4	0	3	Joel Coleman	1	0	7	0
Aaron Rowe	1	1	2	0	Jon Gorenc Stankovic	9	2	16	1
Abdelhamid Sabiri	1	1	0	0	Jonas Lössl	30	1	3	0
Adama Diakhaby	6	6	6	0	Jonathan Hogg	29	0	2	0
Alex Pritchard	26	4	7	2	Juninho Bacuna	16	5	5	1
Ben Hamer	7	0	26	0	Karlan Grant	9	4	1	4
Chris Löwe	23	6	4	0	Laurent Depoitre	10	13	4	0
Christopher Schindler	37	0	0	1	Matty Daly	0	2	6	0
Collin Quaner	0	2	2	0	Philip Billing	25	2	1	2
Danny Williams	1	4	5	0	Rajiv van La Parra	5	0	5	0
Demeaco Duhaneý	1	0	1	0	Ramadan Sobhi	0	4	5	0
Elias Kachunga	13	7	10	0	Ryan Schofield	0	0	1	0
Erik Durm	21	7	2	0	Steve Mounie	19	12	2	2
Florent Hadergjonaj	19	5	9	0	Terence Kongolo	32	0	2	1
Isaac Mbenza	10	12	6	1	Tommy Smith	13	2	10	0
Jason Puncheon	5	1	2	0	Zanka	24	0	7	3

## Premier League Appearances and Goals

Leicester City	Sub Sub					Sub Sub			
	P	P	NP	GS		P	P	NP	GS
Adrien Silva	1	1	2	0	Jonny Evans	21	3	10	1
Ben Chilwell	36	0	0	0	Josh Knight	0	0	1	0
Çaglar Söyüncü	4	2	9	0	Kasper Schmeichel	38	0	0	0
Christian Fuchs	2	1	29	0	Kelechi Iheanacho	9	21	6	1
Daniel Amartey	7	2	1	0	Marc Albrighton	18	9	2	2
Danny Simpson	3	3	7	0	Nampalys Mendy	23	8	4	0
Danny Ward	0	0	38	0	Rachid Ghezzal	8	11	7	1
Demarai Gray	23	11	1	4	Ricardo Pereira	35	0	3	2
Fousseni Diabaté	1	0	2	0	Shinji Okazaki	1	20	8	0
Hamza Choudhury	7	2	4	0	Vicente Iborra	3	5	9	0
Harry Maguire	31	0	1	3	Wes Morgan	21	1	9	3
Harvey Barnes	11	5	1	1	Wilfred Ndidi	37	1	0	2
James Maddison	35	1	1	7	Youri Tielemans	13	0	0	3
Jamie Vardy	30	4	0	18					

Liverpool	Sub Sub					Sub Sub			
	P	P	NP	GS		P	P	NP	GS
Adam Lallana	5	8	11	0	Jordan Henderson	21	11	1	1
Alberto Moreno	2	0	16	0	Joseph Gomez	12	4	2	0
Alex Oxlade-Chamberlain	0	2	1	0	Loris Karius	0	0	1	0
Alisson	38	0	0	0	Mohamed Salah	37	1	0	22
Andrew Robertson	36	0	1	0	Naby Keita	16	9	7	2
Curtis Jones	0	0	1	0	Nathaniel Clyne	1	3	2	0
Daniel Sturridge	4	14	17	2	Rafael Camacho	0	1	7	0
Dejan Lovren	11	2	6	1	Roberto Firmino	31	3	0	12
Divock Origi	4	8	13	3	Sadio Mané	35	1	0	22
Fabinho	21	7	6	1	Simon Mignolet	0	0	37	0
Georginio Wijnaldum	32	3	0	3	Trent Alexander-Arnold	27	2	4	1
James Milner	19	12	2	5	Virgil van Dijk	38	0	0	4
Joel Matip	17	5	9	1	Xherdan Shaqiri	11	13	13	6





## Premier League Appearances and Goals

Manchester City	Sub Sub					Sub Sub			
	P	P	NP	GS		P	P	NP	GS
Arijanet Muric	0	0	36	0	John Stones	20	4	10	0
Aymeric Laporte	34	1	1	3	Kevin De Bruyne	11	8	1	2
Benjamin Mendy	10	0	1	0	Kyle Walker	30	3	4	1
Bernardo Silva	31	5	1	7	Leroy Sané	21	10	6	10
Claudio Bravo	0	0	2	0	Nicolás Otamendi	14	4	17	0
Danilo	9	2	15	1	Oleksandr Zinchenko	14	0	7	0
David Silva	28	5	2	6	Phil Foden	3	10	16	1
Ederson	38	0	0	0	Philippe Sandler	0	0	1	0
Fabian Delph	8	3	6	0	Raheem Sterling	31	3	4	17
Fernandinho	27	2	0	1	Riyad Mahrez	14	13	10	7
Gabriel Jesus	8	21	7	7	Sergio Agüero	31	2	1	21
Ilkay Gündogan	23	8	1	6	Vincent Kompany	13	4	9	1

Manchester United	Sub Sub					Sub Sub			
	P	P	NP	GS		P	P	NP	GS
Alexis Sánchez	9	11	3	1	Lee Grant	0	0	9	0
Ander Herrera	16	6	3	2	Luke Shaw	29	0	0	1
Andreas Pereira	6	9	9	1	Marcos Rojo	2	3	6	0
Angel Gomes	0	2	1	0	Marcus Rashford	26	7	2	10
Anthony Martial	18	9	3	10	Marouane Fellaini	6	8	3	0
Antonio Valencia	5	1	3	0	Mason Greenwood	1	2	0	0
Ashley Young	28	2	6	2	Matteo Darmian	5	1	10	0
Chris Smalling	24	0	4	1	Nemanja Matic	28	0	2	1
David de Gea	38	0	0	0	Paul Pogba	34	1	2	13
Diogo Dalot	12	4	6	0	Phil Jones	15	3	4	0
Eric Bailly	8	4	9	0	Romelu Lukaku	22	10	1	12
Fred	13	4	15	1	Scott McTominay	9	7	7	2
James Garner	0	1	1	0	Sergio Romero	0	0	29	0
Jesse Lingard	19	8	2	4	Tahith Chong	0	2	1	0
Juan Mata	16	6	11	3	Victor Lindelöf	29	1	2	1

## Premier League Appearances and Goals

Newcastle United	Sub Sub					Sub Sub			
	P	P	NP	GS		P	P	NP	GS
Antonio Barreca	0	1	2	0	Jonjo Shelvey	10	6	7	1
Ayoze Pérez	34	3	1	12	Joselu	5	11	12	2
Callum Roberts	0	0	2	0	Karl Darlow	0	0	23	0
Christian Atsu	15	13	5	1	Kelland Watts	0	0	1	0
Ciaran Clark	9	2	9	3	Kenedy	14	11	3	1
DeAndre Yedlin	28	1	5	1	Ki Sung-yueng	14	4	6	0
Fabian Schär	22	2	7	4	Lewis Cass	0	0	1	0
Federico Fernández	17	2	10	0	Martin Dubravka	38	0	0	0
Florian Lejeune	12	0	1	0	Matt Ritchie	35	1	0	2
Freddy Woodman	0	0	15	0	Miguel Almirón	9	1	0	0
Isaac Hayden	21	4	4	1	Mohamed Diamé	24	5	3	0
Jacob Murphy	3	6	7	0	Paul Dummett	21	5	2	0
Jamaal Lascelles	32	0	1	0	Salomón Rondón	30	2	3	11
Jamie Sterry	0	0	4	0	Sean Longstaff	8	1	6	1
Javier Manquillo	12	6	17	0	Yoshinori Muto	5	12	10	1

Southampton	Sub Sub					Sub Sub			
	P	P	NP	GS		P	P	NP	GS
Alex McCarthy	25	0	8	0	Matt Targett	13	3	12	1
Alfie Jones	0	0	2	0	Maya Yoshida	17	0	12	0
Angus Gunn	12	0	26	0	Michael Obafemi	1	5	0	1
Callum Slattery	1	2	7	0	Mohamed Elyounoussi	8	8	8	0
Cédric Soares	16	2	0	1	Nathan Redmond	36	2	0	6
Charlie Austin	11	14	10	2	Oriol Romeu	25	6	2	1
Danny Ings	23	1	2	7	Pierre-Emile Højbjerg	31	0	2	4
Fraser Forster	1	0	4	0	Ryan Bertrand	24	0	1	1
Jack Stephens	19	5	8	1	Sam Gallagher	0	4	4	0
James Ward-Prowse	21	5	9	7	Shane Long	12	14	2	5
Jan Bednarek	24	1	1	0	Steven Davis	1	2	7	0
Jannik Vestergaard	23	0	7	0	Stuart Armstrong	16	13	5	3
Josh Sims	2	5	3	0	Tyreke Johnson	0	1	0	0
Kayne Ramsay	1	0	10	0	Wesley Hoedt	13	0	4	0
Manolo Gabbiadini	4	8	0	1	Yan Valery	20	3	1	2
Mario Lemina	18	3	2	1					



## Premier League Appearances and Goals

Tottenham Hotspur	Sub Sub					Sub Sub			
	P	P	NP	GS		P	P	NP	GS
Alfie Whiteman	0	0	2	0	Kazaiah Sterling	0	0	1	0
Ben Davies	20	7	7	0	Kieran Trippier	26	1	4	1
Christian Eriksen	30	5	1	8	Kyle Walker-Peters	4	2	17	0
Danny Rose	20	6	5	0	Lucas Moura	25	7	4	10
Davinson Sánchez	22	1	7	1	Luke Amos	0	1	1	0
Dele Alli	22	3	0	5	Michel Vorm	2	0	4	0
Eric Dier	18	2	4	3	Moussa Dembélé	7	3	0	0
Erik Lamela	9	10	3	4	Moussa Sissoko	27	2	1	0
Fernando Llorente	6	14	10	1	Oliver Skipp	2	6	13	0
George Marsh	0	0	2	0	Paulo Gazzaniga	3	0	32	0
Georges-Kévin Nkoudou	0	1	2	0	Serge Aurier	6	2	11	0
Harry Kane	27	1	0	17	Son Heung-Min	23	8	2	12
Harry Winks	17	9	2	1	Timothy Eyoma	0	0	1	0
Hugo Lloris	33	0	0	0	Toby Alderweireld	33	1	3	0
Jan Vertonghen	22	0	1	1	Victor Wanyama	4	9	7	1
Juan Foyth	10	2	11	1	Vincent Janssen	0	3	2	0

Watford	Sub Sub					Sub Sub			
	P	P	NP	GS		P	P	NP	GS
Abdoulaye Doucouré	34	1	0	5	Isaac Success	9	21	3	1
Adalberto Peñaranda	0	0	2	0	José Holebas	27	1	3	3
Adam Masina	11	3	24	0	Ken Sema	9	8	14	1
Adrian Mariappa	20	6	10	0	Kiko Femenía	22	7	2	1
Andre Gray	13	16	1	7	Marc Navarro	1	1	5	0
Ben Foster	38	0	0	0	Miguel Britos	2	1	9	0
Ben Wilmot	0	2	5	0	Nathaniel Chalobah	3	6	11	0
Christian Kabasele	19	2	10	0	Roberto Pereyra	33	0	0	6
Craig Cathcart	35	1	1	3	Sebastian Prödl	0	1	3	0
Daryl Janmaat	17	1	4	0	Stefano Okaka	0	2	5	0
Domingos Quina	3	5	11	1	Tom Cleverley	4	9	2	1
Etienne Capoue	33	0	0	1	Troy Deeney	28	4	0	9
Gerard Deulofeu	26	4	0	10	Will Hughes	31	1	0	2
Heurelho Gomes	0	0	38	0					

## Premier League Appearances and Goals

West Ham United	Sub Sub					Sub Sub			
	P	P	NP	GS		P	P	NP	GS
Aaron Cresswell	18	2	7	0	Jack Wilshere	4	4	1	0
Adrián	0	0	38	0	Joe Powell	0	0	1	0
Andriy Yarmolenko	5	4	0	2	Lucas Pérez	4	11	9	3
Andy Carroll	3	9	4	0	Lukasz Fabianski	38	0	0	0
Angelo Ogbonna	20	4	12	1	Manuel Lanzini	8	2	0	1
Arthur Masuaku	19	4	12	0	Mark Noble	29	2	4	5
Ben Johnson	1	0	0	0	Marko Arnautovic	24	4	0	10
Carlos Sánchez	2	5	0	0	Michail Antonio	22	11	2	6
Chicharito	14	11	4	7	Nathan Holland	0	0	1	0
Conor Coventry	0	0	4	0	Pablo Zabaleta	23	3	7	0
Declan Rice	34	0	2	2	Pedro Obiang	12	12	10	0
Fabián Balbuena	23	0	4	1	Robert Snodgrass	25	8	3	2
Felipe Anderson	36	0	0	9	Ryan Fredericks	12	3	8	1
Grady Diangana	6	11	6	0	Samir Nasri	3	2	4	0
Issa Diop	33	0	5	1	Xande Silva	0	1	4	0

Wolverhampton Wanderers	Sub Sub					Sub Sub			
	P	P	NP	GS		P	P	NP	GS
Adama Traoré	8	21	8	1	Matt Doherty	35	3	0	4
Bright Enobakhare	0	0	1	0	Max Kilman	0	1	5	0
Cameron John	0	0	1	0	Morgan Gibbs-White	5	21	10	0
Conor Coady	38	0	0	0	Raúl Jiménez	36	2	0	13
Diogo Jota	29	4	0	9	Romain Saïss	12	7	15	2
Hélder Costa	16	9	13	1	Rúben Neves	34	1	2	4
Ivan Cavaleiro	6	17	9	3	Rúben Vinagre	7	10	19	0
João Moutinho	35	3	0	1	Rui Patrício	37	0	0	0
John Ruddy	1	0	36	0	Ryan Bennett	34	0	2	1
Jonny	32	1	1	1	Ryan John Giles	0	0	2	0
Kortney Hause	0	0	11	0	Will Norris	0	1	1	0
Leander Dendoncker	17	2	8	2	Willy Boly	36	0	0	4
Léo Bonatini	0	7	12	0					

## Premier League Tables

Premier League 1992/93		P	W	D	L	GF	GA	GD	PTS
1	Manchester United	42	24	12	6	67	31	36	84
2	Aston Villa	42	21	11	10	57	40	17	74
3	Norwich City	42	21	9	12	61	65	-4	72
4	Blackburn Rovers	42	20	11	11	68	46	22	71
5	Queens Park Rangers	42	17	12	13	63	55	8	63
6	Liverpool	42	16	11	15	62	55	7	59
7	Sheffield Wednesday	42	15	14	13	55	51	4	59
8	Tottenham Hotspur	42	16	11	15	60	66	-6	59
9	Manchester City	42	15	12	15	56	51	5	57
10	Arsenal	42	15	11	16	40	38	2	56
11	Chelsea	42	14	14	14	51	54	-3	56
12	Wimbledon	42	14	12	16	56	55	1	54
13	Everton	42	15	8	19	53	55	-2	53
14	Sheffield United	42	14	10	18	54	53	1	52
15	Coventry City	42	13	13	16	52	57	-5	52
16	Ipswich Town	42	12	16	14	50	55	-5	52
17	Leeds United	42	12	15	15	57	62	-5	51
18	Southampton	42	13	11	18	54	61	-7	50
19	Oldham Athletic	42	13	10	19	63	74	-11	49
20	Crystal Palace	42	11	16	15	48	61	-13	49
21	Middlesbrough	42	11	11	20	54	75	-21	44
22	Nottingham Forest	42	10	10	22	41	62	-21	40

Premier League 1993/94		P	W	D	L	GF	GA	GD	PTS
1	Manchester United	42	27	11	4	80	38	42	92
2	Blackburn Rovers	42	25	9	8	63	36	27	84
3	Newcastle United	42	23	8	11	82	41	41	77
4	Arsenal	42	18	17	7	53	28	25	71
5	Leeds United	42	18	16	8	65	39	26	70
6	Wimbledon	42	18	11	13	56	53	3	65
7	Sheffield Wednesday	42	16	16	10	76	54	22	64
8	Liverpool	42	17	9	16	59	55	4	60
9	Queens Park Rangers	42	16	12	14	62	61	1	60
10	Aston Villa	42	15	12	15	46	50	-4	57
11	Coventry City	42	14	14	14	43	45	-2	56
12	Norwich City	42	12	17	13	65	61	4	53
13	West Ham United	42	13	13	16	47	58	-11	52
14	Chelsea	42	13	12	17	49	53	-4	51
15	Tottenham Hotspur	42	11	12	19	54	59	-5	45
16	Manchester City	42	9	18	15	38	49	-11	45
17	Everton	42	12	8	22	42	63	-21	44
18	Southampton	42	12	7	23	49	66	-17	43
19	Ipswich Town	42	9	16	17	35	58	-23	43
20	Sheffield United	42	8	18	16	42	60	-18	42
21	Oldham Athletic	42	9	13	20	42	68	-26	40
22	Swindon Town	42	5	15	22	47	100	-53	30

## Premier League Tables

Premier League 1994/95		P	W	D	L	GF	GA	GD	PTS
1	Blackburn Rovers	42	27	8	7	80	39	41	89
2	Manchester United	42	26	10	6	77	28	49	88
3	Nottingham Forest	42	22	11	9	72	43	29	77
4	Liverpool	42	21	11	10	65	37	28	74
5	Leeds United	42	20	13	9	59	38	21	73
6	Newcastle United	42	20	12	10	67	47	20	72
7	Tottenham Hotspur	42	16	14	12	66	58	8	62
8	Queens Park Rangers	42	17	9	16	61	59	2	60
9	Wimbledon	42	15	11	16	48	65	-17	56
10	Southampton	42	12	18	12	61	63	-2	54
11	Chelsea	42	13	15	14	50	55	-5	54
12	Arsenal	42	13	12	17	52	49	3	51
13	Sheffield Wednesday	42	13	12	17	49	57	-8	51
14	West Ham United	42	13	11	18	44	48	-4	50
15	Everton	42	11	17	14	44	51	-7	50
16	Coventry City	42	12	14	16	44	62	-18	50
17	Manchester City	42	12	13	17	53	64	-11	49
18	Aston Villa	42	11	15	16	51	56	-5	48
19	Crystal Palace	42	11	12	19	34	49	-15	45
20	Norwich City	42	10	13	19	37	54	-17	43
21	Leicester City	42	6	11	25	45	80	-35	29
22	Ipswich Town	42	7	6	29	36	93	-57	27

Premier League 1995/96		P	W	D	L	GF	GA	GD	PTS
1	Manchester United	38	25	7	6	73	35	38	82
2	Newcastle United	38	24	6	8	66	37	29	78
3	Liverpool	38	20	11	7	70	34	36	71
4	Aston Villa	38	18	9	11	52	35	17	63
5	Arsenal	38	17	12	9	49	32	17	63
6	Everton	38	17	10	11	64	44	20	61
7	Blackburn Rovers	38	18	7	13	61	47	14	61
8	Tottenham Hotspur	38	16	13	9	50	38	12	61
9	Nottingham Forest	38	15	13	10	50	54	-4	58
10	West Ham United	38	14	9	15	43	52	-9	51
11	Chelsea	38	12	14	12	46	44	2	50
12	Middlesbrough	38	11	10	17	35	50	-15	43
13	Leeds United	38	12	7	19	40	57	-17	43
14	Wimbledon	38	10	11	17	55	70	-15	41
15	Sheffield Wednesday	38	10	10	18	48	61	-13	40
16	Coventry City	38	8	14	16	42	60	-18	38
17	Southampton	38	9	11	18	34	52	-18	38
18	Manchester City	38	9	11	18	33	58	-25	38
19	Queens Park Rangers	38	9	6	23	38	57	-19	33
20	Bolton Wanderers	38	8	5	25	39	71	-32	29

## Premier League Tables

Premier League 1996/97		P	W	D	L	GF	GA	GD	PTS
1	Manchester United	38	21	12	5	76	44	32	75
2	Newcastle United	38	19	11	8	73	40	33	68
3	Arsenal	38	19	11	8	62	32	30	68
4	Liverpool	38	19	11	8	62	37	25	68
5	Aston Villa	38	17	10	11	47	34	13	61
6	Chelsea	38	16	11	11	58	55	3	59
7	Sheffield Wednesday	38	14	15	9	50	51	-1	57
8	Wimbledon	38	15	11	12	49	46	3	56
9	Leicester City	38	12	11	15	46	54	-8	47
10	Tottenham Hotspur	38	13	7	18	44	51	-7	46
11	Leeds United	38	11	13	14	28	38	-10	46
12	Derby County	38	11	13	14	45	58	-13	46
13	Blackburn Rovers	38	9	15	14	42	43	-1	42
14	West Ham United	38	10	12	16	39	48	-9	42
15	Everton	38	10	12	16	44	57	-13	42
16	Southampton	38	10	11	17	50	56	-6	41
17	Coventry City	38	9	14	15	38	54	-16	41
18	Sunderland	38	10	10	18	35	53	-18	40
19	Middlesbrough	38	10	12	16	51	60	-9	39*
20	Nottingham Forest	38	6	16	16	31	59	-28	34

\*Middlesbrough deducted 3 points

Premier League 1997/98		P	W	D	L	GF	GA	GD	PTS
1	Arsenal	38	23	9	6	68	33	35	78
2	Manchester United	38	23	8	7	73	26	47	77
3	Liverpool	38	18	11	9	68	42	26	65
4	Chelsea	38	20	3	15	71	43	28	63
5	Leeds United	38	17	8	13	57	46	11	59
6	Blackburn Rovers	38	16	10	12	57	52	5	58
7	Aston Villa	38	17	6	15	49	48	1	57
8	West Ham United	38	16	8	14	56	57	-1	56
9	Derby County	38	16	7	15	52	49	3	55
10	Leicester City	38	13	14	11	51	41	10	53
11	Coventry City	38	12	16	10	46	44	2	52
12	Southampton	38	14	6	18	50	55	-5	48
13	Newcastle United	38	11	11	16	35	44	-9	44
14	Tottenham Hotspur	38	11	11	16	44	56	-12	44
15	Wimbledon	38	10	14	14	34	46	-12	44
16	Sheffield Wednesday	38	12	8	18	52	67	-15	44
17	Everton	38	9	13	16	41	56	-15	40
18	Bolton Wanderers	38	9	13	16	41	61	-20	40
19	Barnsley	38	10	5	23	37	82	-45	35
20	Crystal Palace	38	8	9	21	37	71	-34	33

## Premier League Tables

Premier League 1998/99		P	W	D	L	GF	GA	GD	PTS
1	Manchester United	38	22	13	3	80	37	43	79
2	Arsenal	38	22	12	4	59	17	42	78
3	Chelsea	38	20	15	3	57	30	27	75
4	Leeds United	38	18	13	7	62	34	28	67
5	West Ham United	38	16	9	13	46	53	-7	57
6	Aston Villa	38	15	10	13	51	46	5	55
7	Liverpool	38	15	9	14	68	49	19	54
8	Derby County	38	13	13	12	40	45	-5	52
9	Middlesbrough	38	12	15	11	48	54	-6	51
10	Leicester City	38	12	13	13	40	46	-6	49
11	Tottenham Hotspur	38	11	14	13	47	50	-3	47
12	Sheffield Wednesday	38	13	7	18	41	42	-1	46
13	Newcastle United	38	11	13	14	48	54	-6	46
14	Everton	38	11	10	17	42	47	-5	43
15	Coventry City	38	11	9	18	39	51	-12	42
16	Wimbledon	38	10	12	16	40	63	-23	42
17	Southampton	38	11	8	19	37	64	-27	41
18	Charlton Athletic	38	8	12	18	41	56	-15	36
19	Blackburn Rovers	38	7	14	17	38	52	-14	35
20	Nottingham Forest	38	7	9	22	35	69	-34	30

Premier League 1999/00		P	W	D	L	GF	GA	GD	PTS
1	Manchester United	38	28	7	3	97	45	52	91
2	Arsenal	38	22	7	9	73	43	30	73
3	Leeds United	38	21	6	11	58	43	15	69
4	Liverpool	38	19	10	9	51	30	21	67
5	Chelsea	38	18	11	9	53	34	19	65
6	Aston Villa	38	15	13	10	46	35	11	58
7	Sunderland	38	16	10	12	57	56	1	58
8	Leicester City	38	16	7	15	55	55	0	55
9	West Ham United	38	15	10	13	52	53	-1	55
10	Tottenham Hotspur	38	15	8	15	57	49	8	53
11	Newcastle United	38	14	10	14	63	54	9	52
12	Middlesbrough	38	14	10	14	46	52	-6	52
13	Everton	38	12	14	12	59	49	10	50
14	Coventry City	38	12	8	18	47	54	-7	44
15	Southampton	38	12	8	18	45	62	-17	44
16	Derby County	38	9	11	18	44	57	-13	38
17	Bradford City	38	9	9	20	38	68	-30	36
18	Wimbledon	38	7	12	19	46	74	-28	33
19	Sheffield Wednesday	38	8	7	23	38	70	-32	31
20	Watford	38	6	6	26	35	77	-42	24

## Premier League Tables

Premier League 2000/01		P	W	D	L	GF	GA	GD	PTS
1	Manchester United	38	24	8	6	79	31	48	80
2	Arsenal	38	20	10	8	63	38	25	70
3	Liverpool	38	20	9	9	71	39	32	69
4	Leeds United	38	20	8	10	64	43	21	68
5	Ipswich Town	38	20	6	12	57	42	15	66
6	Chelsea	38	17	10	11	68	45	23	61
7	Sunderland	38	15	12	11	46	41	5	57
8	Aston Villa	38	13	15	10	46	43	3	54
9	Charlton Athletic	38	14	10	14	50	57	-7	52
10	Southampton	38	14	10	14	40	48	-8	52
11	Newcastle United	38	14	9	15	44	50	-6	51
12	Tottenham Hotspur	38	13	10	15	47	54	-7	49
13	Leicester City	38	14	6	18	39	51	-12	48
14	Middlesbrough	38	9	15	14	44	44	0	42
15	West Ham United	38	10	12	16	45	50	-5	42
16	Everton	38	11	9	18	45	59	-14	42
17	Derby County	38	10	12	16	37	59	-22	42
18	Manchester City	38	8	10	20	41	65	-24	34
19	Coventry City	38	8	10	20	36	63	-27	34
20	Bradford City	38	5	11	22	30	70	-40	26

Premier League 2001/02		P	W	D	L	GF	GA	GD	PTS
1	Arsenal	38	26	9	3	79	36	43	87
2	Liverpool	38	24	8	6	67	30	37	80
3	Manchester United	38	24	5	9	87	45	42	77
4	Newcastle United	38	21	8	9	74	52	22	71
5	Leeds United	38	18	12	8	53	37	16	66
6	Chelsea	38	17	13	8	66	38	28	64
7	West Ham United	38	15	8	15	48	57	-9	53
8	Aston Villa	38	12	14	12	46	47	-1	50
9	Tottenham Hotspur	38	14	8	16	49	53	-4	50
10	Blackburn Rovers	38	12	10	16	55	51	4	46
11	Southampton	38	12	9	17	46	54	-8	45
12	Middlesbrough	38	12	9	17	35	47	-12	45
13	Fulham	38	10	14	14	36	44	-8	44
14	Charlton Athletic	38	10	14	14	38	49	-11	44
15	Everton	38	11	10	17	45	57	-12	43
16	Bolton Wanderers	38	9	13	16	44	62	-18	40
17	Sunderland	38	10	10	18	29	51	-22	40
18	Ipswich Town	38	9	9	20	41	64	-23	36
19	Derby County	38	8	6	24	33	63	-30	30
20	Leicester City	38	5	13	20	30	64	-34	28

## Premier League Tables

Premier League 2002/03		P	W	D	L	GF	GA	GD	PTS
1	Manchester United	38	25	8	5	74	34	40	83
2	Arsenal	38	23	9	6	85	42	43	78
3	Newcastle United	38	21	6	11	63	48	15	69
4	Chelsea	38	19	10	9	68	38	30	67
5	Liverpool	38	18	10	10	61	41	20	64
6	Blackburn Rovers	38	16	12	10	52	43	9	60
7	Everton	38	17	8	13	48	49	-1	59
8	Southampton	38	13	13	12	43	46	-3	52
9	Manchester City	38	15	6	17	47	54	-7	51
10	Tottenham Hotspur	38	14	8	16	51	62	-11	50
11	Middlesbrough	38	13	10	15	48	44	4	49
12	Charlton Athletic	38	14	7	17	45	56	-11	49
13	Birmingham City	38	13	9	16	41	49	-8	48
14	Fulham	38	13	9	16	41	50	-9	48
15	Leeds United	38	14	5	19	58	57	1	47
16	Aston Villa	38	12	9	17	42	47	-5	45
17	Bolton Wanderers	38	10	14	14	41	51	-10	44
18	West Ham United	38	10	12	16	42	59	-17	42
19	West Bromwich Albion	38	6	8	24	29	65	-36	26
20	Sunderland	38	4	7	27	21	65	-44	19

Premier League 2003/04		P	W	D	L	GF	GA	GD	PTS
1	Arsenal	38	26	12	0	73	26	47	90
2	Chelsea	38	24	7	7	67	30	37	79
3	Manchester United	38	23	6	9	64	35	29	75
4	Liverpool	38	16	12	10	55	37	18	60
5	Newcastle United	38	13	17	8	52	40	12	56
6	Aston Villa	38	15	11	12	48	44	4	56
7	Charlton Athletic	38	14	11	13	51	51	0	53
8	Bolton Wanderers	38	14	11	13	48	56	-8	53
9	Fulham	38	14	10	14	52	46	6	52
10	Birmingham City	38	12	14	12	43	48	-5	50
11	Middlesbrough	38	13	9	16	44	52	-8	48
12	Southampton	38	12	11	15	44	45	-1	47
13	Portsmouth	38	12	9	17	47	54	-7	45
14	Tottenham Hotspur	38	13	6	19	47	57	-10	45
15	Blackburn Rovers	38	12	8	18	51	59	-8	44
16	Manchester City	38	9	14	15	55	54	1	41
17	Everton	38	9	12	17	45	57	-12	39
18	Leicester City	38	6	15	17	48	65	-17	33
19	Leeds United	38	8	9	21	40	79	-39	33
20	Wolverhampton Wanderers	38	7	12	19	38	77	-39	33

## Premier League Tables

Premier League 2004/05		P	W	D	L	GF	GA	GD	PTS
1	Chelsea	38	29	8	1	72	15	57	95
2	Arsenal	38	25	8	5	87	36	51	83
3	Manchester United	38	22	11	5	58	26	32	77
4	Everton	38	18	7	13	45	46	-1	61
5	Liverpool	38	17	7	14	52	41	11	58
6	Bolton Wanderers	38	16	10	12	49	44	5	58
7	Middlesbrough	38	14	13	11	53	46	7	55
8	Manchester City	38	13	13	12	47	39	8	52
9	Tottenham Hotspur	38	14	10	14	47	41	6	52
10	Aston Villa	38	12	11	15	45	52	-7	47
11	Charlton Athletic	38	12	10	16	42	58	-16	46
12	Birmingham City	38	11	12	15	40	46	-6	45
13	Fulham	38	12	8	18	52	60	-8	44
14	Newcastle United	38	10	14	14	47	57	-10	44
15	Blackburn Rovers	38	9	15	14	32	43	-11	42
16	Portsmouth	38	10	9	19	43	59	-16	39
17	West Bromwich Albion	38	6	16	16	36	61	-25	34
18	Crystal Palace	38	7	12	19	41	62	-21	33
19	Norwich City	38	7	12	19	42	77	-35	33
20	Southampton	38	6	14	18	45	66	-21	32

Premier League 2005/06		P	W	D	L	GF	GA	GD	PTS
1	Chelsea	38	29	4	5	72	22	50	91
2	Manchester United	38	25	8	5	72	34	38	83
3	Liverpool	38	25	7	6	57	25	32	82
4	Arsenal	38	20	7	11	68	31	37	67
5	Tottenham Hotspur	38	18	11	9	53	38	15	65
6	Blackburn Rovers	38	19	6	13	51	42	9	63
7	Newcastle United	38	17	7	14	47	42	5	58
8	Bolton Wanderers	38	15	11	12	49	41	8	56
9	West Ham United	38	16	7	15	52	55	-3	55
10	Wigan Athletic	38	15	6	17	45	52	-7	51
11	Everton	38	14	8	16	34	49	-15	50
12	Fulham	38	14	6	18	48	58	-10	48
13	Charlton Athletic	38	13	8	17	41	55	-14	47
14	Middlesbrough	38	12	9	17	48	58	-10	45
15	Manchester City	38	13	4	21	43	48	-5	43
16	Aston Villa	38	10	12	16	42	55	-13	42
17	Portsmouth	38	10	8	20	37	62	-25	38
18	Birmingham City	38	8	10	20	28	50	-22	34
19	West Bromwich Albion	38	7	9	22	31	58	-27	30
20	Sunderland	38	3	6	29	26	69	-43	15

## Premier League Tables

Premier League 2006/07		P	W	D	L	GF	GA	GD	PTS
1	Manchester United	38	28	5	5	83	27	56	89
2	Chelsea	38	24	11	3	64	24	40	83
3	Liverpool	38	20	8	10	57	27	30	68
4	Arsenal	38	19	11	8	63	35	28	68
5	Tottenham Hotspur	38	17	9	12	57	54	3	60
6	Everton	38	15	13	10	52	36	16	58
7	Bolton Wanderers	38	16	8	14	47	52	-5	56
8	Reading	38	16	7	15	52	47	5	55
9	Portsmouth	38	14	12	12	45	42	3	54
10	Blackburn Rovers	38	15	7	16	52	54	-2	52
11	Aston Villa	38	11	17	10	43	41	2	50
12	Middlesbrough	38	12	10	16	44	49	-5	46
13	Newcastle United	38	11	10	17	38	47	-9	43
14	Manchester City	38	11	9	18	29	44	-15	42
15	West Ham United	38	12	5	21	35	59	-24	41
16	Fulham	38	8	15	15	38	60	-22	39
17	Wigan Athletic	38	10	8	20	37	59	-22	38
18	Sheffield United	38	10	8	20	32	55	-23	38
19	Charlton Athletic	38	8	10	20	34	60	-26	34
20	Watford	38	5	13	20	29	59	-30	28

Premier League 2007/08		P	W	D	L	GF	GA	GD	PTS
1	Manchester United	38	27	6	5	80	22	58	87
2	Chelsea	38	25	10	3	65	26	39	85
3	Arsenal	38	24	11	3	74	31	43	83
4	Liverpool	38	21	13	4	67	28	39	76
5	Everton	38	19	8	11	55	33	22	65
6	Aston Villa	38	16	12	10	71	51	20	60
7	Blackburn Rovers	38	15	13	10	50	48	2	58
8	Portsmouth	38	16	9	13	48	40	8	57
9	Manchester City	38	15	10	13	45	53	-8	55
10	West Ham United	38	13	10	15	42	50	-8	49
11	Tottenham Hotspur	38	11	13	14	66	61	5	46
12	Newcastle United	38	11	10	17	45	65	-20	43
13	Middlesbrough	38	10	12	16	43	53	-10	42
14	Wigan Athletic	38	10	10	18	34	51	-17	40
15	Sunderland	38	11	6	21	36	59	-23	39
16	Bolton Wanderers	38	9	10	19	36	54	-18	37
17	Fulham	38	8	12	18	38	60	-22	36
18	Reading	38	10	6	22	41	66	-25	36
19	Birmingham City	38	8	11	19	46	62	-16	35
20	Derby County	38	1	8	29	20	89	-69	11

## Premier League Tables

Premier League 2008/09		P	W	D	L	GF	GA	GD	PTS
1	Manchester United	38	28	6	4	68	24	44	90
2	Liverpool	38	25	11	2	77	27	50	86
3	Chelsea	38	25	8	5	68	24	44	83
4	Arsenal	38	20	12	6	68	37	31	72
5	Everton	38	17	12	9	55	37	18	63
6	Aston Villa	38	17	11	10	54	48	6	62
7	Fulham	38	14	11	13	39	34	5	53
8	Tottenham Hotspur	38	14	9	15	45	45	0	51
9	West Ham United	38	14	9	15	42	45	-3	51
10	Manchester City	38	15	5	18	58	50	8	50
11	Wigan Athletic	38	12	9	17	34	45	-11	45
12	Stoke City	38	12	9	17	38	55	-17	45
13	Bolton Wanderers	38	11	8	19	41	53	-12	41
14	Portsmouth	38	10	11	17	38	57	-19	41
15	Blackburn Rovers	38	10	11	17	40	60	-20	41
16	Sunderland	38	9	9	20	34	54	-20	36
17	Hull City	38	8	11	19	39	64	-25	35
18	Newcastle United	38	7	13	18	40	59	-19	34
19	Middlesbrough	38	7	11	20	28	57	-29	32
20	West Bromwich Albion	38	8	8	22	36	67	-31	32

Premier League 2009/10		P	W	D	L	GF	GA	GD	PTS
1	Chelsea	38	27	5	6	103	32	71	86
2	Manchester United	38	27	4	7	86	28	58	85
3	Arsenal	38	23	6	9	83	41	42	75
4	Tottenham Hotspur	38	21	7	10	67	41	26	70
5	Manchester City	38	18	13	7	73	45	28	67
6	Aston Villa	38	17	13	8	52	39	13	64
7	Liverpool	38	18	9	11	61	35	26	63
8	Everton	38	16	13	9	60	49	11	61
9	Birmingham City	38	13	11	14	38	47	-9	50
10	Blackburn Rovers	38	13	11	14	41	55	-14	50
11	Stoke City	38	11	14	13	34	48	-14	47
12	Fulham	38	12	10	16	39	46	-7	46
13	Sunderland	38	11	11	16	48	56	-8	44
14	Bolton Wanderers	38	10	9	19	42	67	-25	39
15	Wolverhampton Wanderers	38	9	11	18	32	56	-24	38
16	Wigan Athletic	38	9	9	20	37	79	-42	36
17	West Ham United	38	8	11	19	47	66	-19	35
18	Burnley	38	8	6	24	42	82	-40	30
19	Hull City	38	6	12	20	34	75	-41	30
20	Portsmouth	38	7	7	24	34	66	-32	19*

\*Portsmouth deducted 9 points

## Premier League Tables

Premier League 2010/11		P	W	D	L	GF	GA	GD	PTS
1	Manchester United	38	23	11	4	78	37	41	80
2	Chelsea	38	21	8	9	69	33	36	71
3	Manchester City	38	21	8	9	60	33	27	71
4	Arsenal	38	19	11	8	72	43	29	68
5	Tottenham Hotspur	38	16	14	8	55	46	9	62
6	Liverpool	38	17	7	14	59	44	15	58
7	Everton	38	13	15	10	51	45	6	54
8	Fulham	38	11	16	11	49	43	6	49
9	Aston Villa	38	12	12	14	48	59	-11	48
10	Sunderland	38	12	11	15	45	56	-11	47
11	West Bromwich Albion	38	12	11	15	56	71	-15	47
12	Newcastle United	38	11	13	14	56	57	-1	46
13	Stoke City	38	13	7	18	46	48	-2	46
14	Bolton Wanderers	38	12	10	16	52	56	-4	46
15	Blackburn Rovers	38	11	10	17	46	59	-13	43
16	Wigan Athletic	38	9	15	14	40	61	-21	42
17	Wolverhampton Wanderers	38	11	7	20	46	66	-20	40
18	Birmingham City	38	8	15	15	37	58	-21	39
19	Blackpool	38	10	9	19	55	78	-23	39
20	West Ham United	38	7	12	19	43	70	-27	33

Premier League 2011/12		P	W	D	L	GF	GA	GD	PTS
1	Manchester City	38	28	5	5	93	29	64	89
2	Manchester United	38	28	5	5	89	33	56	89
3	Arsenal	38	21	7	10	74	49	25	70
4	Tottenham Hotspur	38	20	9	9	66	41	25	69
5	Newcastle United	38	19	8	11	56	51	5	65
6	Chelsea	38	18	10	10	65	46	19	64
7	Everton	38	15	11	12	50	40	10	56
8	Liverpool	38	14	10	14	47	40	7	52
9	Fulham	38	14	10	14	48	51	-3	52
10	West Bromwich Albion	38	13	8	17	45	52	-7	47
11	Swansea City	38	12	11	15	44	51	-7	47
12	Norwich City	38	12	11	15	52	66	-14	47
13	Sunderland	38	11	12	15	45	46	-1	45
14	Stoke City	38	11	12	15	36	53	-17	45
15	Wigan Athletic	38	11	10	17	42	62	-20	43
16	Aston Villa	38	7	17	14	37	53	-16	38
17	Queens Park Rangers	38	10	7	21	43	66	-23	37
18	Bolton Wanderers	38	10	6	22	46	77	-31	36
19	Blackburn Rovers	38	8	7	23	48	78	-30	31
20	Wolverhampton Wanderers	38	5	10	23	40	82	-42	25

## Premier League Tables

Premier League 2012/13		P	W	D	L	GF	GA	GD	PTS
1	Manchester United	38	28	5	5	86	43	43	89
2	Manchester City	38	23	9	6	66	34	32	78
3	Chelsea	38	22	9	7	75	39	36	75
4	Arsenal	38	21	10	7	72	37	35	73
5	Tottenham Hotspur	38	21	9	8	66	46	20	72
6	Everton	38	16	15	7	55	40	15	63
7	Liverpool	38	16	13	9	71	43	28	61
8	West Bromwich Albion	38	14	7	17	53	57	-4	49
9	Swansea City	38	11	13	14	47	51	-4	46
10	West Ham United	38	12	10	16	45	53	-8	46
11	Norwich City	38	10	14	14	41	58	-17	44
12	Fulham	38	11	10	17	50	60	-10	43
13	Stoke City	38	9	15	14	34	45	-11	42
14	Southampton	38	9	14	15	49	60	-11	41
15	Aston Villa	38	10	11	17	47	69	-22	41
16	Newcastle United	38	11	8	19	45	68	-23	41
17	Sunderland	38	9	12	17	41	54	-13	39
18	Wigan Athletic	38	9	9	20	47	73	-26	36
19	Reading	38	6	10	22	43	73	-30	28
20	Queens Park Rangers	38	4	13	21	30	60	-30	25

Premier League 2013/14		P	W	D	L	GF	GA	GD	PTS
1	Manchester City	38	27	5	6	102	37	65	86
2	Liverpool	38	26	6	6	101	50	51	84
3	Chelsea	38	25	7	6	71	27	44	82
4	Arsenal	38	24	7	7	68	41	27	79
5	Everton	38	21	9	8	61	39	22	72
6	Tottenham Hotspur	38	21	6	11	55	51	4	69
7	Manchester United	38	19	7	12	64	43	21	64
8	Southampton	38	15	11	12	54	46	8	56
9	Stoke City	38	13	11	14	45	52	-7	50
10	Newcastle United	38	15	4	19	43	59	-16	49
11	Crystal Palace	38	13	6	19	33	48	-15	45
12	Swansea City	38	11	9	18	54	54	0	42
13	West Ham United	38	11	7	20	40	51	-11	40
14	Sunderland	38	10	8	20	41	60	-19	38
15	Aston Villa	38	10	8	20	39	61	-22	38
16	Hull City	38	10	7	21	38	53	-15	37
17	West Bromwich Albion	38	7	15	16	43	59	-16	36
18	Norwich City	38	8	9	21	28	62	-34	33
19	Fulham	38	9	5	24	40	85	-45	32
20	Cardiff City	38	7	9	22	32	74	-42	30

## Premier League Tables

Premier League 2014/15		P	W	D	L	GF	GA	GD	PTS
1	Chelsea	38	26	9	3	73	32	41	87
2	Manchester City	38	24	7	7	83	38	45	79
3	Arsenal	38	22	9	7	71	36	35	75
4	Manchester United	38	20	10	8	62	37	25	70
5	Tottenham Hotspur	38	19	7	12	58	53	5	64
6	Liverpool	38	18	8	12	52	48	4	62
7	Southampton	38	18	6	14	54	33	21	60
8	Swansea City	38	16	8	14	46	49	-3	56
9	Stoke City	38	15	9	14	48	45	3	54
10	Crystal Palace	38	13	9	16	47	51	-4	48
11	Everton	38	12	11	15	48	50	-2	47
12	West Ham United	38	12	11	15	44	47	-3	47
13	West Bromwich Albion	38	11	11	16	38	51	-13	44
14	Leicester City	38	11	8	19	46	55	-9	41
15	Newcastle United	38	10	9	19	40	63	-23	39
16	Sunderland	38	7	17	14	31	53	-22	38
17	Aston Villa	38	10	8	20	31	57	-26	38
18	Hull City	38	8	11	19	33	51	-18	35
19	Burnley	38	7	12	19	28	53	-25	33
20	Queens Park Rangers	38	8	6	24	42	73	-31	30

Premier League 2015/16		P	W	D	L	GF	GA	GD	PTS
1	Leicester City	38	23	12	3	68	36	32	81
2	Arsenal	38	20	11	7	65	36	29	71
3	Tottenham Hotspur	38	19	13	6	69	35	34	70
4	Manchester City	38	19	9	10	71	41	30	66
5	Manchester United	38	19	9	10	49	35	14	66
6	Southampton	38	18	9	11	59	41	18	63
7	West Ham United	38	16	14	8	65	51	14	62
8	Liverpool	38	16	12	10	63	50	13	60
9	Stoke City	38	14	9	15	41	55	-14	51
10	Chelsea	38	12	14	12	59	53	6	50
11	Everton	38	11	14	13	59	55	4	47
12	Swansea City	38	12	11	15	42	52	-10	47
13	Watford	38	12	9	17	40	50	-10	45
14	West Bromwich Albion	38	10	13	15	34	48	-14	43
15	Crystal Palace	38	11	9	18	39	51	-12	42
16	AFC Bournemouth	38	11	9	18	45	67	-22	42
17	Sunderland	38	9	12	17	48	62	-14	39
18	Newcastle United	38	9	10	19	44	65	-21	37
19	Norwich City	38	9	7	22	39	67	-28	34
20	Aston Villa	38	3	8	27	27	76	-49	17



## Premier League Tables

Premier League 2016/17										
	P	W	D	L	GF	GA	GD	PTS		
1	Chelsea	38	30	3	5	85	33	52	93	
2	Tottenham Hotspur	38	26	8	4	86	26	60	86	
3	Manchester City	38	23	9	6	80	39	41	78	
4	Liverpool	38	22	10	6	78	42	36	76	
5	Arsenal	38	23	6	9	77	44	33	75	
6	Manchester United	38	18	15	5	54	29	25	69	
7	Everton	38	17	10	11	62	44	18	61	
8	Southampton	38	12	10	16	41	48	-7	46	
9	AFC Bournemouth	38	12	10	16	55	67	-12	46	
10	West Bromwich Albion	38	12	9	17	43	51	-8	45	
11	West Ham United	38	12	9	17	47	64	-17	45	
12	Leicester City	38	12	8	18	48	63	-15	44	
13	Stoke City	38	11	11	16	41	56	-15	44	
14	Crystal Palace	38	12	5	21	50	63	-13	41	
15	Swansea City	38	12	5	21	45	70	-25	41	
16	Burnley	38	11	7	20	39	55	-16	40	
17	Watford	38	11	7	20	40	68	-28	40	
18	Hull City	38	9	7	22	37	80	-43	34	
19	Middlesbrough	38	5	13	20	27	53	-26	28	
20	Sunderland	38	6	6	26	29	69	-40	24	

Premier League 2017/18										
	P	W	D	L	GF	GA	GD	PTS		
1	Manchester City	38	32	4	2	106	27	79	100	
2	Manchester United	38	25	6	7	68	28	40	81	
3	Tottenham Hotspur	38	23	8	7	74	36	38	77	
4	Liverpool	38	21	12	5	84	38	46	75	
5	Chelsea	38	21	7	10	62	38	24	70	
6	Arsenal	38	19	6	13	74	51	23	63	
7	Burnley	38	14	12	12	36	39	-3	54	
8	Everton	38	13	10	15	44	58	-14	49	
9	Leicester City	38	12	11	15	56	60	-4	47	
10	Newcastle United	38	12	8	18	39	47	-8	44	
11	Crystal Palace	38	11	11	16	45	55	-10	44	
12	AFC Bournemouth	38	11	11	16	45	61	-16	44	
13	West Ham United	38	10	12	16	48	68	-20	42	
14	Watford	38	11	8	19	44	64	-20	41	
15	Brighton & Hove Albion	38	9	13	16	34	54	-20	40	
16	Huddersfield Town	38	9	10	19	28	58	-30	37	
17	Southampton	38	7	15	16	37	56	-19	36	
18	Swansea City	38	8	9	21	28	56	-28	33	
19	Stoke City	38	7	12	19	35	68	-33	33	
20	West Bromwich Albion	38	6	13	19	31	56	-25	31	



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