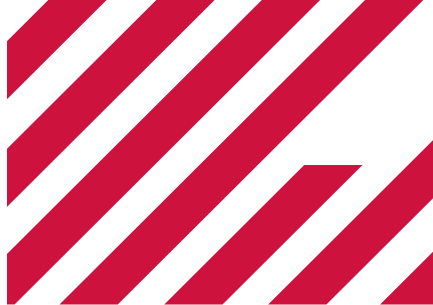


EFL HANDBOOK  
2023/24



SECTION  
06

# EFL REGULATIONS



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## SECTION 1 GENERAL

### 1 Definitions

1.1 The words in bold shall have the following meanings in these Regulations and the Appendices:

**'1985 Act'** means the Companies Act 1985 and every statutory modification or re-enactment in force from time to time.

**'2006 Act'** means the Companies Act 2006 and every statutory modification or re-enactment in force from time to time.

**'Academy Club'** means a Club that is licensed to operate an Academy pursuant to the Youth Development Rules (as adopted pursuant to Regulation 62).

**'Academy Player'** means a male player (other than an Amateur Player or a Trialist) who is in an age group between Under 9 to Under 21 and who is registered for and who is coached by or plays football for or at a Club which operates an Academy pursuant to the Youth Development Rules, save for any player who:

- (a) in the reasonable opinion of the Club which holds his registration has developed technical, tactical, physical and psychological skills of such a level that he would not benefit from participating or continuing to participate in its Academy's Coaching Programme and Games Programme; and
- (b) is registered as a Contract Player or Non-Contract Player for that Club; and
- (c) is aged at least 18.

**'Activity'** means any activity of 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));

**'Adult at Risk'** 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 themselves from either the risk of or the experience of abuse and 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;

**'Amateur Player'** 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.

**'Arbitration Act'** means the Arbitration Act 1996 or any re-enactment or amendment thereof for the time being in force.

**'Articles of Association'** means the Articles of Association of The League from time to time.

**'Artificial Surface'** means any playing surface which is not natural grass, predominantly natural grass or intended to be predominantly natural grass.

**'Associate'** means in relation to an individual, any other individual who is:

- (a) the spouse or civil partner of that individual; or
- (b) a relative of that individual or of their spouse or civil partner; or
- (c) the spouse or civil partner of a relative of that individual or of their spouse or civil partner; or
- (d) a person who that individual is the parent or legal guardian of; or

- (e) a person who any individual listed at limb (b) and (c) is the parent or legal guardian of; or
- (f) any other Close Relative of that person; or
- (g) anyone else of a close relationship with that person who, in the opinion of The League is or is likely to be acting with or is financially dependent on that person.

**'Associated Party'** means:

- (a) a Person who has Control of the Club or would be deemed to be interested in the Club in accordance with Regulation 106.2;
- (b) any Associate of any Person(s) who has Control of the Club or would be deemed to be interested in the Club in accordance with Regulation 106.2; and
- (c) any Person of which any Person(s) who has Control of the Club or would be deemed to be interested in the Club in accordance Regulation 106.2:
  - (i) is a Director; and/or
  - (ii) either directly or indirectly holds shares; and/or
  - (iii) is able to influence the financial, commercial or business affairs or management or administration of that company, and
- (d) any Person of which any Associate of any Person(s) who has Control of the Club or would be deemed to be interested in the Club:
  - (i) is a Director; and/or
  - (ii) either directly or indirectly holds shares; and/or
  - (iii) is able to exercise any influence or control; and
- (e) any Person which is a Group Undertaking, Parent Undertaking, Subsidiary Undertaking or Associated Undertaking of any Person referred to in paragraphs (i) and (d) above;
- (f) any Person who is an Associate, shareholder, director, employee or is able to influence the financial, commercial or business affairs or the management or administration of any Person referred to in limb (c), limb (d) and limb (e) and any Associate of any such shareholder, director or employee;
- (g) any Person who is an employee or partner or Associate of any Person referred to at paragraph limb (f) of this definition;
- (h) any Person who has an agreement with any Person listed referred to in paragraphs limb (a)-(g) in relation to the exercise of their voting power in the Club or the holding or disposal of their interests in the Club;
- (i) a Person who holds and/or has possession of the beneficial interest in, and/or the ability to exercise the voting rights applicable to, shares or other securities in the Club (whether directly, indirectly, by means of holding such interests in one or more other person) or by contract or otherwise including without limitation by way of any Concert Party) which confer in aggregate on the holder(s) thereof 5 per cent or more of the total voting rights exercisable at general meetings of the Club;
- (j) any Person who holds a loan interest or other debt or security interest of any kind in the Club or an entity in the same group of companies as the Club, with the exception of any such interest held:
  - (i) as part of regulated banking services provided by a Financial Institution;
  - (ii) in the form of bonds, notes or other securities held by professional investors; or
  - (iii) pursuant to a debenture providing the holder with access to tickets to events at the Club's stadium;

- (k) where a government, public or state funded body has Control of a Club, any Person who that government, public or state funded body also has Control of.

When considering where a Person is an Associated Party, The League will direct its attention to the substance of the relationship and not merely the legal form.

**'Associated Undertaking'** 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 a Subsidiary Undertaking.

**'Away Club'** means the Club which should play or should have played any Match on the ground of a Home Club.

**'Board'** means the Board of directors for the time being of The League.

**'CFRU'** means the Club Financial Reporting Unit, an internal department of The League which the Board has delegated its authority to exercise the rights and powers of The League in the context of the Financial Regulations.

**'CFRP'** means the Club Financial Reporting Panel constituted in accordance with Appendix 6.

**'Championship Club'** means a member Club that participates in the Championship Division of the League Competition in any Season.

**'Child'** or **'Children'** mean any Person or Persons under the age of 18 years;

**'Clear days' notice'** means exclusive of the day on which the notice is served, or deemed to be served, and of the day for which it is given and in respect of receipt of a document by a specified number of 'clear days' prior to a specified event, means exclusive of the day on which the document is received and the day of that event.

**'Close Relative'** means a person who is related to that person whether by family ties or in law and the final determination shall be made by The League.

**'Closed Period'** shall mean that part of the Season that is not a Transfer Window.

**'Close Season'** means the period of the year outside the Season.

**'Club'** means any association football club that is not a Member Club.

**'Club'** means any Association Football club which is, from time to time, a member of The League, save that where the context so requires in Section 6 of these Regulations, a reference to a 'Club' shall also include clubs from time to time in membership of The Premier League.

**'Club Charter'** means the charter relating to the conduct of Clubs, Officials and Directors in the format as determined by the Board from time to time after consultation with Clubs.

**'Club Developed Player'** means a Player who has been registered with the relevant Club for a minimum of 12 months prior to the end of his Under 19 Season (as determined in accordance with the Youth Development Rules).

**'Compensation Fee'** means any sum of money or other consideration (exclusive of VAT) payable by a Transferee Club to a Transferor Club upon the permanent transfer of the registration of an Under 24 Player in respect of whom the right of the Transferor Club to receive compensation has been retained in accordance with Regulation 68.3 or a Player refusing to be registered in The National League in accordance with Regulation 67.4.

**'Concert Party'** means any person with which any Directors 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.

**'Connected Person'** means any Person or Entity 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; or
- (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 voting power in the company; or
- (d) the assets of the company which would be available for distribution to equity holders in the event of winding up of the company.

**'Contract Player'** means any Association Football Player (except a Scholar or Academy Player) who is playing under a written contract of employment with a Club.

**'Control'** 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 the 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 or other securities in the Club (whether directly, indirectly (by means of holding such interests in one or more other persons) or by contract or otherwise including without limitation by way of any Concert Party) which confer in aggregate on the holder(s) thereof 25 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 or Entity shall be attributed to that person.

**'Corporation Tax'** means corporation tax pursuant to the Corporation Tax Act 2010, or any such equivalent tax, charged in the UK from time to time.

**'Covid PAYE Liability'** means any PAYE & NIC liabilities due for payment between 1 March 2020 and 30 June 2021.

**'Director'** means any Person occupying the position of director of a Club whose particulars are registered or registerable pursuant to Section 162 of the 2006 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 a Club, or a person exercising the powers that are usually associated with the powers of a director of a company.

**'Due Date'** means the date upon which a Club is required to account to HMRC for:

- (a) PAYE & NIC;
- (b) VAT;
- (c) Corporation Tax;
- (d) any other taxes payable by the Club to HMRC; and/or
- (e) any amounts the Club is required to deduct from its employees or any other Person and pay to HMRC to offset that other Person's liability (for example student loan repayments),

as prescribed by relevant legislation, regulations or guidance in force from time to time.

**'Emergency Goalkeeper Loan'** means any loan of a Contract Player completed in accordance with the provisions of Regulation 58.

**'Entity'** includes any legal entity, firm or unincorporated association and in the case of an Entity which is incorporated any Group Undertaking, Parent Undertaking or Subsidiary Undertaking of that incorporated Entity.

**'Executive'** means all or any of the Chief Executive of The League and the officers of The League. The Board decides which of The League's employees are deemed to be officers for these purposes.

**'Fellow Subsidiary Undertaking'** has the meaning set out in section 1161(4) of the 2006 Act.

**'FIFA Regulations'** means the FIFA Regulations for the Status and Transfer of Players, as the same may be amended from time to time.

**'Financial Institution'** 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 4 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 Act, taken with Schedule 2 and any order under section 22).

**'Financial Regulations'** means the following provisions:

- (a) Regulation 16 (Club Financial Records);
- (b) Regulation 17 (HMRC Reporting); and
- (c) the Financial Fair Play Regulations.

**'Football Association Cup Match'** means a match in the Football Association Challenge Cup Competition.

**'Football Association Rules'** means the rules and regulations for the time being of The Football Association.

**'Goal Line Technology'** means all necessary equipment for the purpose of assisting the referee to determine whether, in a match, a goal has been scored.

**'Group'** has the meaning set out in section 474(1) of the 2006 Act.

**'Group Undertaking'** has the meaning set out in section 1161(5) of the 2006 Act.

**'HMRC'** means HM Revenue and Customs or such other government department(s) that may replace the same.

**'Holding'** means the holding and/or possession of the beneficial interest in, and/or the ability to exercise the voting rights applicable to, shares or other securities in a 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 a Concert Party) which confer any voting rights exercisable at general meetings of the Club and for the purposes of this definition 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.

**'Home Club'** means the Club on whose ground any Match should be or should have been played or where ground sharing is in operation the Club whose name first appears on the relevant fixture.

**'Home Grown Player'** has the meaning set out in Regulation 34.9.

**'Image Contract'** 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.

**'Image Contract Payment'** means any payment made or liability incurred by or on behalf of a Club to such a Person in order to acquire that right.

**'Insolvency Act'** means the Insolvency Act 1986 and any statutory modification or re-enactment thereof for the time being in force.

**'Insolvency Event'** refers to any one of the following:

- (a) entering into any form of compromise agreement or arrangement with its creditors as a whole, including but not limited to:
  - (i) a Company Voluntary Arrangement pursuant to Part 1 of the Insolvency Act;

- (ii) a Scheme of Arrangement with creditors under Part 26 of the 2006 Act;
- (iii) a restructuring plan, compromise or arrangement pursuant to Part 26A of the 2006 Act (as implemented by Schedule 9 of the Corporate and Insolvency Governance Act 2020); or
- (iv) any other form of compromise agreement or arrangement with its creditors as a whole;
- (b) any form of proceedings or out of court process triggering any one of the following
- (i) a statutory moratorium process as described in Part A1 of the Insolvency Act;
- (ii) the lodging of 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 Insolvency Act;
- (iii) an application to the Court for an Administration Order under paragraph 12 of Schedule B1 to the Insolvency Act (other than paragraph 12(1)(c)) or where an Administrator is appointed;
- (iv) an Administration Order is made, where **'Administrator'** and **'Administration Order'** have the meanings attributed to them respectively by paragraphs 1 and 10 of Schedule B1 to the Insolvency Act;
- (v) the appointment of an Administrative Receiver (as defined by section 251 of the Insolvency Act);
- (vi) The appointment of a Law of Property Act Receiver (appointed under section 109 of the Law of Property Act 1925);
- (vii) The appointment of any Receiver appointed by the Court under the Supreme Court Act 1981;
- (viii) any other Receiver is appointed over any assets which, in the opinion of the Board is material to the Club's ability to fulfil its obligations as a Member Club;
- (ix) shareholders passing a resolution pursuant to section 84(1) of the Insolvency Act to voluntarily wind up;
- (x) a meeting of creditors is convened pursuant to section 95 or section 98 of the Insolvency Act;
- (xi) a winding up order is made by the Court under section 122 of the Insolvency Act or a provisional liquidator is appointed under section 135 of the Insolvency Act;
- (xii) ceasing or forming an intention to cease wholly or substantially to carry on 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;
- (xiii) being subject to any insolvency regime in any jurisdiction outside England and Wales which is analogous to the insolvency regimes detailed in paragraphs (a) to (b) above; and/or
- (xiv) have any proceeding or step taken or any court order in any jurisdiction made which has a substantially similar effect to any of the foregoing.

**'Intermediary'** means any person who directly or indirectly represents, negotiates on behalf of, is engaged by, advises or otherwise acts for a Club or a Player (other than a solicitor giving professional legal advice only) in the context of either the registration or transfer of the registration of a Player or the employment of a Player by a Club including pursuant to and in accordance with the Football Association's Regulations on working with Intermediaries.

**'International Club'** means any association football club not sanctioned by or affiliated to the Football Association, but excluding any such club that actually plays in a league competition sanctioned by or otherwise affiliated to the Football Association (being, as at the date of adoption of this definition, Welsh clubs participating in the English national league system, the League Competition or the Premier League).

**'International Loan'** means any loan of a Contract Player completed in accordance with the provisions of Regulation 57.

**'Laws of the Game'** means:

- (a) the 'Laws of the Game' published; and
- (b) any protocols issued in relation thereto,
- from time to time by the International Football Association Board.

**'The League'** means 'The Football League Limited'.

**'League Appeals Committee'** means the Committee referred to in Regulation 75.1.

**'League Arbitration Panel'** means the arbitral tribunal established in accordance with Section 9 of these Regulations.

**'League Competition'** means the annual League competition for Clubs organised by The League.

**'League Match'** means an Association Football Match in the League Competition.

**'League One Club'** means a Member Club that participates in the League One Division of the League Competition in any Season.

**'League Two Club'** means a Member Club that participates in the League Two Division of the League Competition in any Season.

**'Liability'** mean any and all liabilities and obligations of every kind and description whatsoever (including costs, expenses, and fees) whether they are present or future, certain or contingent, ascertained or sounding only in damages, and 'Liabilities' shall be construed accordingly.

#### Guidance

*The definition of Liability is drawn sufficiently wide to ensure that it includes:*

- *future payments not yet accrued e.g. contingent amounts on transfer agreements or future loan wage contributions;*
- *amounts which may yet be ordered to be paid but which may require resolution through the various dispute resolution processes (and /or court proceedings, if applicable) provided for in the rules and regulations of FIFA, UEFA, the Football Association (or any Competition or Association established under the rules thereof). In the context of the EFL, the dispute resolution processes include any Player Related Dispute Commission, Football League Appeals Committee, Professional Football Compensation Committee, Disciplinary Commission, League Arbitration Panel or the CFRP (and any other body established by the Regulations for similar or equivalent purposes).*

**'Loan Fee'** means any sum of money (exclusive of VAT) payable by a Transferee Club to a Transferor Club upon a Temporary Loan Transfer or Emergency Goalkeeper Loan of a Player.

**'Manager'** means the Official of a Club responsible for selecting the Club's first team.

**'Member Club'** means any Club which is from time to time a member of The League in accordance with The League's Articles of Association and these Regulations.

**'Minority Candidate'** means an individual who:

- (a) is from a:
  - (i) Black;
  - (ii) Asian;
  - (iii) Mixed heritage; or
  - (iv) other minority ethnic, community; and
- (b) holds up to date qualifications that qualify them for the applicable Specified Role.

**'Misconduct'** means:

- (a) any matter which is expressed in these Regulations as constituting 'misconduct';
- (b) a breach of any other Articles and/or Regulations of The League (and any rules made in accordance with them);
- (c) a breach of an order, requirement, direction or instruction of The League.

**'The National League and/or 'National League'** means the 'The National League' or, subject to the approval of the Board, any successor or alternative League and if such League shall have more than one division, unless the context otherwise requires, shall mean the highest division of such League.

**'Nominee'** means in connection to any Person or Entity another Person or Entity who possesses rights or powers on their behalf, or which they may be required to exercise at their discretion.

**'Non-Contract Player'** means any Association Football Player (except a Scholar or Academy Player) who is not playing under a written contract of employment with a Club.

**'Normal Playing Season'** means the period of the year commencing with the first League Match and, for each Club, ending immediately after the completion of the Club's final fixture of the League Competition, excluding any Play-Off matches.

**'Normal Working Day'** means a day (other than a Saturday, a Sunday or a Bank or Public Holiday) on which the League office is open for normal business.

**'Office'** means the registered office of The League.

**'Official'** means any Director (including but not limited to a Director), employee (other than a Player) or duly authorised (express or implied) agent (other than an Intermediary) of a Club.

**'Office Holder'** means any of the following:

- (a) administrative Receiver (as defined by section 251 of the Insolvency 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 assets;
- (b) an administrator pursuant to Schedule B1 of the Insolvency Act;
- (c) a liquidator pursuant to Part 4 of the Insolvency Act;
- (d) a supervisor of Company Voluntary Arrangement pursuant to Part 1 of the Insolvency Act or Scheme Arrangement pursuant to Part 26 of the 2006 Act;
- (e) any person or corporate entity given a supervisory role by the court in respect to a compromise, arrangement or restructuring plan pursuant to Part 26A of the 2006 Act (as implemented by Schedule 9 of Corporate and Insolvency Governance Act 2020);
- (f) any insolvency practitioner or third party who proposes to take one or more of the aforementioned appointments.

**'Out of Contract Player'** means a Contract Player whose contract of employment with a Club has expired.

**'Out of Registration Player'** shall mean any Player who has not at any time been registered with a Member Club (or club), or if he has been so registered his registration (including as a Contract Player or Non-Contract Player, or equivalent registration in any other league) expired or was cancelled at any time prior to the end of a Transfer Window (and in the case of the Summer Transfer Window, the applicable end date is that applied to Clubs in Leagues One and Two in accordance with Regulation 43.2) and he has not since been registered with any Club (or club).

**'Over 24 Player'** means a Player who is entitled to the benefit of Regulation 71.

**'Owners' and Directors' Test'** means the provisions set out in Appendix 3.

**'PAYE & NIC'** means any and all payments required to be made by the Club in respect of income tax and national insurance contributions.

**'Parent'** shall be interpreted to include, if appropriate, a guardian.

**'Parent Undertaking'** has the meaning set out in Section 1162 of the 2006 Act.

**'Person'** means an individual or where the context requires an Entity.

**'Player'** means any Association Football player, Scholar or Academy Player offering to play, playing or having played association football for a Club.

**'Player Related Dispute Commission'** shall mean a commission constituted in the same manner as a Disciplinary Commission and Regulations 90 to 92 inclusive and Appendix 2 shall apply *mutatis mutandis*.

**'The Premier League'** means The Football Association Premier League Limited.

**'Professional Football Compensation Committee'** means the Committee referred to in Regulation 73.

**'Professional Goalkeeper'** means a goalkeeper (excluding any Goalkeeper registered as a Non-Contract Player) who has been named in the starting eleven on five or more occasions by:

- (a) any Club (or Premier League club) in any matches in the relevant league or first team cup competitions (other than the EFL Trophy); and/or
- (b) any other club in a professional league in that club's home association (by way of example, any division of the Scottish Professional Football League, or Serie A, B or C).

**'Qualification Criteria'** means the criteria for admission to The League as laid down by the Board from time to time including, without limitation, those matters set out in paragraph 1.1 of Part 1 (Ground Capacity and Seating).

**'Registered Player'** has the meaning stated in Regulation 44.4.

**'Regulations'** means the regulations of The League from time to time (and any rules made thereunder).

**'Relegated PL Club'** means any Club who is relegated out of the Premier League into the Championship Division in accordance with Regulation 10.1.1.

**'Scholar'** means a Player aged sixteen or over who has signed a Scholarship Agreement with a Club and a registration form for Scholars in the manner stipulated by The League.

**'Season'** means the period of the year commencing on the date of the first League Match and, for each Club, ending immediately after the completion of the Club's final fixture of the League Competition or, if the Club is participating in the Play-Offs, the final Play-Off match for that Club.



**'Sell-On Fee'** means a sum payable in the event of any subsequent transfer(s) of a Player, provided that:

- (a) the effect of an agreement in relation to a Sell-On Fee must not entitle any previous Club (or club) to an amount greater than the amount equal to 50% of the excess Compensation Fee, Loan Fee, Transfer Fee or any other compensation received by a Club or club from a subsequent transfer); and
- (b) no right to receive a Sell-On Fee may be retained by the Club (by any means) in relation to an Out of Contract Player save where the Club has made an offer to that Player in accordance with Regulation 68 (Under 24 Players).

**'Significant Interest'** 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 or other securities in the Club which confer in aggregate on the holder(s) thereof ten (10) per cent or more of the total voting rights exercisable in respect of the shares 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'.

**'Specified Role'** means any role which, pursuant to the Youth Development Rules, requires the person fulfilling that role to hold an up to date UEFA B or UEFA A Licence (or equivalents or replacements to those qualifications) as a minimum.

**'Squad List'** means the list of Players eligible to participate in League Matches during a Season, in accordance with the provisions of Regulation 44.9.

**'Staff'** means any employee of the Club, individual engaged by the Club or volunteer of the Club 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);

**'Standard Loan'** means any loan of a Contract Player completed in accordance with the provisions of Regulation 56.

**'Subsidiary Undertaking'** has the meaning set out in Section 1162 of the 2006 Act.

**'Summer Transfer Window'** shall mean the period in between two Seasons during which Clubs shall be permitted to register Players, as more particularly described in Regulations 43.1 and 43.2.

**'Temporary Loan Transfer'** means a Standard Loan or International Loan, but excludes any Emergency Goalkeeper Loan completed in accordance with Regulation 58.

**'Time to Pay Agreement'** means an agreement in writing between the Club and HMRC in relation to the repayment of arrears to HMRC in respect of any Covid PAYE Liability.

**'Transfer Fee'** means any sum of money or other consideration (exclusive of VAT) payable by a Transferee Club upon the permanent transfer of the registration of a Contract Player.

**'Transferee Club'** 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 Loan Transfer or Emergency Goalkeeper Loan) or which, in the case of an Under 24 Player, effects registration of that Under 24 Player with that Club (or club) pursuant to Regulation 68.

**'Transferor Club'** 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 Loan Transfer or Emergency Goalkeeper Loan) or which, in the case of an Under 24 Player, holds his registration under the provisions of Regulation 68.3.

**'Transfer Window'** means the Summer Transfer Window and/or the Winter Transfer Window.

**'Trialist'** means a player playing in age groups Under 9 to Under 21 who is attending an Academy on trial under the provisions of Rule 252 of the Youth Development Rules.

**'Tripartite Agreement'** means any agreement between The Football Association Limited and The Premier League and The League relating inter alia to the formation of The Premier League.

**'Under 21 Player'** means a Player under the age of 21 as at the 1 January in the year in which the Season concerned commences (e.g. for Season 2022/23, born on or after 1 January 2001).

**'Under 24 Player'** means a Player who is not an Over 24 Player (e.g. for Season 2023/24 an Under 24 Player is someone born after 30 June 2001).

**'VAT'** means value added tax in accordance with the Value Added Tax Act 1994, or any equivalent tax, chargeable in the UK from time to time.

**'Winter Transfer Window'** shall mean the period in each Season during which Clubs shall be permitted to register Players, as more particularly described in Regulation 43.3.

**'Youth Development Rules'** means those Rules made in accordance with the provisions of Regulation 62.

1.2 Where in these Regulations:

1.2.1 reference is made to a document being signed by a specified Person that document may be signed either by:

- (a) that person actually signing the document in question; or
- (b) by using electronic software designed for that purpose.

For the avoidance of doubt, the signature by someone else on behalf of the specified Person, or the application of that Person's signature by electronic means by another person, is prohibited. Nothing in this Regulation shall restrict the ability of a Club to submit any signed document by electronic transmission where this is permitted in these Regulations.

1.2.2 any rights of, the exercise of any discretion and/or any powers of The League, reference is made to the rights, discretion and/or powers will be exercisable by such members of the Executive as are appropriate having regard to the nature of the matter to be considered (unless otherwise stipulated as being exercisable by the Board) and decisions of the Executive and/or Board shall be treated as decisions of The League. Nothing in this Regulation shall be deemed to prohibit or otherwise fetter the ability of the Board to delegate its powers, including to the Executive; and

1.2.4 where a Regulation refers to a Director being entitled to represent that Member Club or being required to sign a particular document on behalf of that Member Club, such reference shall not include a shadow director.

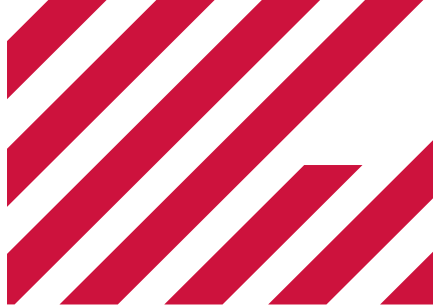
1.3 Wherever in these Regulations the computation of time is involved, Sunday is to be reckoned as a day save in respect of the definition of and use of the defined term 'Normal Working Day'.

1.4 These Regulations shall be published on The League's website.

1.5 Any existing reference to a statute or Laws of the Game in these Regulations shall be deemed automatically updated, with no requirement for Member Club approval, to amend the Regulations to include any amendments, deletions or additions to such relevant statutes or Laws of the Game from time to time.

## 2 Alterations to these Regulations

2.1 No alteration, deletion or addition shall be made in or to these Regulations except in the manner provided in Article 13.



## SECTION 2 MEMBERSHIP

### 3 The League

- 3.1 Membership of The League shall constitute an agreement between The League and each Club to be bound by and comply with:
- 3.1.1 these Regulations and the Articles of Association;
  - 3.1.2 the Football Association Rules;
  - 3.1.3 the Laws of the Game;
  - 3.1.4 the Rules and Regulations of any body of which The League is a member;
  - 3.1.5 the terms of the Tripartite Agreement insofar as such terms apply to the members of The League for that Season;
  - 3.1.6 the terms of any agreement entered into by The League;
  - 3.1.7 the terms of any Cup or other competitions conducted or controlled by The League; and
  - 3.1.8 each of the aforesaid as altered, revoked or added to from time to time.
- 3.2 Further, for the avoidance of doubt, every Club, by becoming and remaining a member of The League, agrees to compete in the League Competition, the EFL Cup, The Football Association Challenge Cup and all other competitions conducted or controlled by The League and in which it is eligible to compete.
- 3.3 Such agreement to have effect from the date of the Club's admission to The League and terminate upon such Club ceasing to be a member (but without prejudice to any rights or claims which may have arisen or arise in respect of acts or omissions prior to such date).
- 3.4 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. Further, each Club shall deliver to the League a copy of the Club Charter signed by the appropriate Director for and on behalf of the Club. The League shall be entitled to publish the Club Charter.
- 3.5 No Club, either by itself, its servants or agents, shall by any means whatsoever unfairly criticise, disparage, belittle or discredit any other Club or The League or in either case any of its directors, officers, employees or agents.
- 3.6 Without prejudice to The League's powers of inquiry under Section 8, 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).
- 3.7 A Club shall not, without The League'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.

### 4 Resignation from or Expulsion of Membership

- 4.1 A Club may only resign from membership of The League at the end of a Season. Any Club wishing to resign from membership of The League otherwise than by reason of promotion to The Premier League or relegation to The National League shall give provisional notice of its intention to do so by 1 January in the year concerned and shall confirm its resignation by 1 April in that year.

- 4.2 Any Club which is in breach of Regulation 4.1 shall on demand indemnify The League against all losses, damages, liabilities, costs or expenses suffered or incurred by The League which result directly or indirectly from such breach including, but without prejudice to the generality of the foregoing, any loss of income or profits from any sponsorship or other commercial agreement or arrangement.
- 4.3 Subject to the provisions of the Articles of Association and these Regulations, The League may from time to time and upon such terms and conditions as it may think fit expel any member from The League provided always that no member may be expelled without the sanction of a special resolution passed at an Annual or Extraordinary General Meeting of The League.

## SECTION 3 THE LEAGUE

### 5 Divisional Structure of The League Competition

- 5.1 Not more than 72 Clubs shall compete in the League Competition. The Clubs from time to time in membership of The League shall be grouped into three divisions, to be known as The Championship, League One and League Two respectively or such other titles as may be determined by the Board in consultation with Clubs.
- 5.2 The Championship and League One shall, subject to the provisions of Regulation 12 (Cessation of Membership) each consist of 24 Clubs. League Two shall comprise the remainder of the Clubs then in membership of The League.

### 6 Competitions Organised by The League

- 6.1 The League shall conduct and in every respect control each Season football competitions, being both league and cup competitions, to be called the League Competition, the EFL Cup, and such other competitions as the Board may from time to time determine and at all times safeguard the interest of the Clubs. For the avoidance of doubt, such competitions may include small sided competitions, or such other competitions, being variants of association football, as the Board may from time to time determine.
- 6.2 All Clubs and the members from time to time of The Premier League shall take part in The EFL Cup. All Clubs that are eligible shall take part in such other competitions as the Board may from time to time determine each Season. Whenever requested by the Board all Clubs shall take part in any small sided games or other competitions organised by The League and shall observe the Rules of the relevant competition.
- 6.3 The control of all competitions that the Board may decide to promote shall be vested in the Board who shall in all ways act as the management committee of the competition and determine the rules of the competition.
- 6.4 All Clubs (and clubs) shall comply with the requirements of The League in respect of the sale of tickets to any match played under the auspices of The League. Failure to do so will constitute misconduct. Without prejudice to the generality of the foregoing, where in these Regulations or the relevant competition rules a Club is expressed as being entitled to a share of the proceeds of such match, that entitlement may be reduced to reflect any financial penalty imposed for a breach of this Regulation.
- 6.5 The Board shall have power to arrange Inter-League or other match or matches and to authorise or arrange or control additional competitions and/or matches in which Clubs take part as they in their discretion may deem expedient always subject to The Football Association Regulations for the Sanction and Control of Leagues and Competitions with the exception of Football Association and County Football Association Competitions. For any of the purposes aforesaid they may select such of the grounds and Registered Players of the Clubs upon such terms and conditions as they may think fit. Any Club or Registered Player failing to comply with the directions of the Board under this Regulation shall be guilty of misconduct.

### 7 Application for and Relegation from Membership

- 7.1 Any club that wishes to be promoted from The National League to The League at the end of a Season, (whether by way of automatic promotion or by way of any approved play-off competition approved in accordance with Regulation 10.1.4) (an 'Applicant Club') must, by the 30 November in that Season, have lodged with The League such documentation and other evidence as may be required to satisfy The League that it:
- 7.1.1 will by 1 March in that Season (subject to any dispensations granted by the National League which the League also considers, acting reasonably, appropriate in all of the circumstances) comply with the Qualification Criteria (and where any dispensation has been so granted, the Club will still be required to demonstrate that it can meet the remainder of the requirements of this Regulation by the dates set out herein). The date of 1 March shall be extended to

- 31 March for any Applicant Club which is in its first Season in the National League National division;
- 7.1.2 will by 1 July prior to its first Season as a Member Club comply with the requirements of Appendix 1, Parts 2 and 3;
- 7.1.3 will by 30 April in its first Season as a Member Club comply with the Admission Criteria;
- 7.1.4 will by 30 April in its third Season as a Member Club comply with the Membership Criteria; and
- 7.1.5 will with effect from the date of acceptance as a Member Club, comply with Regulation 13 (with the proviso of security of tenure of not less than 10 full Seasons following promotion) and Regulation 15 (no Artificial Surface),
- in accordance with these Regulations (as applicable as at the date of the application).
- 7.2 Applicant Clubs will be required to confirm that they agree to be bound by any provisions of these Regulations relating to:
- 7.2.1 the process for making an application;
- 7.2.2 the definitions of Qualification Criteria, Admission Criteria and Membership Criteria;
- 7.2.3 the provisions of Section 9, Arbitration (in relation to any challenge to any decision of The League in respect of the application); and
- 7.2.4 any other provisions of these Regulations as are applicable to the issue of promotion and relegation between the National League and The League,
- each as applicable as at the date of application.
- 7.3 The League shall, no later than 1 March following receipt of the application, provide to each Applicant Club confirmation in writing as to whether the Applicant Club meets the criteria for promotion as set out in this Regulation 7 or not.
- 7.4 Provision of confirmation that an Applicant Club meets the criteria for promotion is without prejudice to the rights of the Board to refuse to register a transfer of membership pursuant to and in accordance with Article 6.1 of the Articles of Association of The League.
- 7.5 Submitting an application in accordance with this Regulation 7 constitutes an agreement in writing between the Applicant Club and The League (for the purposes of section 5 of the Arbitration Act) to submit any dispute relating to a determination by The League that the Applicant Club does not meet the criteria for promotion as set out in this Regulation 7 to final and binding arbitration in accordance with the provisions of the Arbitration Act, as a Board Dispute, in accordance with the provisions of Section 9 of these Regulations, subject to the following modifications:
- 7.5.1 the time limit for service of the Notice of Arbitration is within seven days of the date of issue of The League's decision;
- 7.5.2 the time limits set out in Regulation 99.2 and 99.3 (Appointing the Arbitrators) shall in each case be reduced from 14 days to two Normal Working Days; and
- 7.5.3 the parties shall each use their best endeavours to ensure that the arbitration is concluded no later than the conclusion of the final round of fixtures in the National League competition in that Season.
- 7.6 Decisions of The League (or League Arbitration Panel, if applicable) in any one Season shall relate only to the application made in that Season, and not bind The League (or any League Arbitration Panel) in any future Season.
- 7.7 At the end of each Season the Clubs occupying the bottom two places of League Two shall, in accordance with the Articles of Association and these Regulations, cease to be members of The League and join the National League, save as otherwise provided in Regulations 10 and 12.

- 7.8 At the end of each Season the Clubs occupying the bottom three places in The Premier League shall, in accordance with The Premier League's Articles of Association, Rules and Regulations, be admitted to membership of The League in accordance with the provisions of the Articles of Association and these Regulations. The two Clubs which finish in the highest positions in The Championship of the League Competition, together with the Club winning The Championship Play-Off of the League Competition in accordance with Regulation 10, in accordance with the provisions of the Articles of Association and these Regulations cease to be members of The League and join The Premier League.

#### Guidance

*In relation to Regulation 7.1 Application for Membership to the League will be made via an online survey. All information relevant to the criteria of the ground is to be submitted as part of the application. This includes information relating to the qualification, admission and membership criteria. A separate request to supply financial information will be made at a later date.*

### **8 Divisional Criteria**

- 8.1 The Clubs have adopted the membership criteria and the timescales for both existing Clubs and those who become members of The League in the future, as set out in Appendix 1 ('Criteria'), subject to any dispensations granted by the Board.
- 8.2 A Club which does not satisfy the appropriate Criteria set out in Part 1 (capacity and seating) by the due date may be expelled from membership of The League. The Board will convene a general meeting within 60 days of the due date and will propose an ordinary resolution for the expulsion of that Club. If the resolution is passed the Club shall cease to be a member of The League on the date specified in the resolution. In either passing or not passing the resolution the Clubs may impose conditions on such Club for continued membership of The League.
- 8.3 Subject to any dispensations granted by the Board, a Club which does not satisfy the appropriate criteria set out in Part 2 (floodlighting) shall, until such time as the Club is able to satisfy the requirements, have such amounts as the Board shall determine (in its absolute discretion) withheld from that Club's central distributions from the Pool Account until such time as the Club can meet the requirement.
- 8.4 A Club which does not comply with the appropriate criteria set out in Part 3 (Club and Stadium Facilities) of Appendix 1 shall be guilty of misconduct, subject to the provisions of Regulation 8.5 and any dispensations granted by the Board.
- 8.5 A Club admitted to The League under Regulation 10.1.13 (Promotion and Relegation between League Two and The National League), notwithstanding the dates set out in the relevant Regulations, shall have until the 30 April following admittance as a Member to comply with the requirements set out in Appendix 1, Part 3, Paragraph 19 (Dressing Rooms); (or demonstrate to The League's satisfaction that it has the ability to comply by the 1 July following the end of that Season).
- 8.6 A Club admitted to The League under Regulation 10.1.13 (Promotion and Relegation between League Two and The National League) which fails by the 30 April following admittance as a Member to comply with the Admission Criteria (and is unable to demonstrate to The League's satisfaction that it has the ability to comply by the 1 July) set out in Appendix 1 shall automatically forfeit all points earned by that date such that they shall be automatically relegated to The National League at the conclusion of that Season in accordance with Regulation 7.7.
- ### **9 Method of Determining League Positions**
- 9.1 At the end of each Season the Club in each Division scoring the highest number of points shall be declared the Champion Club of that Division. Three points shall be awarded for each League Match won. One point will be awarded to each Club for a drawn match. If two or more Clubs have scored the same number of points their position in the Division 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 highest goal difference. 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.

9.2 If two or more Clubs have the same number of points, goal difference and goals scored the highest placed Club shall be determined by the respective League records against each other, taking into account in order of precedence, points gained, goal difference and goals scored.

9.3 If the above procedures do not separate the Clubs then the highest placed Club shall be determined by reference to the following criteria, in the order prescribed:

9.3.1 number of wins;

9.3.2 goals scored in away games; or

9.3.3 in accordance with the provisions of Regulation 9.4.

9.4 Where two or more Clubs are tied after the procedures set out in Regulations 9.1 to 9.3 inclusive then the highest placed Club shall be the Club which has accumulated the lowest total number of penalty points (as determined in accordance with Regulations 9.5 and 9.6) following the completion of 42 League Matches in the relevant Season.

9.5 Each cautionable or sending-off offence committed by a Club's Players in each League Match during a playing season will incur that Club a set number of penalty points in accordance with the following table:

OFFENCE	PENALTY POINTS INCURRED
Any cautionable offence	4 penalty points
Denying the opposing team a goal or an obvious goal-scoring opportunity by deliberately handling the ball	10 penalty points
Denying a goal or an obvious goal-scoring opportunity to an opponent whose overall movement is towards the offender's goal by an offence punishable by a free kick	10 penalty points
Serious foul play	12 penalty points
Spitting at an opponent or any other person	12 penalty points
Violent conduct	12 penalty points
Using offensive, insulting or abusive language and/or gestures	12 penalty points
Receiving a second caution in the same Match	10 penalty points

9.6 Where any sending-off offence is subject to a successful claim for wrongful dismissal in accordance with the Disciplinary Regulations of the Football Association, any penalty points that the sending-off offence would otherwise have incurred shall be disregarded for the purposes of calculating a Club's cumulative total of penalty points in accordance with this Regulation.

9.7 Where two or more Clubs are still tied after the procedures set out in Regulations 9.1 to 9.6 inclusive, then the highest placed Club shall be the Club which has accumulated the lowest number of sending off offences which attract 12 penalty points in accordance with the table set out in Regulation 9.5 (subject always to Regulation 9.6).

9.8 If the above procedures do not separate the Clubs, then the Clubs concerned shall play off a deciding League Match or Matches under arrangements determined by the League. The net gate money, after deducting the usual match expenses and Venue Costs (as defined below) shall be equally divided between the two competing Clubs. The League shall be responsible for the financial arrangements made with the venue staging the match (and any such costs shall be the 'Venue Costs').

### Guidance

*Play-off matches as detailed above only take place in practice when directly involving automatic promotion or relegation places. Those involving home or away advantage in the Play-off Semi Finals may be resolved by alternate methods which are mutually agreed.*

9.9 These provisions shall determine the ranking of Clubs in their respective Divisions.

## **10 Promotion, Relegation and Play-Offs**

10.1 The following provisions shall have effect in relation to the admission of new members of The League and promotion, relegation and retirement:

10.1.1 Promotion and relegation between The Premier League and The Championship

(a) At the end of each Season, The League shall accept into membership the three clubs finishing in the lowest three places in The Premier League, in accordance with the Articles of Association, rules and regulations of The Premier League.

(b) At the end of each Season, the two Clubs finishing in the highest positions in The Championship of the League Competition shall be promoted to The Premier League in accordance with the Articles of Association, rules and regulations of The Premier League. The four next highest Clubs in The Championship shall take part in a Play-Off Competition. The winner of the Play-Off Competition shall also be promoted to The Premier League upon the same terms.

(c) The number of Clubs to be promoted and relegated between The Premier League and The Championship shall be determined by agreement between The Premier League and The Championship.

(d) The two Clubs finishing in the highest positions in The Championship and the winner of The Championship Play-Off Competition shall no later than the 31 May in that Season pay to The League the sum of £165,334 by way of contribution towards the cost of The League making Parachute Payments available to the Clubs relegated from The Championship and League One in any one Season in accordance with Article 42.

(e) For the avoidance of doubt the sums payable under Regulation 10.1.1(d) shall be considered to be sums due to The League for the purposes of Article 47.1.1 and shall not be discharged by reason of the Club ceasing to be a Member of The League by virtue of promotion to The Premier League.

### Guidance

*The Play-Off Competition in the Championship consists of three games; two semi-finals (played over two legs), with the third placed team playing the sixth placed team and the fourth placed team playing the fifth placed team with the highest placed teams at home in the second leg unless otherwise agreed by the Board. The two winning semi-finalists shall meet in the Championship Play-Off final. The League will confirm all Play-Off fixtures dates.*

10.1.2 Promotion and Relegation between The Championship, League One and League Two

(a) At the end of each Season, the two Clubs finishing in the highest positions in League One and the three Clubs finishing in the highest positions in League Two shall be promoted to the next higher Division for the following Season. In addition, the four next highest Clubs in League One will take part in a Play-Off Competition and the four next highest Clubs in League Two will take part in a Play-Off Competition. The respective winners of the two Play-Off Competitions shall play in the next highest Division in the following Season.

- (b) At the end of each Season the three Clubs in The Championship finishing lowest and the four Clubs in League One finishing lowest shall be relegated to play in the next lower Division in the following Season.
- (c) If there are less than 20 Clubs in The Championship, the number of Clubs to be promoted and relegated between The Championship and League One, shall be determined by agreement between The Championship and League One.
- (d) The two Clubs finishing in the highest positions in League One and the winner of the League One Play-Off Competition shall no later than the 31 May in that Season pay to The League the sum of £21,333 by way of contribution towards the cost of The League making Parachute Payments available to the Clubs relegated from League One in any one Season in accordance with Article 42.
- (e) For the avoidance of doubt the sums payable under Regulation 10.1.2(d) shall be considered to be sums due to The League for the purposes of Article 47.1.1.

#### Guidance

*'The Play-Off Competition' in League One and League Two consists of five games; two semi-finals (played over two legs) and the final.*

*League One – third placed team playing the sixth placed team and the fourth placed team playing fifth placed team;*

*League Two – fourth placed team playing the seventh placed team and the fifth placed team playing sixth placed team;*

*The highest placed teams in both Leagues will be at home in the second leg unless otherwise agreed by the Board.*

*The two winning semi-finalists shall meet in the Play-Off final. The League will confirm all Play-Off fixtures dates.*

#### 10.1.3 Promotion and Relegation between League Two and The National League

- (a) At the end of each Season the Champion club of The National League and The National League Runner Up (be that determined on the basis of National League position alone or by way of play off competition) shall be eligible to apply for promotion to The League, subject to:
  - (i) such clubs making application for membership of The League in accordance with Regulation 7 and receiving confirmation from The League (or, if applicable, the League Arbitration Panel) that the Club meets the criteria for promotion as set out in Regulations 7 and 8 and this Regulation 10;
  - (ii) The National League immediately accepting the retiring Clubs (pursuant to Regulation 7.7) as full members thereof; and
  - (iii) the format of the play-off competition (if any) operated by The National League having been approved by the Board in writing by the 30 June prior to the Season in which the play-off competition is to take place.
- (b) If any of the foregoing conditions are not met by one or both of the clubs eligible to apply for promotion, the number of Clubs required to retire from League Two may, in the Board's absolute discretion, be reduced accordingly and no other Clubs from The National League shall be eligible to join The League for the ensuing Season.

- (c) Any Club admitted as a Member of The League in accordance with this Regulation 10.1.3 shall have until the 30 April next following their admittance as a Member Club to ensure that the ground at which they play their home games complies with the Admission Criteria set out at Appendix 1.

#### 10.1.4 Conduct of Play-Off Matches

- (a) The Board shall determine and shall, from time to time, be entitled to vary the format, timing and venues of and all other rules and regulations relating to the Play-Off Competitions referred to above save as follows:
    - (i) For all matches the Home Club will send The League details of its match arrangements and admission prices on the form(s) required by The League;
    - (ii) The Home Club may not change its normal League admission charges without the written agreement of the Away Club. Any disagreement between the Clubs shall be determined by The League;
    - (iii) In all Play-Off matches the expenses of the match shall include travelling and/or hotel expenses of Players and Officials of the Away Club. Such expenses shall be limited to those incurred for a party not exceeding twenty four in number. The Away Club shall be entitled to claim standard class railway fares and hotel expenses (at the rate and as determined by The League from time to time, per person per night or a maximum where there is no overnight stay) if incurred. Motor coach hire may be claimed in lieu of railway fares;
    - (iv) In all Play-Off matches 50% of the net gate receipts shall be paid into the Pool Account referred to in Article 35 of the Articles of Association;
    - (v) In all play-off matches apart from the final play-off matches the remaining 50% of the net gate receipts shall also be aggregated, Division by Division, and each Division's aggregated monies shall be shared equally amongst the four Clubs taking part in that Division's play-off matches. Absent any agreement in accordance with Regulation 10.1.5(a)(i), in the final play-off matches the remaining 50% of the net gate receipts shall be divided equally between the two Clubs taking part in each final play-off match;
- #### 10.1.5 The two Clubs participating in a final Play-Off match:
- (a) can agree to adjust the distribution of net gate receipts so as to allocate up to and including 100% of those net gate receipts available to the two Clubs to the losing Club, provided that:
    - (i) any such agreement must be evidenced in writing; and
    - (ii) lodged with The League no later than 5pm on the last Normal Working Day prior to the day of the final play-off match.
  - (b) may not make or receive any payment or other benefit (directly or indirectly) to the other Club in relation to the result of the final play-off match.

- 11 Retirement, Cessation of Membership and Admission of New Clubs**
- 11.1 Clubs retiring from The League pursuant to Regulations 10.1.1 and 10.1.3 shall retire with effect from the end of the relevant Season, whereupon new Clubs taking their places shall be admitted and be deemed to have been formally elected as members of The League. With effect from such time any new Club shall become entitled to receive a transfer of and to exercise the rights attaching to such share in The League held by the retiring Club as the Board shall direct and each of the retiring Clubs shall procure that, with effect from such date and until the respective transferee Club has been registered as the holder of its share in the Register of Members of The League, the rights attaching thereto shall be exercised in such manner as such transferee Club shall direct.
- 11.2 **Cessation of membership.** Following any Club's cessation of membership of The League for any reason (including, without limitation, pursuant to Article 4 of the Articles of Association, Regulation 4.3, or by way of relegation or expulsion for disciplinary or other reasons) (but for the avoidance of doubt other than through promotion or relegation pursuant to Regulation 10):
- 11.2.1 during any Normal Playing Season:
- (a) its playing record shall be expunged;
  - (b) the number of relegation places from the Division in which it participated for that Season shall be reduced by:
    - (i) the number of Clubs that have ceased to be members in that Division, and
    - (ii) the number of Clubs that have ceased to be members in any higher Division (if any); and
  - (c) the principles of Regulation 11.2.1(b) shall apply in each of the Divisions below that Division.
- 11.2.2 during the period between the end of the Normal Playing Season and the conclusion of the last Play-Off Match for that Season:
- (a) its playing record shall not be expunged;
  - (b) the number of relegation places from the Division in which it participated for that Season shall be reduced by:
    - (i) the number of Clubs that have ceased to be members in that Division, and
    - (ii) the number of Clubs that have ceased to be members in any higher Division (if any); and
  - (c) the principles of Regulation 11.2.2(b) shall apply in each of the Divisions below that Division.
- 11.2.3 during the period between the conclusion of the last Play-Off Match and the start of the following Season:
- (a) its playing record for the immediately preceding Season shall not be expunged;
  - (b) the Division in which it would have played in the next following Season shall operate with a reduced number of Clubs; and
  - (c) the number of relegation places from the Division in which the Club would have played in the following Season but for its cessation of membership shall be reduced by:
    - (i) the number of Clubs that have ceased to be members in that Division, and
    - (ii) the number of Clubs ceasing to be members in any higher Division (if any); and

- (d) the principles of Regulation 11.2.2(b) shall apply in each of the Divisions below that Division.

- 11.3 Where the number of Clubs ceasing to be members is three or more, the number of Clubs will still reduce below 72 even after the application of Regulation 11.2. If that scenario occurs the Board shall be empowered to admit further clubs as new members up to a maximum number of 72 Clubs. Such new members shall only be admitted prior to the beginning of a Season, and shall play in League Two in their first Season.

**Guidance**

*Clubs have determined that movement of Clubs between divisions should be based on sporting merit, and on that basis the EFL would not normally issue open invitations to any club to apply for membership of the EFL, and would instead seek to admit new members via over-promotion from the National League. However, the Board reserves the right to do so should it determine that is appropriate having regards to all of the circumstances.*

- 11.4 Where any reduction in the number of Clubs results in the Championship and/or League One consisting of less than 24 Clubs in any following Season(s) then unless Regulation 10.1.2(c) applies, the Board shall be empowered to determine in its absolute discretion the process(es) by which those Divisions should return to having 24 Clubs, and the time period for such process(es).

**Guidance**

*Clubs have determined that movement of Clubs between divisions should be based on sporting merit. The principle of reprieving from relegation has already been determined, and is set out in Regulation 11.2. However, circumstances may arise whereby that process alone is insufficient to implement the provisions of Regulation 5.2, i.e. the Championship or League One should have 24 Clubs (albeit it would take the loss of four clubs from Championship / five from League One for this situation to arise). If that situation occurs, the Board would look at promotion of additional Clubs as well. Precisely which Clubs to be promoted cannot be determined in advance as much will depend on timing of expulsion. For example, where it becomes clear during the Normal Playing Season that this situation will arise, the number of automatic promotion places can be increased for that Season, with an appropriate adjustment made for play-off qualification. If it occurs later than that, the Board would need to consider a number of factors including the format of the play-off semi-finals, final league position and progress in any play-off matches up until that point, all with a view to ensuring that any play-off final does not become a 'non-event'. The process may take more than one Season and the board will consult with Clubs as part of any such process.*

- 11.5 **Admission of new Clubs.** For so long as the number of Clubs in The League shall be 72 or more no new club shall be admitted as a member of The League to replace a Club ceasing to be a member.

- 11.6 In the event of the number of Clubs falling to below 72:

11.6.1 as a result of Club(s) cessation of membership pursuant to Regulation 11.2, Regulation 11.3 shall apply; or

11.6.2 as a result of the operation of Premier League Rule C.15:

- (a) the number of relegation places from the Championship shall be reduced by such number as is necessary to restore the Championship to 24 Clubs;
- (b) the principles of Regulation 11.6.2(a) shall apply in League One;
- (c) the number of relegation places from League Two shall not (unless the Board determines otherwise in its absolute discretion) be reduced and the Board may on such terms and conditions as it may think fit, admit any Association Football club as a member(s) to League 2 to restore the number of Clubs in the League to 72.

Guidance

*Regulation 11.2 will only apply where it is an EFL Club that loses membership, so a specific provision is also required should any Premier League Club(s) lose membership of that competition, as the PL will also then relieve from relegation under its rule C.15, but three Clubs would still be promoted from the Championship. Regulation 11.6.2 will operate to restore the Championship and League One to 24 Clubs. However it may be the case that under FA Rules the EFL could be asked to accommodate any former Premier League Club(s) in League Two. In those circumstances one or more League Two Clubs may still need to be relegated if we are to create a vacancy, as there would be no opportunity to otherwise increase membership above 72.*

**12 Sporting Sanctions****Introduction**

The following Regulation provides for how sporting sanctions will be applied to a Club when the Club, or any Group Undertaking, becomes subject to or suffers an Insolvency Event, and also makes provision for an appeals mechanism, but only on the grounds of 'Force Majeure'. The purpose of the Regulation is to provide a strong deterrent against conduct that creates a risk of an Insolvency Event (because of the significant harm that such events cause to The League, the League Competition, all Member Clubs, the Club itself and wider stakeholders in the local community) and to redress the competitive advantage that a Club obtains by fielding players that it cannot afford over other Clubs that live within their means. The Regulation is to be interpreted and applied in a manner that furthers this purpose.

- 12.1 Any Club shall promptly notify the League once it becomes aware that the Club is in receipt of formal notice that, or it is itself otherwise considering, taking or suffering any Insolvency Event. The Club and any proposed Officeholder in any potential Insolvency Event shall be required to meet with the League at such place and time as the League requires.

Guidance

*The purpose of meeting is to help understand the reasons for the potential insolvency event, understand potential funding requirements, likely period of Insolvency Event, creditor position and potential exit strategies. That information is necessary to help enable the Board to properly consider whether it is appropriate to suspend any Notice of Withdrawal of Membership, in accordance with the terms of the EFL's Insolvency Policy (as updated from time to time).*

- 12.2 If any Club becomes subject to or suffers an Insolvency Event, that Club shall be deducted 12 points either scored or to be scored in the League Competition (as determined in accordance with Regulations 12.4 – 12.9).

- 12.3 If a Group Undertaking of a Club becomes subject to or suffers an Insolvency Event, the Board shall have the power to impose upon the Club a deduction of 12 points either scored or to be scored in the League Competition (as determined in accordance with Regulations 12.4 – 12.9). In exercising this power the Board shall have regard to all the circumstances of the case and to:

- 12.3.1 such of the provisions of the Insolvency Act, the Competition Act 1998 and the Enterprise Act 2002 as are relevant and then in force;
- 12.3.2 the need to protect the integrity and continuity of the League Competition;
- 12.3.3 the reputation of The League and the need to promote the game of association football generally; and
- 12.3.4 the relationship between the Club and the Group Undertaking.

- 12.4 Subject to the provisions of Regulation 12.5 below, where the Club becomes subject to or suffers an Insolvency Event, or the Board impose a deduction in accordance with Regulation 12.3:

- 12.4.1 during the Normal Playing Season but prior to 5.00pm on the fourth Thursday in March, the points deduction shall apply immediately;

- 12.4.2 during the Normal Playing Season but after 5.00pm on the fourth Thursday in March, Regulation 12.5 shall apply; and

- 12.4.3 outside the Normal Playing Season, the points deduction shall apply in respect of the following Season such that the Club starts that Season on minus 12 points (including in the National League if appropriate).

- 12.5 Where the circumstances set out in Regulation 12.4.2 apply and at the end of that Season, having regard to the number of championship points awarded (ignoring any potential deduction):

- 12.5.1 the Club would be relegated in accordance with Regulation 10.1.2(b) or 7.7, the points deduction will apply in the next following Season (including in the National League if appropriate); or

- 12.5.2 the Club would not be relegated as aforesaid, the points deduction will apply in that Season and Regulation 10.1.2(b) or 7.7 will then apply (if appropriate) following imposition of the points deduction.

- 12.6 For the avoidance of doubt, where a Club and/or Group Undertaking is subject to more than one of the procedures in Regulation 12.1 above during a process of compromising creditors (for example Administration followed by a Company Voluntary Arrangement), the Club shall only be deducted one set of 12 points, such deduction to apply with effect from the first Insolvency Event.

- 12.7 If:

- 12.7.1 any club relegated to The League from The Premier League (in accordance with the rules of The Premier League) (a 'Relegated Club') whilst it was a member of The Premier League became subject to or suffered an Insolvency Event at any time following the end of the season (as defined in the rules of The Premier League) but before the Relegated Club becomes a member of The League, then that Relegated Club, upon being accepted as a member of The League in accordance with Regulations 7.8 and 10.1 shall suffer a deduction of 12 points in the League Competition, such points deduction to apply in respect of the following Season such that the Club starts that Season in The Championship on minus 12 points;

- 12.7.2 any Group Undertaking of a Relegated Club, whilst the Relegated Club was a member of The Premier League, became subject to or suffered an Insolvency Event at any time following the end of the season (season being as defined in the rules of The Premier League) but before the Relegated Club becomes a member of The League, then the Board shall have the power to impose upon that Relegated Club, upon being accepted as a member of The League in accordance with Regulations 7.8 and 10.1, a deduction of 12 points in the League Competition. In exercising this power the Board shall have regard to all the circumstances of the case and the matters set out in Regulation 12.3. Where the Board impose a deduction in accordance with this Regulation, the Relegated Club shall suffer a deduction of 12 points in the League Competition, such points deduction to apply in respect of the following Season such that the Club starts that Season in The Championship on minus 12 points.

- 12.8 If:

- 12.8.1 any club promoted to The League from the National League (in accordance with the rules of the National League and these Regulations) (a 'Former NL Club') became subject to or suffered an Insolvency Event whilst it was a member of the National League and the circumstances set out in rule 14A.2.3 of the rules of the National League apply then that Former NL Club, on becoming a Club, shall suffer a deduction of 12 points in respect of that Club's first Season in The League such that the Club starts the Season in League Two on minus 12 points;

- 12.8.2 any Group Undertaking of a Former NL Club, whilst the Former NL Club was a member of The National League, became subject to or suffered an Insolvency Event whilst it was a member of the National League and the circumstances set out in rule 14A.2.3 of the rules of the National League apply, but before



the Former NL Club becomes a member of The League, then the Board shall have the power to impose upon that Former NL Club, upon being accepted as a member of The League in accordance with Regulations 7.8 and 10.1, a deduction of 12 points scored or to be scored in the League Competition. In exercising this power the Board shall have regard to all the circumstances of the case and the matters set out in Regulation 12.3. Where the Board imposes a deduction in accordance with this Regulation, the Former NL Club shall suffer a deduction of 12 points in the League Competition in respect of that Club's first Season in The League such that the Club starts the Season in League Two on minus 12 points.

- 12.9 For the purpose of this Regulation 12:
- 12.9.1 where an Insolvency Event is taken or suffered other than on a Business Day (as defined by the Insolvency Rules 1986 as amended from time to time) then for the purposes of determining the timing of any points deduction only the Insolvency Event will be deemed to have occurred on the immediately preceding Business Day; and
- 12.9.2 if a Company Voluntary Arrangement is approved, then approval of that Company Voluntary Arrangement shall be deemed to have been given at the date of the first meeting of creditors called to consider that Company Voluntary Arrangement, and not the date of any adjourned meeting of creditors or the meeting of shareholders.
- 12.10 The League shall serve the Club with written notice of the points deduction (the '**Notice**'). Article 49 shall apply as to the timing of receipt of such Notice.
- 12.11 A Club may appeal:
- 12.11.1 against an automatic deduction of points imposed pursuant to Regulations 12.1, 12.7 or 12.8 (respectively) where a Club, Premier League club or National League Club suffers an Insolvency Event; and/or
- 12.11.2 against a points deduction imposed by the Board pursuant to Regulation 12.3 where a Group Undertaking suffers an Insolvency Event,
- (each a "**Sporting Sanction**") but only on the ground set out in Regulation 12.12 (a '**Sporting Sanctions Appeal**').
- 12.12 To prevail on a Sporting Sanction Appeal, the Club must prove to the satisfaction of a League Arbitration Panel, on the balance of probabilities, that:
- 12.12.1 the dominant and effective cause of the Insolvency Event was a loss of material Club Income; and
- 12.12.2 that loss of Club Income was caused by and resulted directly from a Force Majeure event; and
- 12.12.3 the Club and its Officials could not have avoided the Insolvency Event by cutting costs or other measures within their control.
- 12.13 For purposes of Regulation 12.12:
- 12.13.1 '**Club Income**' means income arising from the Club's trading activities, such as gate receipts and other match-day income, amounts receivable from other Clubs (e.g., pursuant to contracts for the sale of player registrations), amounts receivable pursuant to sponsorship agreements or other commercial contracts, and amounts that The League had previously said would be receivable from the Pool Account. '**Club Income**' does not include:
- (a) any income not received due to the non-renewal upon expiry of a sponsorship agreement or other commercial contract; or
- (b) any income received either directly or indirectly (including but not limited to income by way of sponsorship agreement or other commercial contract) from an Associated Party of the Person who has Control of the Club; or

- (c) funding committed or expected to be committed to the Club by any Person who has Control of the Club (whether by way of injections of capital, loans, donations, gifts, or otherwise);

- 12.13.2 a '**Force Majeure event**' means an event that:
- (a) is not a normal business risk;
- (b) is not foreseeable;
- (c) is not something over which the Club and/or Group Undertaking (as applicable) could reasonably be expected to have any control; and
- (d) could not have been avoided by its Officials acting with due diligence.

12.14 Any Sporting Sanctions Appeal must be in writing and be received by The League at its registered office no later than ten Normal Working Days after The League serves the Notice. Instead of a Notice of Arbitration, the Sporting Sanctions Appeal must contain a statement setting out all of the facts on which the appeal is based and must be accompanied by copies of any lay or expert witness evidence and/or documentation upon which the Club wishes to rely in support of the appeal.

12.15 The Club must also lodge with The League, at the same time as the Sporting Sanctions Appeal, a deposit of:

12.15.1 £50,000 for a Club in the Championship division;

12.15.2 £20,000 for a Club League One; and

12.15.3 £10,000 for a Club League Two,

in respect of the costs of the appeal.

#### Guidance

*Where the Club has an immediate cash shortfall meaning that it is unable to pay the deposit, the administrators may apply to The League to deduct the deposit from the Club's Basic Award as a cost of the administration.*

12.16 Upon receipt of the Sporting Sanctions Appeal The League shall:

12.16.1 refer the matter to the League Arbitration Panel in accordance with the provisions of Section 9 of these Regulations, supplemented by the provisions of this Regulation 12, and in the event of any conflict between Section 9 and this Regulation, this Regulation shall prevail; and

12.16.2 if so advised, instruct a firm of independent accountants to carry out a review of the activities of the Club and/or any Group Undertaking for the purposes of preparing an independent report into the circumstances surrounding and leading up to the relevant Insolvency Event. The Club shall meet the costs of preparation of that report in any event. The report shall be provided to the Club, the League Arbitration Panel and The League and the League Arbitration Panel shall take its contents into account in determining whether the Club met its burden under Regulation 12.12.

12.17 Unless otherwise agreed by the parties or so ordered by the League Arbitration Panel, the League Arbitration Panel shall hear any Sporting Sanctions Appeal within 21 days of the filing the appeal and shall issue its decision as soon as possible thereafter.

12.18 If (and only if) the Club meets its burden of proof under Regulation 12.12, the League Arbitration Panel shall have the power to:

12.18.1 confirm the deduction of 12 points; or

12.18.2 set aside the deduction of 12 points and substitute a deduction of such lower number of points as it shall deem appropriate; or

12.18.3 order that there shall be no sanction at all.

12.19 If the League Arbitration Panel decides that the Sporting Sanction Appeal had no real prospect of success, it shall have the power to increase the number of points deducted up to a maximum of 15 points.

- 12.20 Any costs incurred by The League in connection with the Sporting Sanction Appeal shall be met by the Club on an indemnity basis in any event and shall be considered as a sum due to The League for the purposes of Article 47.

## SECTION 4 CLUBS

### 13 Registration of Ground

- 13.1 The dimension of the field of play for all League organised matches shall be as follows:
- |                |        |              |
|----------------|--------|--------------|
| Maximum length | 120yds | (110 metres) |
| Minimum length | 110yds | (100 metres) |
| Maximum width  | 80yds  | (75 metres)  |
| Minimum width  | 70yds  | (64 metres)  |
- 13.2 Clubs must register their pitch dimensions with The League prior to the start of each Season. It will be misconduct on the part of a Club to alter its pitch dimensions during a Season without the prior written consent of The League, which consent will only be given in exceptional circumstances. The League may at any time require a Club to submit a report from a qualified independent source certifying the pitch dimensions.
- 13.3 Ground sharing will only be approved at the discretion of the Board. The Board will ordinarily withhold approval in circumstances where the proposed ground share arrangement would result in the Club sharing occupation of the playing surface with more than one other individual team from another sport (by way of example, a Club sharing with one Rugby League team will be acceptable, but a Club seeking to share with a Rugby Union team and a Rugby League team, or two Rugby Union teams, will not).
- 13.4 Except in cases where a Club seeks consent to enter into a ground-sharing agreement with another Club, it shall be a condition of any such consent that the ground-sharing agreement shall contain provision to ensure that:
- 13.4.1 the playing of any of the Club's first team matches will always take precedence over the activities of the other party to the agreement;
- 13.4.2 the Club shall have the ability to postpone other activities scheduled to take place on the pitch in the immediately preceding 48 hour period where in the opinion of the Club, acting reasonably, there is a risk that such activity may result in the subsequent postponement or abandonment of a match to be played under the auspices of The League; and
- 13.4.3 where a sport other than football will be played on the pitch the playing surface shall be a hybrid (i.e. Desso or equivalent) construction, the specification of which shall be subject to the prior approval of the League. For the avoidance of doubt, the requirements of this Regulation 13.4.3 will apply to all existing ground share agreements with effect from 1 July 2019.

#### Guidance

*Clubs must have primacy of fixture and show the ability to postpone any other activity on the pitch on 48 hours' notice.*

- 13.5 Each Club shall register its ground with The League and no Club shall remove to another ground (whether on a temporary or a permanent basis) without first obtaining the written consent of the Board, such consent not to be unreasonably withheld and the Board shall be entitled, if granting consent, to impose such conditions as it deems appropriate in all the circumstances.
- 13.6 In considering whether to give any consent to a permanent relocation, the Board shall have regard to all the circumstances of the case (including, but not limited to the factors set out in this Regulation 13.6) and shall not grant consent unless it is reasonably satisfied that such consent:
- 13.6.1 would be consistent with the objects of The League as set out in the Memorandum of Association;

- 13.6.2 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 ground;
- 13.6.3 would not to any material extent adversely affect such Club's Officials, players, supporters, shareholders, sponsors and others having an interest in its activities;
- 13.6.4 would not have a material adverse effect on visiting Clubs;
- 13.6.5 would not to any material extent adversely affect Clubs having their registered grounds in the immediate vicinity of the proposed location; and
- 13.6.6 would enhance the reputation of The League and promote the game of association football generally.
- 13.7 The Club must disclose, as soon as practicable, plans and details of any proposed future move to a new stadium.
- 13.8 Subject to any dispensations granted by the Board, a Club shall either own its ground or have a legally enforceable agreement with its ground's owner for its use by the Club, expiring not earlier than the end of the current Season.
- 13.9 Each Club shall, provide The League with full copies of such documentation as The League may reasonably require to demonstrate the Club's ability to play fixtures at its ground. By way of example, and without limitation, this may include copies of HM Land Registry entries, copy leases, any licence to occupy and any sub-leases or licence relating thereto. The League shall maintain a register of Clubs and the basis upon which that Club occupies its ground.
- 13.10 Without prejudice to the provisions of Regulation 13.5, a Club shall forthwith notify The League of any proposed change in its circumstances relating to the occupation of its ground. By way of example, and without limitation, a proposed change may include a sale of any freehold interest (with or without subsequent leaseback) or any surrender or variation of a lease or licence.
- Guidance**
- The Club must have a security of tenure lasting beyond the end of the current season, the League will request at the beginning of each season that each applicable club provide evidence (by way of a copy of a ground share agreement and lease) that they comply with these Regulations.*
- 13.11 Each Club must disclose to the League as soon as possible any proposed stadium relocation and any stadium relocation will be considered in accordance with the criteria set out in Regulation 13.6.
- 13.12 Each Club shall ensure, or shall procure, that its home ground is insured against damage or destruction by such insured risks as are required by the League from time to time with a reputable insurer (regulated under the Financial Services and Markets Act 2000) for the full cost of repairing, rebuilding and reinstating the ground (including all stands) and for these purposes this includes VAT, professional fees (for example architects, surveyors, engineers and solicitors) and any fees payable on any applications for planning permission or other permits or consents which may be required in relation to site preparation, repairing, rebuilding or reinstating the stadium. A Club shall provide The League with full copies of such documentation as The League may reasonably require regarding such insurance policy(ies). Any Club in default of this obligation may have such amounts as the Board shall determine withheld from the Club's central distributions from the Pool Account until such time as the insurance is in place.
- Guidance**
- Clubs are advised that the League considers the 'insured risks' it would expect to be automatically covered under any policy are: fire, lightning, explosion, impact, earthquake, storm, tempest, flood, bursting or overflowing of water tanks or pipes, damage to underground water, oil or gas pipes or electricity wires or cables, subsidence, ground slip, heave, riot, civil commotion, strikes, labour or political disturbances, malicious damage,*

*aircraft and aerial devices and articles dropped accidentally from them, but may also stipulate other risks against which Clubs may reasonably insure, for example, terrorism.*

#### 14 Covered Stadia

- 14.1 No League Match shall take place at any stadium covered or partially covered without the prior written consent of The League after full consultation with all Clubs.
- 14.2 Any Club proposing to cover or partially cover its stadium shall be required to submit outline plans and the copy of the planning application prior to such planning application being submitted to the appropriate statutory authority.

#### 15 Synthetic or Artificial Grass Surfaces

- 15.1 No League Matches shall be played on an Artificial Surface.
- 15.2 Where an Applicant Club (as defined in Regulation 71) has a pitch constructed from an Artificial Surface, that Club must ensure that the Artificial Surface is removed and will be replaced by a grass pitch prior to the date on which the Board considers the application for the transfer of membership from the relegated Club to the Applicant Club (as determined in accordance with the Articles of Association).

#### **Guidance**

*Any Club promoted from the National League must ensure that any Artificial Surface is removed and replaced by a grass pitch prior to their first game in the League – see Regulation 71.5.*

*The date on which the Board will consider the application for transfer of membership is likely to be the day prior to the AGM by which time a Club must have started the removal process.*

#### 16 Clubs' Financial Records

- 16.1 All Clubs shall keep their financial records in accordance with the provisions of these Regulations and The Football Association Rules. The League may arrange for an inspection of all such financial records.
- 16.2 Each Club shall submit a copy of its Annual Accounts (as defined in Regulation 16.3 below) to The League, but in any event:
- 16.2.1 by no later than 1 March following the end of the financial year to which those Annual Accounts relate (in the case of a Championship Club); or
- 16.2.2 by no later than the date on which the Club is required to file its accounts at Companies House (in case of League One and League Two Clubs).
- 16.3 Each Club shall: submit their Annual Accounts (and those of any Group of which it is a member) to the registrar of companies (appointed in accordance with section 1060 of the 2006 Act) in accordance with the time limits prescribed by the 2006 Act.
- 16.4 For the purposes of this Regulation 16, Annual Accounts means the annual accounts in respect of the Club's most recent financial year (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 auditor's report (if any) on those accounts.
- 16.5 If the Club considers it appropriate, or The League so requests, the Annual Accounts required to be submitted in accordance with Regulation 16.2 shall relate to the Group of which the Club is a member.
- 16.6 Where a Club relies on any statutory and/or regulatory exemptions such that the Annual Accounts are either abbreviated in nature or unaudited the Club shall within 14 days of any request provide to The League such additional information as The League deems appropriate. Any information request will ordinarily be limited to information that would be disclosed if the Club was required to prepare annual accounts under the provisions of Section 396 of the 2006 Act and The Large and Medium-sized Companies and Groups (Accounts and Reports) Regulations 2008 (as may be amended or replaced from time to time) other than the requirement to have an audit report prepared.

- 16.7 Where:
- 16.7.1 a Club has failed to submit to The League the Annual Accounts as required by Regulation 16.2;
- 16.7.2 a Club has failed to submit to The League Annual Accounts for the Group where requested by The League in accordance with Regulation 16.5;
- 16.7.3 a Club has failed to submit to The League any additional information as required by Regulation 16.6, and/or
- 16.7.4 the Club has failed to submit the Annual Accounts to the registrar of companies in accordance with Regulation 16.3,
- the Club shall be guilty of misconduct. Further, The League shall have the powers set out in Regulation 16.8.
- 16.8 The powers referred to in Regulation 16.7 are:
- 16.8.1 to require the Club to provide such further information as The League shall determine and for such period as it shall determine; and
- 16.8.2 subject the Club to a registration embargo such that it shall not be permitted to register any Player with that Club without the prior written consent of The League until such time as the breach identified by Regulation 16.7 has been rectified in its entirety to The League's satisfaction.
- 16.9 The Annual Accounts for a Championship Club must, in addition to the requirements of Regulation 16.4:
- 16.9.1 be accompanied by an auditor's report and a Directors' report;
- 16.9.2 include separate disclosure within the balance sheet or notes to the Annual Accounts, or by way of supplementary information separately reported on by its auditor by way of procedures specified by The League, of the total sums payable and receivable in respect of Transfer Fees, Compensation Fees, Loan Fees and any subsequent payments which become due under the terms of any transfer; and
- 16.9.3 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 auditor by way of procedures specified by The League, of revenue in appropriate categories such as gate receipts, sponsorship and advertising, broadcasting rights, commercial income and other income.
- 16.10 If the Annual Accounts submitted pursuant to Regulation 16.2:
- 16.10.1 includes an auditor's report, and that auditor's report contains a qualified audit opinion; or
- 16.10.2 was not required to, and did not, include an auditor's report, and The League considers that the accounts would if audited contain a qualified audit opinion,
- the Club shall at The League's request submit such further documentary evidence as The League shall require (including but not limited to Future Financial Information). The League shall have the power (but not the obligation) to commission an external audit for purposes of assisting in its assessment under 16.10.2.

#### Interim Accounts – Championship Clubs only

- 16.11 If the Annual Accounts of a Championship Club (or, if applicable, the Group) submitted pursuant to Regulation 16.2 (and 16.5 as applicable) 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 League interim accounts covering the period commencing from its accounting reference date and ending on a date between the following 30 November and 1 March.

#### Guidance

*The obligation to file interim accounts is limited to Championship Clubs only.*

- 16.12 The interim accounts shall:
- 16.12.1 comprise a balance sheet, a profit and loss account, a cash flow statement and relevant explanatory notes;
- 16.12.2 be prepared in accordance with the accounting principles adopted in the preparation of the Championship Club's Annual Accounts;
- 16.12.3 be presented in a similar format to the Annual Accounts including as regards the matters set out in Regulation 16.9;
- 16.12.4 include in the profit and loss account and cashflow statement comparative figures for the same period in the preceding year;
- 16.12.5 include a balance sheet as of the end of the preceding financial year;
- 16.12.6 be approved in writing by the board of directors of the company to which they relate; and
- 16.12.7 be reviewed by the Club's auditor or audited in accordance with applicable regulatory requirements.
- 16.13 Regulation 16.10 shall apply to the interim accounts (with appropriate modification) if the auditor has issued anything other than an unqualified opinion without modification on them.
- 16.14 Each Club must by 7 April in each Season provide evidence to The League to confirm that, subject to Regulation 16.15.2:
- 16.14.1 it has satisfied all Transfer Fee, Compensation Fee, Loan Fee or subsequent payments which had by the 31 December (Relevant Date) become due under the terms of any transfer; and
- 16.14.2 it had as at the Relevant Date paid all sums due and payable to or in respect of an employee employed during the relevant calendar year (including national insurance contributions and income tax deducted under the 'pay as you earn' system).
- 16.15 For the purpose of Regulation 16.14:
- 16.15.1 'employee' means any of the following:
- (a) a Player;
  - (b) the Manager;
  - (c) the Official 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;
  - (d) the Official who shall hold a nationally recognised qualification as an accountant or auditor, or who has sufficient experience to demonstrate their competence as such, who shall be responsible for the Club's finances;
  - (e) the press or media officer (holding a nationally recognised qualification in journalism or who has sufficient experience to demonstrate their competence as a press or media officer);
  - (f) the Academy Manager (appointed in accordance with Youth Development Rule 59);
  - (g) the Team Doctor (appointed in accordance with Regulation 36.3);
  - (h) the Senior Therapist (appointed in accordance with Regulation 36.4); and
  - (i) the Club's safety officer;

- 16.15.2 an amount overdue as at the Relevant Date shall not be treated as such if by the following 31 March 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, the Premier League, UEFA or FIFA.

#### Future Financial Information

- 16.16 By 31 March (Championship Clubs) and 30 April (League One and League Two Clubs), in each Season, each Club shall submit to The League in respect of itself (or if the Club considers it appropriate or The League so requests in respect of the Group of which it is a member) future financial information ('**Future Financial Information**') comprising:

- 16.16.1 In respect of any Championship Club, 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 Regulation 16.11, 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. The projected profit and loss accounts, cash flow and balance sheets shall be prepared at a maximum of quarterly intervals;

#### Guidance

*Forecasts should ideally be prepared on a month by month basis. Whilst Clubs can submit quarterly forecasts, the EFL may require more detailed monthly forecast where it is unable to prepare an accurate assessment of cash requirements in any particular quarter.*

- 16.16.2 In respect of any League One or League Two Club:
- (a) projected cash flow and relevant explanatory notes commencing from its accounting reference date and expiring on the next accounting reference date after the end of the following Season. The projected cash flow shall be prepared at a maximum of quarterly intervals; and
  - (b) full details of any and all loans extended to the Club, to include as a minimum those matters listed in Football Association Rule I.1.6; and
  - (c) the projected share capital and net debt position prepared at a minimum of quarterly intervals. For the purposes of this Regulation, net debt is defined as cash in bank net of:
    - (i) bank overdrafts and loans;
    - (ii) other loan funding, whether provided by third parties or not;
    - (iii) redeemable preference shares;
    - (iv) deferred grant incentives; and
    - (v) any other amounts that could reasonably be construed as debt funding.

#### Guidance

*FA Rules already require Clubs to have documented all loans extended to the Club, and to retain copies thereof. The reporting under this regulation is intended to follow on from that obligation and provide the EFL with an accurate assessment of current / future liabilities as they may fall due.*

- 16.17 Any Club relegated into the National League at the end of a Season in accordance with the provisions of Regulation 7.7 shall continue to comply with the requirements of Regulation 16.16.2 and Regulation 17.10 for two Seasons following relegation.

#### Guidance

*The EFL has to determine whether it should grant parachute payments to Clubs relegated from the EFL. Further, those Clubs may also be in receipt of funding from the Professional*

*Game Youth Fund. Accordingly, it is imperative that the EFL continues to have visibility on the Club's financial position, to enable the EFL to determine whether it is appropriate to make a parachute payment, as well as enabling the EFL to apply relevant provisions in its Articles of Association and/or Regulations (for example deduction from pool account distributions in favour of Football Creditors). Where any relegated club is in default of the continuing reporting obligations the EFL reserves the right to suspend payments.*

- 16.18 The Future Financial Information shall:
- 16.18.1 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);
  - 16.18.2 be approved in writing by the board of directors of the company to which they relate;
  - 16.18.3 include in the explanatory notes thereto principal assumptions and risks; and
  - 16.18.4 include for comparison profit and loss accounts for the period covered by the Annual Accounts and interim accounts submitted pursuant to Regulations 16.2 and 16.11, a forecast for the current financial year and a balance sheet as at the date of the interim accounts submitted pursuant to Regulation 16.11.
- 16.19 Each Club relegated or promoted into the League shall by 30 June in the year of its promotion or relegation submit to The League:
- 16.19.1 copies of the documents and other information that it would have been required to submit to The League pursuant to Regulations 16.2, 16.11 and 16.14 in that calendar year had it then been a Club;
  - 16.19.2 Future Financial Information commencing from 1 August in the year of its promotion and expiring at the Club's next accounting reference date after the end of the following season; and
  - 16.19.3 any further documentary evidence required pursuant to Regulations 16.10 and 16.13.
- 16.20 The League shall have the powers set out in Regulation 16.21 if:
- 16.20.1 the Club has failed to submit to The League and or Registrar of Companies, annual accounts as required by Regulation 16.2 and 16.3; or
  - 16.20.2 the Club has failed to submit to The League interim accounts as required by Regulation 16.11; or
  - 16.20.3 the Club has failed to submit to The League the Future Financial Information as required by Regulation 16.16; or
  - 16.20.4 The League has asked the Club to submit further documentary evidence pursuant to Regulation 16.10 or Regulation 16.13 and the Club has failed to do so; or
  - 16.20.5 the Club has failed to provide the evidence set out in Regulation 16.14 or The League is satisfied that (subject to Regulation 16.15) sums of the kind set out in Regulation 16.14 were overdue as at the preceding Relevant Date; or
  - 16.20.6 the auditor's report on the Annual Accounts of the Club (if any), and/or the interim accounts of a Championship Club (or in either case the Group) submitted pursuant to Regulation 16.2 (and Regulation 16.5 as applicable) and Regulation 16.11 respectively contains a qualified audit opinion; or
  - 16.20.7 a newly promoted or relegated Club has failed to submit to The League the financial information as required by Regulation 16.19;
  - 16.20.8 as a result of its review of all the documents and information submitted by the Club pursuant to Regulations 16.2 to 16.19, 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:

- (a) pay its liabilities to the creditors listed in Article 47.1 of The League's Articles of Association and to any foreign Transferor Club (in so far as they are or will become creditors of the Club) and to its employees as they fall due; or
- (b) fulfil its obligations to play fixtures under the jurisdiction of The League; or
- (c) be able to provide such rights, facilities and services as are required to enable The League to fulfil its commercial and broadcasting contracts; or
- (d) discharge all other financial obligations that the Club has without having to rely on equity, loan, donation or other non-trading income or injections.

#### Guidance

*At the request of Clubs the Board withdrew the proposal to require any Club reliant on equity, loan, donation or other non-trading income to provide Secure Funding (applicable to Championship Clubs incurring losses in excess of the Lower Loss Threshold) on an annual basis.*

*The Board has confirmed that where Clubs have been and will continue to be reliant on provision of equity, loan, donation or other non-trading income from an existing ultimate controlling party(ies), that will not itself give rise to an embargo in accordance with Regulation 16.21.3 or the imposition of business plan requirements in accordance with Regulation 16.21.1.*

*The EFL's approach will be to require the Club to submit a business plan along with evidence of historic owner injections and evidence of sufficiency of funds to support the business plan submitted.*

*If the information submitted by the Club (either initially or in response to a request under Regulation 16.21.2) raises doubts as to the availability or suitability of additional funding (for example, and without limitation, failure to honour prior commitments) then the EFL reserves the right to seek further information, impose business plan requirements and/or exercise the power to refuse any application to register players. Any decision of the EFL to exercise powers under Regulation 16.21 will constitute a decision of the League and will be challengeable with the principles set out in Regulation 96.2.1 (Board Disputes).*

16.21 The powers referred to in Regulation 16.20 are:

- 16.21.1 to require the Club to submit, agree and adhere to a budget which shall include, but not be limited to, Transfer Fees, Compensation Fees, Loan Fees or subsequent payments which become due under the terms of any transfer, players' remuneration and fees payable to any Intermediary;
- 16.21.2 to require the Club to provide such further information as The League shall determine and for such period as it shall determine;
- 16.21.3 to refuse any application by that Club to register any Player or any new contract of an existing Player of that Club.

16.22 Any Club promoted or relegated out of the League shall, notwithstanding promotion or relegation, remain bound by the provisions of this Regulation 16, until such time as it has complied with the obligations relating to its last Season as a Club.

#### **17 HMRC Reporting**

17.1 **Current HMRC Debt.** Any Club which has not within 2 (two) Normal Working Days of the relevant Due Date paid to HMRC the amounts due to be paid to HMRC to discharge the Club's full liability for:

- 17.1.1 PAYE & NIC due in respect of any and all employees or former employees of the Club for the immediately preceding payment period;
- 17.1.2 PAYE & NIC which becomes due as a result of an assessment issued by HMRC, subject to Regulation 17.8 below;

- 17.1.4 VAT due (where on a Club is paying VAT:
  - (a) (a) on a monthly basis and again at the end of the relevant quarter, whether by way of assessment or otherwise or
  - (b) (b) where a Club pays its VAT on a quarterly basis, after each relevant quarter whether by assessment or otherwise);

17.1.5 Corporation Tax; and/or

17.1.6 any other liability to HMRC,

(each a '**Default Event**') shall report the Default Event to The League within 2 Normal Working Days of the Default Event.

#### Guidance

*Following the AGM on 8 June 2023, Clubs are obliged to report the Due Date for payment of any current and unpaid PAYE, NIC, VAT or Corporation Tax within 2 Normal Working Days. For the avoidance of doubt, any time to pay arrangements entered into by the Club shall trigger a Default Event.*

17.2 **Reporting Default Events.** When a Club reports a Default Event to The League it shall at the same time provide to The League full details of any and all amounts due to HMRC from the Club, together with the periods to which they relate.

17.3 **Consequences of a Default Event.** Without prejudice to the general position (pursuant to Regulation 44.4) that all registrations must be approved by The League and subject to Regulation 17.3A, a Club which is subject to a Default Event shall be subject to a registration embargo such that it shall not be permitted to register any Player with that Club without the prior written consent of The League for the period that the Club is subject to a Default Event.

17.3A Regulation 17.3 will not apply where a Club suffers a Default Event due to the failure to discharge a COVID PAYE Liability and has entered into a Time to Pay Agreement and is compliant with the terms of that Time To Pay Agreement. For the avoidance of doubt, where a Club defaults on the terms of a Time to Pay Agreement, and such default results in all outstanding amounts becoming due to HMRC immediately, the Club shall remain subject to a Default Event until such time as the outstanding amounts are paid or included within any other Time to Pay Agreement.

17.4 **Failure to Notify a Default Event.** A Club which fails to report a Default Event shall be guilty of misconduct and shall be referred to a Disciplinary Commission in accordance with Section 7 of these Regulations.

17.5 **Provision of Authority.** Each Club shall provide to The League, not later than 31 May prior to the commencement of a Season, (and in any event within seven days of any request for a further authority from The League), an original, irrevocable authority (which shall not be time constrained) in the form prescribed by The League and signed by a Director and the company secretary of the Club, addressed to HMRC authorising HMRC to provide to The League information relating to any amounts payable, paid and overdue from the Club to HMRC from time to time including, by way of example and without limitation, the amount of arrears (if any), the existence of and current position in respect of any Time to Pay Agreement and if a Club suffers a Default Event ('**Authority**'). The League shall be entitled to forward the Authority to HMRC without having to seek the consent of the Club.

17.6 The Board shall have the power to suspend any Club which, not later than 31 May prior to the commencement of the following Season (including, for the avoidance of doubt, those Clubs entering The League by way of promotion from the National League or relegation from the Premier League for the following Season) or within seven days of a request, fails to provide to The League the Authority in the required form. A suspended Club shall not play in:

- 17.6.1 any League Match;
- 17.6.2 any Football Association Cup Match;
- 17.6.3 any EFL Cup Match;
- 17.6.4 any EFL Trophy Match; and/or

- 17.6.5 any other match conducted or controlled by The League and in which it would otherwise be eligible to compete.
- 17.7 For the purposes of the League Competition, the Board shall have the 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.
- 17.8 **Disputed Amounts.** Any amounts which HMRC claims to be due to it, for example by way of an assessment, but which have been formally contested by the Club shall not be considered as due to HMRC for the purposes of this Regulation 17 until such time as a final determination is made on HMRC's claim.
- 17.9 Information provided by a Club and/or HMRC in relation to any Arrears shall only be made available to senior members of The League's staff and the independent Chair (as described in Article 17.1.1) and shall not be disclosed to the Board generally, provided always that The League shall be entitled to report the happening of a Default Event to the Board for the purposes of enforcing Regulation 17.3 (Consequences of a Default Event).
- 17.10 Any Club relegated into the National League at the end of a Season in accordance with the provisions of Regulation 7.7 shall continue to comply with the requirements of Regulation 17.1 for two Seasons following relegation.
- Guidance**
- Whilst the obligation to report continues following relegation, the EFL does not have the power to impose any embargo or other sanction (other than withholding of parachute payments) in relation to non-payment. The purpose of this continuing reporting obligation is linked to the reasons set out in the guidance to Regulation 16.17*
- The EFL has to determine whether it should grant parachute payments to Clubs relegated from the EFL. Further, those Clubs may also be in receipt of funding from the Professional Game Youth Fund. Accordingly, it is imperative that the EFL continues to have visibility on the Club's financial position, to enable the EFL to determine whether it is appropriate to make a parachute payment, as well as enabling the EFL to apply relevant provisions in its Articles of Association and/or Regulations (for example deduction from pool account distributions in favour of Football Creditors).*
- 18 Financial Fair Play**
- 18.1 Without prejudice to the foregoing provisions, The League and Clubs agree to actively work to introduce measures appropriate to each Division to promote financial fair play within The League, with the objective of:
- 18.1.1 improving the economic and financial capability of Clubs;
- 18.1.2 increasing the transparency and credibility of Clubs;
- 18.1.3 placing the necessary importance on the protection of creditors by ensuring that Clubs settle their liabilities with Players, HMRC and other Clubs (or clubs) punctually;
- 18.1.4 introducing more discipline and rationality in Club football finances;
- 18.1.5 encouraging Clubs to operate on the basis of their own revenues;
- 18.1.6 encouraging responsible spending for the long-term benefit of football; and
- 18.1.7 protecting the long-term viability and sustainability of League football, the **'Financial Fair Play Objectives'**.
- 18.2 Any Division may propose the introduction of divisional rules (**'Divisional Fair Play Rules'**) aimed at achieving the Financial Fair Play Objectives provided that the Board, acting reasonably, is satisfied that the proposed Fair Play Rules will not have a disproportionately detrimental effect on the financial interests of the other Divisions or The League as a whole.
- 18.3 The proposed Divisional Fair Play Rules will be considered by the Board and if approved by it, such proposed Divisional Fair Play Rules shall be put before the members of the relevant Division on not less than 7 clear days' notice. The proposed Divisional Fair Play Rules shall

not be adopted unless approved by two thirds of the votes cast by those Member Clubs who are members of that Division present and voting either in person or by proxy.

- 18.4 If the proposed Divisional Fair Play Rules are not approved by the Board, the Division may submit the proposal to The League in general meeting. Such proposal may be adopted by a simple majority of the Member Clubs of The League present and voting either in person or by proxy and at the same time by two thirds of the votes cast by those Member Clubs which are then in membership of the Division making the proposal present and voting either in person or by proxy.
- 18.5 The adopted Divisional Fair Play Rules will take effect as a Regulation for the following Seasons and shall be binding upon the Clubs in the relevant Division.
- 18.6 Once adopted, the Divisional Fair Play Rules may only be amended or removed by following the procedures set out in Regulations 18.2 to 18.5 above as if references to proposed Divisional Fair Play Rules were replaced by references to the proposed amendments.
- 18.7 The Divisional Fair Play Rules applicable to each Division are set out in Appendix 5.
- 18.8 The League shall be entitled to publicly confirm whether a Club is subject to a registration embargo pursuant to the operation of any Divisional Fair Play Rule.
- 18A Embargo Reporting Service**
- 18A.1 Without prejudice to the generality of Regulation 18.8 (public confirmation of a registration embargo under any Divisional Fair Play Rule), The League shall be entitled to publish the identity of those Clubs that are from time to time subject to an embargo on the registration of players (**'Embargo Reporting Service'**).
- Guidance**
- The Embargo Reporting Service will be made available in the Governance Section of [www.efl.com](http://www.efl.com).*
- 18A.2 The League must notify a Club (which will be given by email to the Club Secretary) of the imposition of an embargo, and the proposed inclusion of the Club's name on the Embargo Reporting Service (**'Embargo Notice'**).
- 18A.3 A Club shall have until 4pm on the second Normal Working Day after the date The League issues the Embargo Notice to secure the removal of the embargo, failing which the Club's name will be added to the Embargo Reporting Service.
- 18A.4 The Club's name will be removed from the Embargo Reporting Service promptly on the removal of the embargo.
- 18A.5 The Embargo Reporting Service will not give any details beyond an embargoed Club's name and the Regulation or other provision which has resulted in the imposition of the embargo. The League will not be permitted to release any other details of the circumstances leading to the embargo.
- 19 Assignment of Central Distributions**
- 19.1 Subject always to the provisions of Regulation 19.4 below, any Club that enters into an assignment of some or all of that Club's entitlement to:
- 19.1.1 distributions from the Pool Account (as defined in the Articles of Association); and/or
- 19.1.2 amounts payable in accordance with Rule D.25 of the Premier League Rules, (or any other form of security or arrangement of similar effect) (**Assignment**) shall notify The League in writing not later than 24 hours after the date of that Assignment (or, in the case of an Assignment as described in Regulation 19.1.2 entered into prior to becoming a Member Club, promptly on becoming a Member Club).
- 19.2 Any Club that enters into an Assignment as described in Regulation 19.1.1 (but not, for the avoidance of doubt, Regulation 19.1.2) shall be subject to a registration embargo for the Effective Period of any Assignment such that it shall not be permitted to register any Player with that Club without the prior written consent of The League.

19.3 For the purposes of this Regulation, 'Effective Period' shall mean the period commencing with the date on which The League is notified (or otherwise becomes aware) of the Assignment, and ending on the date on which The League is notified that the Assignment has been finally released.

19.4 Regulation 19.2 shall not apply to any Assignment which constitutes part of a fixed and floating charge over the entirety of the Club's assets and undertaking on usual commercial terms and in respect of which The League is not required to pay any part of the Club's entitlement to distributions from the Pool Account to the holder of that security.

## 20 Customer Charters

20.1 All Clubs must publish a Customer Charter, and provide financial reporting and accountability as requested by The League.

20.2 A copy of the customer charter and any amendments made thereto shall be furnished to The League by each Club and shall be made available to the public through all usual Club publications, the ticket office and their web site.

20.3 Each Club shall:

20.3.1 submit a charter report by 30 June annually each year to The League. The report shall detail how each of the policies outlined in the charter have been implemented and the extent to which each has been achieved; and

20.3.2 comply promptly with any request for information made by The League.

20.4 Each Club shall comply promptly and in full with any request for information made by the Independent Football Ombudsman (or such other body as notified by the League from time to time as having responsibility for adjudicating on disputes between Clubs and their supporters).

20.5 The League may report to The Independent Football Ombudsman, and undertakes to disseminate best practice for the benefit of all Clubs.

20.6 Each Club shall appoint a supporter liaison officer who shall:

20.6.1 have responsibility for the delivery of the Club's policy with regard to its stakeholders insofar as that policy concerns supporters;

20.6.2 act as a point of contact for supporters; and

20.6.3 liaise regularly with the Club's management (including, without prejudice to the generality of the foregoing, on safety and security-related issues).

## 21 Undertakings to be given by Club Officials

21.1 All Clubs must incorporate in any contracts of employment (or other contract for services) with their Officials and Players:

21.1.1 an undertaking on the part of the Official or Player not to bring The League or any Club into disrepute;

21.1.2 an undertaking on the part of the Official or Player not to do anything or omit to do anything which will cause the Club to be in breach of the Laws of the Game, the Football Association Rules, the rules of the Premier League, these Regulations or the Articles of Association; and

21.1.3 an acknowledgement that they are subject to the jurisdiction of The League and Football Association.

21.2 Notwithstanding the provisions of Regulation 21.1, all Officials and Players shall by virtue of their fulfilment of those roles be deemed to have given to The League:

21.2.1 an undertaking to The League not to bring The League or any Club, into disrepute;

21.2.2 an undertaking not to do anything or omit to do anything which will cause a Club to be in breach of the Laws of the Game, the Football Association Rules, these Regulations or the Articles of Association; and

21.2.3 an acknowledgement that they are subject to the jurisdiction of The League and Football Association.

## 22 Changes of Directors at Clubs

22.1 All Clubs must ensure that they, and where appropriate any Director (as that term is defined in Appendix 3) and other Officials (as appropriate) of that Club, comply with the obligations of the Owners' and Directors' Test.

22.2 Within fourteen days of the removal of any Director, written notice thereof, together with such details as are required to be filed with the Registrar of Companies (if any), shall be provided to The League.

## 23 Club / Employees Relationships

23.1 No Club shall take any steps (either directly or indirectly through any third party, including the making of statements to the media) to induce or attempt to induce another Club's employee to terminate their contract of employment with that other Club, whether or not such termination constitutes a breach of that contract.

23.2 No Club shall (either directly or indirectly through any third party) make contact with or enter into negotiations relating to the employment of another Club's employee.

23.3 The only exceptions to this Regulation are:

23.3.1 where the Club has undertaken a bona fide advertising process for recruitment of individuals to any role(s) and another Club (or club's) employee has responded to that advertisement. In such circumstances the Club shall be permitted to interview that applicant (unless they are already fulfilling any of the roles listed in Regulation 23.4 below, in which case permission must be obtained in accordance with Regulation 23.3.2 before selecting for interview) but must not make any offer of employment or otherwise advise the applicant that it wishes to make such an offer without first obtaining permission in accordance with Regulation 23.3.2; or

23.3.2 where the Club has obtained the prior written permission of the Chair (or in their absence, a director or the club secretary) of that other Club. Any such permission must set out any conditions attaching to it.

23.4 The roles referred to in Regulation 23.3.1 are any Player, Manager, assistant manager, head coach or other first team football coach (or any role equivalent to any of the foregoing) of a Club or Premier League club.

## 24 Mandatory Article

24.1 Each Club's articles of association must include the following provisions:

(A) *Without prejudice to the provisions of article [x], the directors may refuse to register the transfer of any share(s) in the event that:*

(i) *the Football League Ltd (company number 00080612) has not provided the transferee with all necessary confirmations and approvals as required by the Owners' and Directors' Test contained at Appendix 3 of the EFL Regulations (as updated from time to time) or any equivalent provision of the EFL Regulations as updated from time to time; or*

(ii) *registering the transfer of any share(s) would cause the [Company] [Club] to breach any Regulation, Football Association Rule, Premier League Rule or any other equivalent provision of any regulatory authority to which the Club is subject.*

(B) *Except as required by law, no person is to be recognised by the [Company][Club] as holding any share upon any trust, and except as otherwise required by law or the articles, the [Company][Club] is not in any way to be bound by or recognise any interest in a share other than the holder's absolute ownership of it and all the rights attaching to it.*

(known as the **Mandatory Articles**).



24.2 A Club must use its best endeavours to ensure that its Parent Undertaking (and any Parent Undertaking of that undertaking) includes the Mandatory Articles within its articles of association (or equivalent if that Undertaking is not incorporated in accordance with English law).

24.3 Each Club must ensure that the Mandatory Article has been incorporated into its articles of association by no later than 10 September 2022.

#### **Relegated Clubs**

24.4 Each Relegated Club whose articles of association do not already include the Mandatory Article, must ensure that the Mandatory Article has been validly incorporated into its articles of association by no later than 1 October immediately following the Relegated Club's relegation from the Premier League.

24.5 Each Relegated Club must use its best endeavours to ensure that its Parent Undertaking (and any Parent Undertaking of that undertaking) includes the Mandatory Articles within its articles of association (or equivalent if that Undertaking is not incorporated in accordance with English law).

#### **Promoted Teams**

24.6 Each Applicant Club whose articles of association do not already include the Mandatory Article, must ensure that the Mandatory Article has been validly incorporated into its articles of association by no later than 30 June prior to its first Season as a Member Club.

24.7 Each Applicant Club must use its best endeavours to ensure that its Parent Undertaking (and any Parent Undertaking of that undertaking) includes the Mandatory Article within its articles of association (or equivalent if that Undertaking is not incorporated in accordance with English law).

#### **Failure to comply**

24.8 Where a Club fails to incorporate the Mandatory Article in accordance with Regulations 24.4, 24.5, 24.6 and 24.7, The League's powers to bring disciplinary proceedings under the Regulations will apply, provided that in addition to the sanctions for misconduct set out in the Regulations, where a Club fails three or more times, following written demand from The League, to incorporate the Mandatory Article then The League may give notice requiring the Club to transfer its membership from The League (or within such other period as is specified by The League in that notice) that a Director of the Club complies with the requirements of this Regulation 24. There shall be no appeal against the service of the Notice.

## **SECTION 5** **FIXTURES**

### **25 Requirement to Play Full Strength Sides in League Matches**

25.1 Each Club shall play its full strength in all Matches played under the auspices of The League unless some satisfactory reason is given. In the event of the explanation not being deemed satisfactory the Board shall refer the matter to a Disciplinary Commission which has the power to impose such penalties as it shall think fit.

### **26 Misconduct in Pre-Arranging the Result of Matches**

26.1 No Club, Official or Player may, in connection with betting on an event in, or on the result of, any match played under the auspices of The League or any matches in competitions that form part of the Games Programmes or Professional Development League (as those terms are defined in Youth Development Rules):

26.1.1 offer or receive a payment or any form of inducement to or from any Club or the Official or Player of any Club; or

26.1.2 receive or seek to receive any payment or other form of inducement from any Person.

### **27 Administration and Arrangement of Fixtures**

27.1 All League Matches shall be arranged as soon as practicable. The intellectual property rights and all other rights in all lists of arrangements of such fixtures (if any) shall be vested in The League.

27.2 Any dispute between two or more Clubs as to the arrangement of League Matches shall be referred to and decided by The League, and The League shall have absolute discretion in that respect. All re-arrangements of League Matches must be submitted to and approved by The League.

#### Guidance

*In cases where moves cannot be mutually agreed, Clubs can refer the matter to The League for determination.*

*On these occasions, the following non-exhaustive list of points all form part of The League's consideration:*

- *Home Clubs must provide compelling motives and clear rationale for the alteration, together with any supporting evidence. These can include both operational arguments as well as those relating to commercial gain.*
- *Away Clubs must provide their reasons for objecting to the move and provide any substantiating evidence.*
- *What are both Clubs fixtures either side of the match in question.*
- *Is there an inequitable run of away fixtures over a short period of time.*
- *Any effect on the ability to schedule undated fixtures.*
- *Timing of the request being made.*

*Whilst it is important to stress that each case will be treated in isolation and be judged on its merits, it should also be noted that in the absence of any specific and compelling footballing reasons being given by the away Club that would prevent a move, permission for such requests will in normal circumstances not be unreasonably withheld.*

*Clubs are also reminded that moves to a Friday evening would not discount either Club from participating in matches during the previous midweek where required to do so. Similarly, moves to a Sunday would not forego utilising the following midweek for a fixture.*

27.3 However, where a Club is selected to play in a televised Match played under the auspices of The League on a Thursday evening, and that Club is also scheduled to play on the immediately following Saturday ('**Saturday Match**'), the Club shall have the right to request that The League reschedule the Saturday Match to the immediately following Sunday i.e. a 24 hour postponement. Approval for any such request shall not be unreasonably withheld or delayed. Where applicable the provisions of Regulation 27.4 will also apply.

27.4 Further, where:

- 27.4.1 a League Match is scheduled to be played on a Tuesday ('**Tuesday Match**');  
 27.4.2 the Home Club and/or the Away Club in that Tuesday Match is required to play on the immediately preceding Sunday ('**Sunday Match**') because of matters outside its control including, by way of example and without limitation, police requirements, television or cup commitments;  
 27.4.3 the Sunday Match was not scheduled to be played on that Sunday in the first i.e. the draft fixture list published by The League in the immediately preceding Close Season;  
 27.4.4 neither the Home Club nor the Away Club are scheduled to play on the immediately following Thursday or Friday; and  
 27.4.5 either the Home Club or Away Club in the Tuesday Match requests (giving not less than 28 Clear days' notice prior to the originally scheduled Tuesday date) that the Tuesday Match be rescheduled,

(together the '**Conditions**' and each a '**Condition**') then, provided all Conditions are satisfied the Tuesday Match shall automatically be rescheduled to take place on the immediately following Wednesday i.e. a 24 hour postponement. For the avoidance of doubt, where one Condition (or more) is not satisfied, the matter shall be determined by The League in its absolute discretion, whose decision shall be final and binding.

#### Guidance

*Selections will usually be made and be released with at least 5 weeks' notice of the original fixture date.*

*Under the terms of our agreement Sky are at liberty to request the movement of any fixture to another date in close proximity to the original fixture date or make a change to the kick-off time.*

*It is worth noting that UEFA Article 48 (closed hours) restricts the televising of any matches in this country during the hours of 2.45pm and 5.15 pm on a Saturday.*

*The movement of matches to facilitate live transmissions or as a result of circumstances beyond a clubs control could also result in secondary moves to subsequent midweek fixtures. For example movement from a Tuesday to a Wednesday as a result of a Saturday to a Sunday switch or such similar moves to ensure an equitable amount of recovery time and to maintain a 48 hour period where possible between games.*

27.5 Dislocation of League Matches from any cause whatever shall be immediately reported to The League by the Clubs concerned and it shall be the duty of the Home Club in each instance immediately to notify the appointed Referee and Assistant Referees of such dislocation.

## **28 Kick-Off Times**

28.1 The Home Club shall fix the time of kick-off:

- 28.1.1 between 11.30am and 3.15pm for Saturday matches;  
 28.1.2 between 7.00pm and 8.05pm for midweek matches; and  
 28.1.3 between 11.30am and 8.05pm for Bank Holiday matches.

Once the kick-off time has been fixed, any amendment or variation thereto can be made only by agreement with the Away Club and with the approval of The League.

#### Guidance

*Should circumstances change which necessitate a request for a change of kick-off time (i.e. police intelligence) and it is not mutually agreed, The League will request and consider the views of both Clubs before determining whether to approve such request.*

28.2 Home Clubs shall notify:

- 28.2.1 the Away Club at least seven days prior to; and  
 28.2.2 Match Officials, as soon as practicable after notification of their appointment, of the date and time of kick-off the date of the Match concerned, and the Referee and Assistant Referees must acknowledge the receipt five days before such Match.

28.3 All kick-offs must adhere to the time advertised by the Home Club. Clubs and Referees must report any delays to The League. It is the responsibility of the Away Club to organise its travel arrangements so as to ensure that it arrives in sufficient time to enable the advertised kick-off time to be adhered to.

#### Guidance

*A breach of this Regulation is designated a strict liability offence as detailed in Regulation 88.*

28.4 Save as for the final weekend fixtures of each Season, should a kick-off at 12.00 noon or earlier necessitate the Away Club incurring overnight hotel expenses, the Away Club shall (save where the match is scheduled to be broadcast live in the United Kingdom and the Club is entitled to receive a facility fee in accordance with the Articles) be entitled to claim the hotel expenses incurred (at the rate and as determined by The League from time to time, per person per night for a party not exceeding twenty four in number) against the gross gate, any dispute to be determined by The League.

#### Guidance

*The allowable expenses are as follows:*

##### *Travel:*

- *standard class rail fares for up to 24 persons for the Players and officials of the visiting club at a maximum rate of £100 per person; or*
- *air fares for up to 24 persons for the Players and officials of the visiting club at a maximum rate of £100 per person; or*
- *actual cost of motor coach hire (not exceeding £2,400).*

##### *Hotel:*

- *for an overnight stay, for up to 24 persons for the Players and officials of the visiting club at a maximum rate of £100 per person; or*
- *where there is no overnight stay, a maximum of £450 (where necessarily incurred).*

## **29 Postponements, Abandonments and Re-Arrangements**

29.1 In the event of a fixture postponement no matter the cause, the League will decide the new date on which the fixture is to be played following consultation with both Clubs.

#### Guidance

*It is not permissible for a club to make a decision to postpone a match and in the first instance Clubs should contact the Football Services Department for advice. The full guidance document is available here.*

*Re-dating of Postponed Fixtures. Detailed guidance is available for Clubs here, however in summary:*

- *the EFL will ask the Clubs to mutually agree a date in the first instance;*
- *if Clubs are unable to mutually agree a date, the EFL will set the date of the fixture and will take into account the following considerations:*

- o *the provisions of the relevant EFL policy (as updated from time to time);*
- o *the preferred dates of both the Home and Away Club and the rationale for preferences;*
- o *Home and Away fixtures either side of the proposed dates;*
- o *the ability to date already existing and further potential postponed fixtures;*
- o *any interference or possible clashes with Cup fixtures, replays or international fixtures;*
- o *any Police and SAG views/requirements; and*
- o *any pairing issues.*

29.2 Notwithstanding the provisions of Regulation 29.1, The League reserves the right at any time to reschedule a League Match after consultation with and consideration of representations from the Clubs involved.

29.3 Each Club must ensure that both:

29.3.1 its home ground (being the ground that is registered in accordance with Regulation 13.5); and

29.3.2 any Registered Players,

remain available to the Club during the period of four days commencing with the day after the day of the Club's last fixture in the League Competition (including play off matches) so as to enable the fulfilment of any fixtures (in full or in part) ordered by The League to be played after the end of the Season (if any).

29.4 Every Club must have a publicly stated policy regarding ticket refunds or other arrangements for abandoned Matches.

**Guidance**

*This would normally be in the Customer Charter and should include a details of what refunds / partial refunds / replacement tickets are available for both the home and away clubs and if required what arrangements are in place should supporters not be able to attend the rearranged fixture.*

29.5 When a League Match is postponed or abandoned the Visiting Club shall be entitled to receive from the Home Club out of the gate of either game, one set of travelling and/or hotel expenses (at the rate and as determined by The League from time to time) necessarily incurred by a party not exceeding twenty four and which in the opinion of The League are caused solely by the postponement or abandonment. This amount shall be a charge against the gate when calculating the 3% levy under Article 36. A Club shall only be entitled to claim hotel expenses where it would be necessary or desirable for the Visiting Club to leave its headquarters before 9am on the day of the match, alternatively, not be possible to arrive back at its headquarters within five hours travelling time, including a stop of not more than 30 minutes, of the conclusion of the League Match.

**30 Testimonials**

30.1 A Club may, at its discretion and with the prior consent of The League, allow the use of its ground for the purpose of a testimonial match to be arranged on behalf of any Player who has completed ten years or more in the service of the Club.

**31 Re-Arrangement of FA Cup Ties**

31.1 Football Association Cup Matches which from any cause are not decided on the dates for which they are scheduled, must be played on dates other than Saturdays except with the approval of The League.

**32 Penalty for Non-Fulfilment of Fixture Obligations**

32.1 Each Club will use its best endeavours to ensure that each match under the jurisdiction of The League takes place on the date and at the time fixed for it.

32.2 Any Club failing to fulfil its fixture obligations in respect of any match under the jurisdiction of The League on the appointed date or dates or causing The League to suspend any fixture shall be deemed guilty of misconduct unless the Club is successfully able to demonstrate that Regulation 32.3 applies. The burden of proof will rest with the Club.

32.4 The Club will not be deemed to be guilty of misconduct in accordance with Regulation 32.1 where it is able to demonstrate that:

32.4.1 the dominant and effective cause of the non-fulfilment was the occurrence of an event which was outside the control of the Club (an 'Event'); and

32.4.2 the Club could not have reasonably foreseen or reasonably anticipated and remedied the consequences of the Event prior to the match despite using its best endeavours to do so.

32.5 The Club failing to fulfil its fixture or causing The League to suspend such fixture shall be liable to pay compensation for any expenses actually incurred by the opposing Club as a direct result of the failure or suspension. The amount of compensation will be at the discretion of the Board who will consider every such case on its merits. The Board may refer the amount of compensation to be paid to the Disciplinary Commission dealing with the misconduct by the Club failing to fulfil its fixture or causing The League to suspend the same.

**33 Clubs not to arrange activities to interfere with League Competition Fixtures**

33.1 Except where these Regulations provide otherwise, Clubs must give priority to League Matches whether home or away. This means that a Club must not allow any matches or activities to interfere with or take precedence over League fixtures required to be played in accordance with these Regulations.

**Guidance**

*Activities would include any event or booking that would interfere with Clubs' ability to stage a fixture at their home venue on the appointed date and kick-off time.*

**34 Conduct of Matches**

34.1 **Behind closed doors.** Save with the consent of The League or as a consequence of any disciplinary or regulatory proceedings, no Club may play any League or Cup Match behind closed doors so that the public are excluded from the ground.

34.2 **Duration of Matches.** All League Matches shall be of 90 (ninety) minutes' duration but any League Match which from any cause whatever falls short of 90 (ninety) minutes' duration may be ordered to count as a completed fixture or be replayed in full or in part on whatever terms and conditions the Board shall in their absolute discretion determine and shall be played in compliance with these Regulations and the Football Association Rules respectively and under the Laws of the Game as approved by the International Football Association Board. In the event of conflict between any such Rules, Regulations and Laws as aforesaid, the Football Association Rules shall prevail.

34.3 **Duration of half-time interval.** In all League Matches the half-time interval shall be fifteen minutes.

34.4 **Substitute Players.**

34.4.1 Subject to Regulation 34.4.2, in all League Matches, each team is permitted up to seven substitutes of whom not more than five may take part in the Match. Each Club is only permitted a maximum of three opportunities to make substitutions during the Competition Match. A Club may make more than one substitution at each of its three opportunities. Clubs may make substitutions at half time and any substitutions made will not count towards the maximum of three opportunities.

**Guidance**

*Pursuant to the terms of a Fixtures Regulation (see Article 14) the Championship division agreed (and the Independent Chair and Chief Executive Officer approved) a change so that the number of permitted substitutes for Season 2023/24 shall be five from nine.*

- 34.4.2 In addition to the five substitutions permitted by Regulation 34.4.1, each Club shall also be permitted to utilise up to two 'concussion substitutes' and/or two 'additional substitutes' (as appropriate) from those substitutes listed on the Team Sheet, strictly in accordance with the provisions of the International Football Association Board's 'Additional permanent concussion substitutes – Protocol B' ('**IFAB Protocol**') and any associated guidance issued by the League. Each Club must provide the League with such information as is necessary to ensure compliance with the IFAB Protocol in respect of any 'concussion substitute' made within 10 days of receiving such a request from the League.
- 34.4.3 All substitutes must be nominated and included on the official Team Sheet handed to the Referee prior to the Match.
- 34.4.4 Not more than three Players of each Club may warm up or warm down at the same time on the perimeter of the pitch on which the Match is being played.
- 34.5 **List of Players to be handed to Referee.** A representative of each Club must hand copies of a list of names of Players taking part in the game (including the name of the nominated substitute or substitutes) ('**Team Sheet**') to the Referee and a representative of the opponents in the presence of the Referee in the Referee's dressing room at least 75 (seventy five) minutes before the advertised time of kick-off. The Team Sheet shall indicate the full names of Players and shall indicate the colour of the Goalkeeper's shirt. Neither Club shall publish the teams or otherwise provide details of the teams to any third party (other than League appointed broadcast partners) until 60 (sixty) minutes before the advertised time of kick-off.
- Guidance**  
A breach of this Regulation is designated a strict liability offence as detailed in Regulation 88.
- 34.6 **Pre Match Briefing with the Referee.** At least 60 (sixty) minutes before the advertised time of kick-off of a match the Captain and either:
- 34.6.1 the person in charge of the team on the day (i.e. the Manager or Assistant Manager); or
- 34.6.2 another senior representative of the coaching staff, shall attend a briefing with the Referee.
- Guidance**  
It is expected that the Manager should attend this briefing in line with the Participant and Technical Area Charter.  
A breach of this Regulation is designated a strict liability offence as detailed in Regulation 88
- 34.7 **Replacement of injured Players prior to kick-off.** Should any nominated Player or substitute sustain an injury or become otherwise incapacitated after the submission of the Team Sheet to the Referee and before the kick-off, he may be replaced; the Referee shall be informed. Should there be any other extenuating circumstances which require a nominated Player or substitute to be replaced during the aforementioned period, the Referee shall allow such replacement and report the full circumstances to The League. The League shall then initiate any inquiries it may deem fit so as to satisfy itself as to the bona fide nature of the replacement.
- 34.8 **Home Grown Players.** Each Club shall be required to nominate a minimum of seven Home Grown Players on their Team Sheet of Players for all League Matches (including Play Off Matches).
- Guidance**  
League Cup, EFL Trophy and FA Cup matches are exempt from the Home Grown quota.
- 34.9 **'Home Grown Player'** shall mean a Player who irrespective of his nationality or age, has been registered with:-

- 34.9.1 his current Club; and/or
- 34.9.2 a Club and/or any other football 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). For the purposes of this definition of Home Grown Player only, a Season will be deemed to commence for all Clubs on the same date as the date on which the Summer Transfer Window in that Season closes for Clubs in Leagues One and Two, and expire on the date of the final League Match of the Season.
- 34.10 For the purposes of Regulation 34.9.2, but not otherwise, a Player who was at all times registered with a Club (or club) affiliated to the Football Association of Wales shall be treated as having been registered with a Club (or club) affiliated to The Football Association, and vice versa.
- 34.11 **Club Developed Players.** Subject to Regulation 34.12, for League Matches which take place after the submission of the Club's Squad List following the closure of the Summer Transfer Window, each Club shall be required to nominate at least one Club Developed Player on either the Squad List, or on the Team Sheet for all League Matches (including Play Off Matches). Where a Club does not name a Club Developed Player on either its Squad List or Team Sheet, the Club will only be permitted to name up to six substitutes on the Team Sheet (rather than the seven as permitted by Regulation 34.4).
- 34.12 If any Club has prior to the date of the applicable League Match (including Play Off Matches) transferred the registration of two or more Club Developed Players and:
- 34.12.1 in consideration for the transfer of each Club Developed Player's registration, the Club receives an initial Transfer Fee, Compensation Fee and/or compensation in accordance with the Youth Development Rules on transfer of the registration; and
- 34.12.2 each of the transferred Club Developed Players:
- (a) are either as at the date of the applicable Match registered as a:
- (i) Contract Player with a Club (or club) in the same division or higher (including, in the case of a Championship Club, the Premier League); or
- (ii) Scholar with a Club (or club) in the higher division (including, in the case of a Championship Club, the Premier League),
- and
- (b) are or will be aged 24 or under on 1 January in the Season in which the applicable Match occurs,
- then, the Club will not be required to comply with the requirements of Regulation 34.11.
- Guidance**  
For Season 2023/24 this means any Player aged 24 or under on 1 January 2024.
- 34.13 For the avoidance of doubt, the same Player may qualify as a Home Grown Player and a Club Developed Player for the purposes of this Regulation 34.
- Guidance**  
For Players registered with your Club but sent out on loan, the time spent on loan will still count towards the 12 month period necessary to qualify as Club Developed.  
Whilst the Regulation includes a built in consequence should a Club fail to name a Club Developed Player in the match day squad (i.e. reduce the number of substitutes by one), the situation could still arise where a Club fails to do that. Fixed fines are not considered appropriate for this type of breach, and any Club in breach would be charged with misconduct. The expected entry point for sanction on a first offence will be to treat the Club as having named (but not played) an ineligible player and this would ordinarily warrant a financial penalty. Where aggravating features (e.g. wilful disregard or multiple breaches) are present then more severe sanctions would be appropriate.

- 34.14 **Numbering of Players' Shirts.** When playing in a Match each Player shall wear a shirt on the back of which shall be prominently displayed his shirt number and above that his name so as to be clearly visible (and contrast with any design or pattern on the Shirt) in accordance with guidelines laid down by The League from time to time. At the start of each Season each Club must provide to The League on the appropriate form details of shirt numbers allocated to each squad Player. Each Player will retain his designated number for the Season unless his registration is:
- 34.14.1 permanently transferred; or
  - 34.14.2 cancelled (other than for the purposes of going on international loan),
  - 34.14.3 in which case his number may be re-allocated to a new Player. Each time a squad number is allocated during the Season the Club must provide full details on the appropriate form.

**Guidance**

*The EFL will consult with Clubs as to the best ways to ensure that numbers are more visible. One option will be that Club's with striped shirts will be required to include panel, but the EFL will also review number design to see if additional improvements can be made.*

- 34.15 **Numbering of Players' Shorts.** Players' shorts must be numbered to correspond with the number on his shirt. The number will be on the front left leg of the shorts, measure no more than 4 inches and be clear and visible.

**Guidance**

*A breach of this Regulation is designated a strict liability offence as detailed in Regulation 88.*

- 34.16 The size, style, colour and design of shirt numbers and lettering appearing on a Player's shirt and shorts shall be determined by The League from time to time.
- 34.17 The League may vary Regulations 34.14 and 34.15 in relation to a particular Division.
- 34.18 **Identification of team captain.** The Captain shall wear a distinguishing armband, provided by The League, to indicate his status.

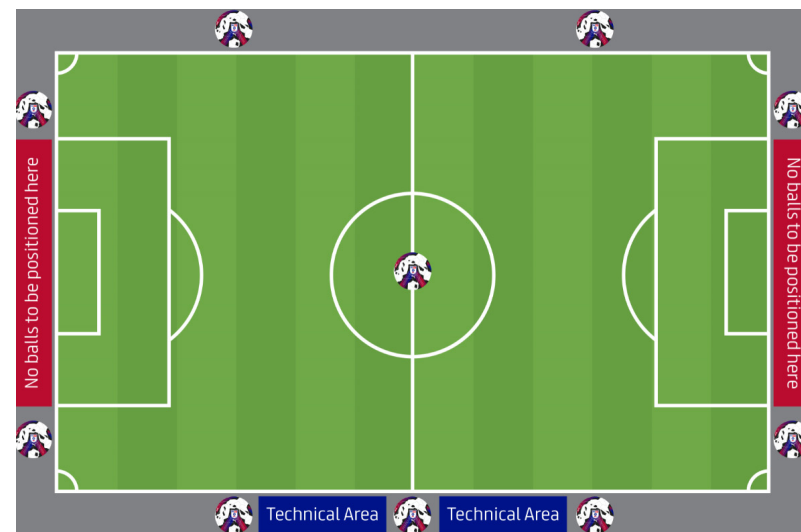
**Guidance**

*A breach of this Regulation is designated a strict liability offence as detailed in Regulation 88.*

- 34.19 **Match Balls.** In all matches played under the auspices of The League, the Home Club shall provide and the participating Clubs shall use only the official ball approved from time to time by The League.
- 34.20 **Multiple Balls.** Clubs must use a system of replacement balls for all matches played under the auspices of the League in accordance with Law 2.3 of the Laws of the Game and any guidance issued by the League or in conjunction with PGMOL.

**Guidance**

*A full guidance note will be provided by the League in conjunction with PGMOL but we helpfully set out a diagram on the opposite page for ease of reference:*



- 34.21 **Towels / Drying Aids.** No Club shall be entitled to utilise towels or other articles (including articles obtained from spectators) to dry footballs during all matches played under the auspices of the League.

- 34.22 **Clubs to take field of play together.** For all matches under the jurisdiction of The League, Clubs shall be required to take the field of play together preceded by the Match Officials not less than 5 (five) minutes before the advertised time of kick-off.

### 35 Facilities to be Provided

- 35.1 **Technical Area Participants Behaviour Charter** Clubs must provide separate areas adjacent to the pitch for the exclusive use of team officials and substitute Players (and any substituted Players) for both the Home and Visiting Club. These areas shall have direct access to the pitch, shall be under cover and shall contain only fourteen seats (subject to any dispensations granted by the Board). The layout, facilities and viewing positions for the Visiting Club bench shall be the same as for the Home Club. Only Officials whose names appear on a Club's Team Sheet are permitted to sit on the trainers' bench and they are the only persons who may communicate instructions to Players during any match played under the auspices of the League. All Officials named on a Club's Team Sheet must ensure they adhere to the Technical Area Code of Conduct as prescribed by the EFL and PGMOL at the beginning of each Season.

- 35.2 **Championship Clubs Only.** In addition to the thirteen positions situated in the Visiting Club's trainers' bench, each Championship 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.

#### 35.3 Facilities for visiting supporters

- 35.3.1 Each Club must make provision for at least 2,000 visiting supporters at every home match or such number as represents 10% of the Club's certified capacity, if less than 2,000. The League may, on the prior written application of a Club, suspend this Regulation or reduce the figure either for a particular League Match or for a period of time. Each Club shall, subject to any dispensations granted by the Board, make provision for at least 200 of the visiting supporters (of which not less than 100 must be seats) to be accommodated under cover. Any Club which fails to meet the requirement of 200 visiting supporters being accommodated under cover and which does not have a dispensation granted by the Board shall have such amounts as the Board shall determine (in its absolute

discretion) withheld from that Club's central distributions from the Pool Account until such time as the Club can meet the requirement.

#### Guidance

*Please note that with the exception of Directors' Box seating and accommodation as prescribed in Appendix 1 Part 3 paragraph 18.1 there is no requirement for a home club to supply any complimentary stand tickets to the visiting club. Where complimentary tickets are made available for the use of the visiting club this is completely at the discretion of the home club and is often done on a reciprocal basis.*

- 35.3.2 Clubs are required to sell tickets for their away matches if required to do so by the Home Club and similarly Home Clubs are required to supply tickets for their Home Matches to the Away Club for sale by the Away Club to its supporters if so requested by the Away Club. These tickets are to be made available on a sale or return basis and must be ordered by the Away Club at least five weeks before the League Match to which they relate. The Home Club must deliver those tickets to the Away Club at the latest four weeks before the League Match to which they relate. Where any match is arranged at shorter notice the above steps shall be taken as soon as is reasonably practicable. Visiting Supporters should also have the same opportunity to take advantage of pre-booking discounts that apply to home supporters.
- 35.3.3 For League Matches only, the Away Club shall be entitled to a commission representing 5 (five) per cent of the aggregate sales (exclusive of VAT) of tickets sold on behalf of the Home Club, unless otherwise agreed between the Clubs. The Away Club shall submit a VAT invoice, in respect of the commission due, to the Home Club within 10 Normal Working Days of the date of the match taking place.
- 35.3.6 The Away Club may charge a booking fee or transaction charge to the customer providing this is exactly the same in every respect as that which it charges for tickets to its own home matches.
- 35.3.7 Each Club shall, not later than 30 June prior to the commencement of the following Season, provide to The League a ground/zone plan together with associated ticket prices ('Pricing Plan'). The Pricing Plan shall be accompanied by the Club's ground registration form.
- 35.3.8 The League shall provide copies of each Pricing Plan to all other Clubs within the relevant Division. For the avoidance of doubt this will only be done once all Pricing Plans have been received for the relevant Division.
- 35.3.9 A Club may not depart from the Pricing Plan without the prior consent of the relevant Away Club. In the event that the Home Club and Away Club are unable to reach agreement the dispute shall be referred to The League whose decision shall be final and binding.
- 35.3.10 No Club shall charge higher admission prices for visiting supporters for accommodation that is ranked as comparable with or inferior to that used by supporters of the Home Club in the same or next highest ranked accommodation. For the purposes of this Regulation, accommodation shall be allocated a ranking as indicated by the table below (where 1 represents the best available and 6 the lowest) having regard to the following criteria:
- Covered seating;
  - Uncovered seating;
  - Covered terracing;
  - Uncovered terracing;
  - Behind the touchline;
  - Behind the goal line; and
  - In the corners of the stadium (i.e. behind both the touchline and the goal line).

Type of Accommodation	Covered Seats	Uncovered Seats	Covered Terrace	Uncovered Terrace
Touchline	1	2	3	4
Goal line	2	3	4	5
Corners	3	4	5	6

#### Guidance

*As per the information supplied under Regulation 35.3.5, Divisional Ticketing guides will be produced by the League at the start of each season. These guides will outline the comparable ticketing prices for home and away supporters at each club. The League will ensure that all club pricing plans adhere to the ticketing Regulations.*

*In relation to Regulation 35.3.4 no Home Club shall sell match tickets and/or hospitality including but not limited to tickets in an area designated exclusively for visiting supporters in accordance with Regulation 35.3.1 without the express written consent of the Visiting Club.*

*In relation to Regulation 35.3.2, the Home Club shall release tickets on a sequential basis (150 tickets per tranche) and the Visiting Club must sell each tranche of tickets they have been allocated before releasing the next tranche of tickets for sale and at all times act reasonably to ensure that an agreement is reached between the Visiting Club and the Home Club in relation to the final ticket allocation of the Visiting Club as soon as reasonably possible. All unsold tickets from the agreed final ticket allocation should be returned to the home club by no later than 24 hours before the relevant Fixture. The Home Club may reserve the right to make any unused tickets available to Home Club supporters subject to the appropriate segregation and safety provisions being in place.*

35.3.11 Notwithstanding the provisions of Regulation 35.3.10:

- where the Home Club provides a free of charge membership scheme for Home supporters that provides a discount on match tickets, that discount must be made available to supporters of the visiting Club.
- where the Home Club provides a paid membership scheme for Home supporters that provides discount on match tickets, that discount must be made available on a similar basis to supporters of the visiting Club, unless the discount provided is proportionate to the price paid for the membership.

#### Guidance

*By similar basis we mean that the discounts should be offered to season ticket holders and (where applicable) members of the visiting Club membership scheme.*

*The basis on which proportionality is applied to the discount given on match tickets against the cost of membership is calculated by working out how many matches a supporter would need to attend to recoup the cost of the membership. On this basis the League considers a minimum attendance of 3 matches to be reasonable. For example if the cost of membership is £6 and the supporter receives £2 discount on the price of a match ticket, this would be deemed proportionate, however, if the supporter receives a £3 discount on the price of a match ticket, this would not be deemed proportionate.*

- if the visiting supporters have use of the only standing area in the ground, the admission prices charged for this area must be at least 10 per cent lower than the price charged for the cheapest covered seats. This arrangement does not apply to designated family sections; and
- if the visiting supporters have use of accommodation that is of an equivalent or lower ranking (using the table set out in Regulation 35.3.8) to that available to the home supporters, but the accommodation used by visiting supporters is reasonably considered to be of a higher standard for other reasons then the admission prices charged for this accommodation may be higher

than the price charged to those home supporters in the equivalently or lower ranked accommodation. Any such increase shall be limited to such amount as is reasonably justifiable but in any event shall be no greater than 10 per cent of the value of the price charged to those home supporters. In the event of any dispute between two Clubs as to what amount is reasonable, the dispute shall be referred to The League whose decision shall be final and binding.

35.3.12 Concessionary admission prices for senior citizens and children, if available to supporters of the Home Club, must also be available on a similar basis to visiting supporters.

35.3.13 Subject to Regulation 35.3.7, discounts or special promotions (in each case for up to a maximum of 4 matches in one promotion) made available to supporters of the Home Club must also be made available on a similar basis to visiting supporters.

#### Guidance

*Under the Regulations should any Club wish to offer promotions or discounts for a specific match or across up to a maximum of 4 matches they must either (a) offer the discount or special promotion on a similar basis to visiting supporters or (b) seek the permission of the visiting club to run the promotion for home fans only. In the instance that an agreement cannot be reached it should be reported to the League for consideration. For example if a Club offered supporters the chance to purchase tickets for 3 named matches at a discounted cost i.e. 3 matches for £60, then permission should be gained from the 3 visiting Clubs to run the promotion or the pro rate price i.e. £20 should be offered to the visiting supporters. Should the Club run an offer of buy two matches get the third match free, permission would only need to be sought from the visiting Club for the third match that is offered free of charge.*

35.3.14 This does not affect any Club's ability to offer full or part season tickets. There are no Local Promotions permitted under the Regulation as per previous seasons; any deviation away from the pricing plan submitted at the beginning of the season must adhere to the conditions mentioned above.

35.3.15 At every home match, a minimum of 10 per cent of the total disabled spectator accommodation must be made available to disabled supporters of the Away Club.

35.3.16 Payments for tickets sold by an Away Club together with details of tickets sold and the return of unsold tickets, must be made to (i.e. receipt of cleared funds by) the Home Club within seven working days of the date of the match taking place. Any Club making late payment shall:

- (a) pay interest to the Home Club at the rate of 5 (five) per cent per annum over Barclays Bank base rate in force from time to time calculated on a daily basis, on the outstanding sum from the due date to the actual date of payment to the Home Club; and
- (b) forfeit their entitlement to the 5 (five) per cent commission detailed in Regulation 35.3.3.

#### Guidance

*A breach of this Regulation is designated a strict liability offence as detailed in Regulation 88.*

35.4 **Match Footage.** Both Clubs and PGM0 Officials will be provided, free of charge, by the League either a high-resolution and/or a low-resolution copy of the match footage of any Match played under the jurisdiction of The League. All footage is uploaded digitally to a secure file transfer protocol site, following the conclusion of the Match. Clubs shall not be permitted to:

35.4.1 duplicate any footage of such Video for financial gain; or

35.4.2 connect any recording device to any camera(s) or any other broadcast related network or equipment installed and/or operated by or on behalf of the League without first obtaining the written permission of The League.

#### Guidance

*A breach of this Regulation is designated a strict liability offence as detailed in Regulation 88.*

35.5 **Giant Screens.** Except with the prior written consent of The League, giant screens or the like at a Club's ground shall not be used to relay to spectators closed circuit pictures of the Match at which they are present. Any consent given under this Regulation shall be subject to the following conditions:

35.5.1 the screen shall be located so that it does not interfere with the Match at which it is used or distract the Players and Match Officials;

35.5.2 the screen shall be operated by a responsible person who is fully aware of the conditions covering its use;

35.5.3 the screen may be used to show live action and, when the ball is not in play, action replays of positive incidents; decisions issued by Goal Line Technology (in such format as the League may specify from time to time) and/or any other systems intended to aid the decision of Match Officials on the field of play; and

35.5.4 the screen shall not be used to show:

- (a) action replays of negative or controversial incidents;
- (b) any incident which may bring into question the judgement of any Match Official;
- (c) the area of the trainers' bench;
- (d) until substitute boards have been displayed, pictures of any substitute Player warming up or preparing to enter the field of play; and/or
- (e) any material which would 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,

unless utilised in connection with the use of Goal Line Technology and/or video assistant referees (in accordance with the guidelines issued by The League from time to time).

#### Guidance

*As part of the League's commercial obligations to its Partners, Clubs are required to show commercial inventory as determined by the League on their Giant Screens from time to time; the League will provide Clubs' with the relevant content and guidance in this instance.*

## **36 Medical Provisions**

36.1 Nothing in this Regulation, elsewhere in these Regulations or the Youth Development 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.

### **36.2 Emergency Aid Provision at Matches**

36.2.1 It is the responsibility of the Home Club in matches played under the jurisdiction of The League to ensure that the following persons, as a minimum, are in attendance throughout the Match:

- (a) a registered Medical Practitioner with the General Medical Council ('**Team Doctor**'); and
- (b) at least one paramedic trained in emergency medicine dedicated to dealing with on field matters ('**Paramedic**'),

each of whom must be sat in positions which allow immediate access to the pitch.

36.3 Clubs participating in the Championship Division 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 ground to transport any Player or Match Official requiring emergency treatment to hospital.

#### 36.4 Team Doctors

36.4.1 Team Doctors must fulfil a programme of Continual Professional Development (CPD) as determined from time to time by the profession, attend education conferences and seminars organised by The Football Association and support the medical education functions of The Football Association.

##### Guidance

*It is recommended that the Team Doctor should hold a recognised higher qualification in sports medicine i.e. UK Diploma as a minimum. If the Team Doctor does not hold a sports medicine qualification then it is recommended that a sports medicine qualified Doctor is brought in to the club at least once per week as a consultant and that the Team Doctor works within their scope of practice and refers on accordingly.*

*Additionally to further ensure an adequate level of care and as further risk mitigation all clubs should have an Emergency Action Plan (EAP), signed and overseen by the head of the medical department who is GMC or HPCP registered, in addition to being ATMMiF qualified.*

*This Emergency action plan is the responsibility of the club and should be submitted to the League prior to the start of the season as part of the medical information survey.*

36.4.2 Each Team Doctor shall have successfully undertaken the full Football Association Advanced Trauma Medical Management In Football (the 'ATMMiF Certificate') course (or an equivalent course that is recognised and approved by:

- (a) the Faculty of Pre-Hospital Care as equivalent to the ATMMiF Certificate); and
  - (b) the League),
- in the preceding 36 months.

##### Guidance

*Guidance issued by the Football Association confirms that the following courses will be recognised as equivalent qualifications to the AREA / ATMMiF course accepted under these Regulations are as follows:*

- *FA: Advanced Trauma Medical Management in Football (ATMMiF)*
- *Corobeus Sports Consultancy: Emergency Medical Management in Individual and Team Sports (EMMIITS)*
- *RFL: Immediate Medical Management on the Field of Play (IMMOFP)*
- *RFU: Pre Hospital Immediate Care in Sport Level 3 (PHICIS)*
- *SRU: Medical Cardiac & Pitch Side Skills (SCRUMCAPS)*

*Please note that although these equivalents will be accepted in accordance with the Regulations, any permanent member of staff will be expected to take the football specific qualification (ATMMiF) when their current qualification expires.*

*Clubs will be expected to provide the League via an online medical survey prior to the start of the season with the relevant details of their Team Doctor and any Cover Doctors' to be utilised throughout the season.*

*It is the Clubs' sole responsibility to ensure any medical qualifications for any medical personnel utilised on a match day are kept up to date and remain valid.*

36.4.3 Clubs shall ensure that (unless other appropriate arrangements are agreed with the Home Club) their Team Doctor also attends any first team away matches played under the auspices of The League.

##### Guidance

*Whilst the Regulation does enable Clubs to make alternative arrangements between themselves, this is intended to cover the exceptional situations (e.g. unplanned absence) rather than a regular occurrence of the away team doctor not travelling with the team. The EFL will not seek to intervene in disagreements regarding proposed arrangements and if agreement cannot be reached, the default position is that the away Club must ensure it complies with the requirements of the Regulation.*

#### 36.5 Therapists

36.5.1 Each Club shall appoint at least one therapist at that Club as that Club's 'Senior Therapist'.

36.5.2 Subject to Regulation 36.5.3, a Senior Therapist must be a registered physiotherapist member of The Health and Care Professions Council and hold as minimum, a current ATMMiF qualification or an equivalent or higher qualification as otherwise approved by the Football Association from time to time.

36.5.3 All other therapists at a Club must:

- (a) be a registered physiotherapist member of The Health and Care Professions Council;
- (b) hold a degree in sports therapy and/or be registered with a recognised body entitling them to use the title 'sports therapist';
- (c) hold a degree in sports rehabilitation and be registered with the British Association of Sports Rehabilitators and Trainers (**BASRaT**); or
- (d) where appointed prior to 1 June 2011, have passed, as a minimum, The Football Association Diploma in the Treatment and Management of Injuries Course or an equivalent or higher professional qualification as otherwise approved by the Football Association from time to time, and where involved in pitch side care or extrication, hold as a minimum a current ATMMiF qualification (or an equivalent or higher qualification as otherwise approved by the Football Association from time to time).

##### Guidance

*As per guidance issued by the Football Association recognised qualifications accepted under our Regulations are as follows:*

*Equivalent:*

- *Immediate Care in Sport Level 2 (ICIS Level 2)*
- *Higher – those qualifications listed in the Guidance to Regulation 36.4.2.*

*Please note that although these equivalents will be accepted in accordance with the Regulations, any permanent member of staff will be expected to take the football specific qualification when their current qualification expires.*

#### 36.6 Attending Players on the Field of Play

36.6.1 Any doctor, therapist or other medical practitioner who is involved in pitch side care or extrication from matches played under the auspices of the League must hold a current ATMMiF qualification (or an equivalent or higher qualification as otherwise approved by the Football Association from time to time). All such individuals (other than doctors and registered physiotherapist member of The Health and Care Professions Council) must undergo annual re-accreditation to be regarded as having a current ATMMiF qualification.

##### Guidance

*Clubs will be expected to provide the League via an online medical survey prior to the start of the season with the relevant details of their Senior Therapist and any other medical staff utilised on a match day.*



*It is the Clubs' sole responsibility to ensure any medical qualifications for any medical personnel utilised on a match day are kept up to date and remain valid.*

*Recognised qualifications equivalent to the ATMMiF course accepted under our Regulations are as follows:*

- *FA: Advanced Resuscitation and Emergency Aid Certificate (AREA)*
- *Corobeus Sports Consultancy: Emergency Medical Management in Individual and Team Sports (EMMiTS)*
- *RFL: Immediate Medical Management on the Field of Play (IMMOFP)*
- *RFU: Pre Hospital Immediate Care in Sport Level 3 (PHICIS)*
- *SRU: Medical Cardiac & Pitch Side Skills (SCRUMCAPS)*

*Please note that although these equivalents will be accepted in accordance with the Regulations, any permanent member of staff will be expected to take the football specific qualification (ATMMiF) when their current qualification expires.*

### 36.7 Head Injuries and Concussion

36.7.1 Each Team Doctor, Senior Therapist, Paramedic and any other Therapist shall, when present at any match or training, carry the pocket concussion tool as notified by The League from time to time.

36.7.2 Any Player who has sustained a concussive injury (whether in any match, at training or otherwise) shall not be allowed to resume playing or training (as the case may be) unless he has been examined and declared fit to do so by his Team Doctor or, if they are unavailable, by another medical practitioner who holds a current Football Association ATMMiF certificate or an equivalent or higher qualification as otherwise approved by the Football Association from time to time. In such circumstances, the welfare of the Player is paramount and the decision of the Team Doctor or other appropriately qualified medical practitioner as to whether the Player is fit to resume playing or training shall be final.

36.8 **Non First Team Matches.** For all matches at any level, other than the above (including at Academies), there must be in attendance, as a minimum, a holder of a valid Football Association Emergency First Aid in Football ('EFAiF').

#### Guidance

*Pursuant to the Youth Development Rules, in matches at the Development and Foundation level the lead pitch side clinician provided by the home club should hold ITMMiF with annual reaccreditation and must be present on site at all times.*

36.9 **Crowd Safety.** Clubs shall ensure that they have in place appropriate arrangements for the provision of Crowd Doctors, paramedics, ambulances and other medical facilities together with appropriate emergency plans as are required under the terms of the safety certificate issued in accordance with the provisions of the Safety of Sports Grounds Act 1975.

36.10 **Return to Training Protocols.** Each Club must comply with the Return to Training Protocols and Return to Match Day Protocol set out at Appendix 8. The League has the right to amend and/or replace the Return to Training Protocols and/or the Return to Match Day Protocol at any time provided that it provides Clubs with not less than 2 days' written notice of such amendments.

#### Guidance

*Any protocols will be published on the EFL SharePoint site accessed via the Club Portal system.*

36.11 Each Club shall pay to The League such amounts as are notified by The League for the costs associated, or arising in connection, with the implementation of the Return to Training Protocol.

36.12 The League shall be entitled to deduct any such costs from any amounts payable to a Club by The League in accordance with these Regulations and the Articles of Association

(including but not limited to by way of Basic Award). For the avoidance of doubt, in the event that the costs associated, or that arise in connection, with the implementation of the Return to Training Protocol exceed the amounts payable to a Club by The League, the Club shall be liable to pay The League such excess costs.

### 37 Notification of Results and Referees' Marks

37.1 Clubs must submit the results of League Matches together with the names of the Players competing therein, in the manner directed by The League from time to time, within 72 hours of each League Match or no later than 12 noon on the next Normal Working Day immediately after the match (whichever is the earlier).

#### Guidance

*This means that if you have had a game on Friday or Saturday you must have submitted your Teamsheet on iFAS via the Club Portal by 12 noon on Monday and if you have had a Mid-Week Match it must have been Submitted on iFAS via the Club Portal by 12 noon the next day e.g. Tuesday night by Wednesday 12 noon etc.*

*A breach of this Regulation is designated a strict liability offence as detailed in Regulation 88.*

37.2 Clubs must submit their marking of the Referee's performance, in the manner directed by The League from time to time, within six days of each League Match.

#### Guidance

*The League requires all Referees marks and requests for feedback from PGMOL to be submitted through the MOAS system to be completed in a timely manner.*

*A breach of this Regulation is designated a strict liability offence as detailed in Regulation 88.*

### 38 Championship Trophies and Medals

38.1 The Club declared the Champion Club of each Division shall hold the Championship Trophy of that Division until the next Season's League Competition is concluded. When the winners of the trophies shall have been ascertained they shall be handed over to such winners who shall return the same to The League on or before 1 May in the following year in like good order and condition, provided always that the winning Club shall, from time to time throughout the year, on request from The League, release the trophy to The League for such purposes as The League shall require.

#### Guidance

*Upon return of the original to the League, the club will be presented with a ¾ size replica of the winning trophy.*

38.2 The League shall present to the Championship Club of each Division 30 souvenirs comprising 25 for the Players, one for the chief administrator/club secretary, one for the Manager, one for the Senior Therapist and two for staff other than Players. It shall be the responsibility of the Club to determine to which of its Players the souvenirs should be presented. Additional souvenirs may be presented with the consent of The League.

#### Guidance

*To be eligible to receive a Championship, League One or Two winners medal, a player must have been named on the team sheet in at least 25% of the club's league fixtures in that season. Any medals agreed over and above those detailed above will be at cost to the Club concerned.*

### 39 Registration of Playing Kits

39.1 During the Close Season, each Club shall notify The League in writing details of its 'home' and 'away' kit (shirt, shorts and socks) and if applicable any 'third' set of kit. Each set of kit registered must differ visibly from and contrast with each other kit registered by the Club in that Season. No changes either in the kit or combination of colours of kits shall be permitted during the course of the Season.

- 39.2 Save as, provided for in Regulation 39.3 and 39.4, the 'home' shirt registered by each Club will be worn for all Home Matches during the next following Season.
- 39.3 In circumstances where an 'away' Club cannot wear any of its kits (or combination of its kits) without causing a potential kit clash, the Home Club shall be able to wear any combination of its registered kit in order to avoid the potential kit clash (including but not limited to wearing an 'away' or 'third' shirt for a Home Match). The League shall inform all other Clubs, Referees and Assistant Referees of such details.
- Guidance**
- Clubs are required to notify the Football Services Department of their chosen colours for all new 'home', 'away' and 'third' sets of kit at the planning stage then the League can provide approval before Clubs place any orders for kit with their respective manufacturers. When registering kits, Clubs must ensure that the colour of the shirt, shorts and socks for each kit is different to and would sufficiently contrast against the other kits registered by the Club and that a physical replica of each home, away, third kit plus goalkeeper kits are sent to the League at least three weeks before the start of each Season. The kit will be retained by the League and shall be returned to each Club (at their request in writing by 1 March in each Season) or sold by the League with the proceeds being donated to charity.*
- For the avoidance of doubt, a 'kit' constitutes a set of shirt, shorts and socks.*
- When considering selection of colours of shirts / shorts / socks, Clubs should have regard to the guidance issued by the Football Association on helping those affected by colour blindness, a copy of which is available on the EFL SharePoint site accessed via the Club Portal system. Clubs are therefore expected to have sufficient registered kits available so they can be worn as required (taking into account regard to the guidance issued by the Football Association on helping those affected by colour blindness) for each Fixture for the duration of the Season.*
- The order or precedence when determining kit colours for any fixture is as follows:*
1. Home Club – Outfield;
  2. Away Club – Outfield;
  3. Home – Goalkeeper;
  4. Away – Goalkeeper; and
  5. Match Officials.
- 39.4 Each Club is authorised on one occasion per Season to play a Home Match in an alternative kit (in addition to any changes permitted in accordance with Regulation 39.3). The League reserves the right to relax this restriction in respect of play-off matches after consultation with Clubs.
- 39.5 The Away team will, not less than 7 days before the scheduled match, submit to The League, Match Referee and their opponents the details of the colours of shirts, shorts and socks of all players. In the event that The League requires either Club (Away or Home) make amendments to its selection, the Club will, within 24 hours of receiving the notification of the same, resubmit its selection to The League, Match Referee and opponent.
- Guidance**
- A breach of this Regulation is designated a strict liability offence as detailed in Regulation 88.*
- 39.6 The colour of the Goalkeeper's shirt must, in all cases, be clearly distinguishable from the colours of the shirts worn by the Match Officials and all other Players.
- 39.7 In adverse weather conditions the Goalkeeper may wear tracksuit trousers acceptable to the Referee.
- 39.8 **'Shirt'** in the context of this Regulation shall also include 'Jersey' where applicable.
- 39.9 The colours of clothing worn by ball assistants must not clash with the colours of either of the competing Clubs.
- 39.10 The shirts of all Players in matches played under the jurisdiction of The League shall include such sleeve badge(s) in such format as The League shall prescribe. There shall be no form

of words, advertising, badge or other logo above or below the sleeve badge(s) except as permitted by The League.

**Guidance**

*A breach of this Regulation is designated a strict liability offence as detailed in Regulation 88.*

- 39.11 No other logos, words or other designs may be printed or embroidered on the shirts, shorts or socks without the prior written permission of The League. Permission will only be granted for:
- 39.11.1 local promotions, campaigns or charity initiatives;
  - 39.11.2 supporting The League's nominated charity partner and/or other initiatives (as notified by The League from time to time);
  - 39.11.3 discrete inclusion of a unique number for each Player that represents their place in the chronological list of players to appear for that Club; and/or
  - 39.11.4 a discreet logo or wording used in conjunction with the Club's crest to commemorate significant matches or the Club's history,

and where such permission will not cause the Club to breach the requirements of any Football Association regulations relating to kit advertising.

**Guidance**

*Clubs are reminded that any advertising on any piece of playing kit or equipment must comply with the rules of the Football Association and any commercial restrictions and guidance supplied by the League.*

*Clubs shall be permitted to register a 'third kit' at any point during the season save that only one 'third kit will be allowed to be registered in any one season.*

*In relation to Charity Shirts clubs should adhere to the Football Association guidelines.*

*Regulation B6.d. of The FA Kit and Advertising Regulations states '.....the officially designated name, logo or emblem of a registered charity may appear only once on shirts.....Before any such charity name, logo or emblem is used on a kit, permission must be granted from the Competition in which the kit is to be worn. Such permission may only be granted on a maximum of three occasions in any one season'.*

**40 Referees and Assistant Referees**

The League shall compile each Season a list of Referees and Assistant Referees selected from the National Lists of Referees and Assistant Referees respectively. Assistant Referees shall be registered as Level 3 Referees with a County Football Association and be actively engaged in refereeing senior competitions.

**41 Managers**

- 41.1 Subject to Regulations 41.4 and 41.5:
- 41.1.1 all Managers in the Championship must hold a minimum of the UEFA A Licence and be working towards completing the UEFA Pro-Licence within 3 years of appointment.
  - 41.1.2 all Managers in League One and League Two must hold a minimum of the UEFA B Licence and be working towards completing the UEFA A Licence within 3 years of appointment.
- 41.2 Where a Club is promoted from League One to the Championship and that Club's Manager does not hold the UEFA A Licence, the Manager shall have until 31 July in the following Season in which to obtain the UEFA A Licence.
- 41.3 Where a Club appoints a Manager on an interim basis that individual does not need to meet the qualifications set out in Regulation 41.1 above provided always that this dispensation shall not last beyond the end of the Season in which they are appointed. Further, Clubs may not appoint any individual who has already held an interim Manager position at a Club

under this Regulation unless and until such time as they have acquired the qualification(s) required under Regulation 41.1.

**Guidance**

*This only applies for any individual who does not meet the qualifications set out in Regulation 41.1. For the avoidance of any doubt if the individual holds the required qualification, there are no restrictions on the individual from holding the position of Manager on an interim basis.*

- 41.4 Where a Manager at a Club held the role of Manager at a Club or Premier League Club (or any club in any other league of an equivalent standing to The League or Premier League, as determined by the League, acting reasonably) on or prior to the 10 June 2011 then that Manager does not need to comply with the provisions of Regulation 41.1 must instead hold the Football Association Coaching Diploma (or suitable alternative, as approved by The League).
- 41.5 References in this Regulation to a particular UEFA qualification may, subject to the prior approval of the League, include:
- 41.5.1 a 'recognition of competence' issued by UEFA (in accordance with the UEFA Coaching Convention) confirming that the individual has achieved an equivalent standard; and
- 41.5.2 any equivalent qualification recognised by any other Confederation of FIFA.
- 41.6 Contracts of employment between a Club and a Manager shall include the standard clauses set out in Appendix 7.

**Guidance**

*All Clubs are expected to provide the League with confirmation of any managerial appointments made (both permanent and interim) and provide satisfactory evidence of any qualifications held.*

*Please see Regulation 126 for provisions relating to recruitment processes for first team managers.*

**42 Pre-Season Meetings**

- 42.1 All Clubs are required to procure that their Managers attends, in person, an annual pre-Season meeting organised by The League, and failure to do so without just cause shall be a breach of these Regulations.
- 42.2 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, Football Association 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 this Regulation.

**SECTION 6  
PLAYERS**

**43 Transfer Windows**

- 43.1 The Summer Transfer Window shall commence on the later of:
- 43.1.1 00:01 on the day immediately following the last day of the Season; or
- 43.1.2 00:01 on the date 12 weeks prior to the date on which it is to conclude (in accordance with Regulation 43.2).

**Guidance**

*Where a Summer Transfer Window is scheduled to close at 23:00 on 31 August, the transfer window will open at 00:01 on 8 June being that date 12 weeks prior to 31 August.*

- 43.2 Subject to Regulation 43.4, the Summer Transfer Window shall conclude as determined by the League. The League shall determine the time the Summer Window closes after consultation with the Premier League and Football Association.
- 43.3 The Winter Transfer Window in any Season shall:
- 43.3.1 commence at 00:01 on 1 January; and
- 43.3.2 shall end on 31 January next (at a time to be determined by the League), or at such other date and time as the League shall determine in accordance with Regulation 43.4.
- 43.4 If:
- 43.4.1 the Winter Transfer Window is scheduled to end on day which is not a Normal Working Day; and/or
- 43.4.2 the League determines that the Winter Transfer Window shall commence at a date and/or time other than 00:01 on 1 January after consultation with the Premier League and Football Association,

then the League shall also have the discretion to amend the time and/or date upon which the applicable Transfer Window(s) shall be deemed to end.

**Guidance**

*See the guidance under Regulation 44.8 about the EFL's approach on deadlines.*

- 43.5 Where the opening date of the Winter Transfer Window (whether in accordance with Regulation 43.3, or following a determination of an alternative date in accordance with Regulation 43.4) could (having regard to the operation of Regulation 44.8) result in some Clubs being unable to register Players for the round of League Matches scheduled on or around that opening date, but others would, then The League shall be entitled to withhold confirmation of registration (for the purposes of Regulation 44.8.2) until the next following League Match.

**Guidance**

*The purpose of this Regulation is to give The League an element of flexibility in its application. By way of example, in Season 2020/21 it was applied as follows:*

*the Winter Transfer Window in Season 2020/21 opened on 2 January 2021.*

*In the Championship division, Match round 23 was scheduled for 2 January 2021 and some fixtures were moved to 3/4 January 2021 to accommodate TV selections.*

*In order to ensure that all Clubs were treated equitably for Match round 23, the League withheld confirmation of registration for applications lodged on the morning of Saturday 2 January 2021, until after completion of match round 23, so Clubs selected for TV did not gain an advantage over the majority of Clubs who would play at 3pm on the Saturday.*

**44 Registration of Players**

- 44.1 Unless otherwise permitted by Regulation 44.2, registrations of Players are only permitted during a Transfer Window.
- 44.2 Subject always to the provisions of Regulation 44.3, after the expiry of each Transfer Window in each Season registrations of Players and transfers of registrations will, except as permitted in Regulation 58, be declined or will only be approved:
- 44.2.1 where the Player is an Out of Registration Player;
- 44.2.2 where the Player was last registered as or is being registered as a Scholar or Academy Player (subject to such conditions by which the Club making the application and the Player shall be bound); and/or
- 44.2.3 if agreed by The League (including where the Player was last registered with a Club (or club) which has ceased to trade, including during the Closed Period) subject to such conditions as determined by The League and by which the Club making the application and the Player shall be bound.
- 44.3 Where any new registration or transfer of a Player is received by The League after 5pm on the fourth Thursday in March in each Season, that Player will not be eligible to play in any match organised by The League in that Season, except as permitted in Regulation 58.
- Guidance**
- The fourth Thursday in March is the traditional 'transfer deadline day' and remains in place to ensure Clubs cannot add to their squad for the final remaining fixtures of a Season thus impacting on the integrity of the competition in those final stages. This deadline is also used in other contexts – see for example the requirements on full strength sides in Regulation 25.1.*
- Academy Players will not be caught by this restriction in respect of non-first team matches. However, Clubs will not be permitted to register an Academy Player after this date and then utilise him in League Matches.*
- 44.4 A Registered Player is one who has signed an appropriate registration form or forms and/or contract (such signature to be witnessed by a second person) and whose registration has been approved by The League. Notwithstanding the foregoing, only those Academy Players over the age of 15 years on 1 September in any given Season may play football for a Club's first team in that Season, and then may only do so with the written permission of his Parent, his school's head teacher and the approval of The League.
- Guidance**
- Registration of Players - FIFA Article 5.3 - Three & Two Rule*
- In accordance with FIFA Regulations a Player may be registered with a maximum of three clubs during one season. During this period, the player is only eligible to play in official matches for two clubs. As an exception to this rule, a player moving between two clubs belonging to different associations with overlapping seasons (i.e. start of the season in summer / autumn as opposed to winter/spring) may be eligible to play in official matches for a third club during the relevant season, provided he has fully complied with his contractual obligations towards his previous clubs.*
- Clubs are advised that domestically the above applies to all registrations except Non-League, Short Term and Youth Loans, although Foreign Associations may include these loans as counting towards the rule. Clubs should take this into account should a Player in these circumstances be considering a move to another Association, whether on a temporary or permanent basis. More detailed guidance is published on the Club Portal on a season by season basis – please refer to the Player Administration Section of the service.*
- 44.5 No Player may play in any competition organised by The League unless and until his registration has been so approved.
- Guidance**
- A player's registration will not be completed until all the required documentation, clearances and monies have been received by the League and found to be in order. Only the*

*receipt by the registering Club of confirmation of registration will determine the eligibility of the Player to play in EFL Matches. International clearance and receipt of monies are not required prior to the deadline but must be received before the Player plays.*

*Once you have received confirmation of registration from the League please ensure your squad numbers/squad lists are updated on iFAS via the Club Portal, where applicable..*

*Clubs are also able to use iFAS on the Club Portal to check the availability of players for any fixture.*

- 44.6 It shall be the responsibility of all Clubs playing in any competition organised by The League to ensure that all Players are so registered. Failure to do so constitutes misconduct.

**Guidance**

*Registration is now carried out via an online process through iFAS on the Club Portal. Only in rare cases will it be necessary to email registration documents to the EFL. If documents are sent via email Clubs will receive an automated response when emailing registration documents to playeradmin@efl.com. If you do not receive this auto-acknowledgement, please notify the Player Administration department. The auto acknowledgement is not a confirmation of registration.*

*In the absence of confirmation by The League confirming a Player's registration, clubs should always check a player's eligibility by telephone or via iFAS on the Club Portal. The penalties for playing an ineligible player can be severe – see Regulation 45.2.*

- 44.7 An additional copy of the appropriate registration papers shall at the same time as a copy is despatched to The League be despatched to The Football Association.

**Guidance**

*It is imperative registration documents are also sent to, and you obtain confirmation of registration from, the Football Association. For those registration types that are completed online, the system manages that process for you. The reason is that it is the Football Association that is responsible for the application of any applicable FIFA Regulations (for example, confirming whether a player requires an International Transfer Certificate), and will also be able to advise on any 'work permit' requirements for overseas players. Separate guidance on those requirements (now known as Governing Body Endorsements) is published on the Club Portal on a season by season basis – please refer to the Player Administration Section of the service.*

*For Players requiring international clearance, please note that the FIFA Transfer Matching System operates with a strict deadline at the closure of each Transfer Window.*

- 44.8 Subject to Regulations 44.2, 44.3, 44.9 and 58, a Player will only be eligible to play in a match organised by The League if:

44.8.1 the appropriate forms for his registration or the transfer of his registration (including, for the avoidance of doubt, Temporary Loan Transfers) are submitted (in such manner as the League shall specify from time to time) to and received by The League by 12.00 noon on the day prior to the date of such match and confirmed by the League to be in order; and

44.8.2 in respect of any League Match to be played after the date for submission of the Squad List (as determined in accordance with Regulation 44.9.3) but (excluding any League Match played during the Winter Transfer Window), the Player:

- (a) is included on the Squad List; or
- (b) is not required to be included within the Squad List in accordance with Regulation 44.9.2.

**Guidance**

*All registration types are now required to be submitted via an online registration system which is shared between the EFL, Football Association and the Premier League.*

*Application of the Deadline and 'Quick Applications' – see separate guidance document found on the EFL Portal.*

*Regulation 44.2.1: See also the guidance under the definition of Out of Registration Player. Unless otherwise agreed, Players registered at any level including on a Non-Contract registration are not deemed to have 'out of registration player' status if still registered during a Closed Period.*

*Regulation 44.2.2: Players being registered as an Academy Player (YD4, Scholar) are not subject to the same restrictions as an Out of Registration Player.*

*Regulation 44.2.3: is not intended to provide Clubs with the opportunity to register new players outside of the existing transfer windows and have those players eligible to play. The purposes of this Regulation is to deal with those exceptional circumstances which arise from time to time and conditions around ineligibility to participate in matches will be part of any conditions imposed.*

*A player registered on a Standard Loan in accordance with Regulation 56 at a Club may subsequently be permanently transferred to that Club at any time including during a Closed Period.*

*Academy Players will not be caught by these restrictions in respect of non-first team matches. However, the League reserves the right to impose restrictions on first team eligibility e.g. in circumstances where applications could be considered to be trying to register players who are ostensibly professional players as scholars (e.g. when 17 or 18) to avoid the application of transfer windows.*

#### 44.9 Squad Lists

44.9.1 Clubs shall be permitted to name up to a maximum number of Players in their Squad List based on the following provisions:

- (a) in respect of Championship Clubs, 25 Players of which a minimum of 8 must be a Home Grown Player; and
- (b) in respect of League One and Two Clubs 22 Players of which a minimum of 8 must be a Home Grown Player.

44.9.2 The following Players do not need to be included in the Squad List to be eligible to play in League Matches:

- (a) in respect of Championship Clubs, any Under 21 Player (save for any Under 21 Player who is registered with the Club on a Temporary Loan Transfer); and
- (b) in respect of League One Clubs and League Two Clubs:
  - (i) any Under 21 Players; and
  - (ii) goalkeepers.

#### Guidance

*Clubs are required to declare whether or not a Player is goalkeeper when submitting a registration application. Inaccurately declaring an outfield Player as a goalkeeper will constitute misconduct as a breach of the Club's obligation to behave towards the League with the upmost good faith (as per Regulation 3.4).*

*Under 21 Players who are on Loan to Championship Clubs are counted towards the 25 Player limit for the purpose of the Squad List Regulation.*

44.9.3 Each Club shall submit its Squad List to The League:

- (a) within 24 hours of a Transfer Window; or
- (b) such other date and time as may be notified by the League.

#### Guidance

*The inclusion of this power is to amend the deadline for submitting Squad Lists where the 24 hour deadline would impact on a weekend/bank holiday.*

44.9.4 A Club shall apply to:

- (a) include a Player on its Squad List; and/or
- (b) remove a Player from its Squad List,

by submitting a request to that effect to The League (in such manner as The League shall direct from time to time).

#### Guidance

*All details to be uploaded via iFAS.*

44.9.5 A Player shall be deemed to have been included or removed from a Club's Squad List on receipt of The League's confirmation of the same (which may be given electronically).

44.9.6 Changes to a Squad List may be made:

- (a) during the period of a Transfer Window; and
- (b) at other times only with the permission of The League.

#### Guidance

*Changes inside a Transfer Window*

*Changes to the Squad List can be made at any time during the Transfer Window.*

*Clubs do not need to apply to the EFL for approval to make the change, Clubs only need to make the changes via iFAS.*

*In order to be eligible for a League Match during the Transfer Window, the Player (unless an exclusion applies) must be registered with the EFL and be included on the Squad List before the relevant League Match. The EFL recommends uploading the updated Squad List not less than 24 hours before the relevant League Match.*

*Changes outside of a Transfer Window*

*The League will only consider granting permission to make changes to the Squad List outside of a Transfer Window where:*

- *the Club's current Squad List contains less than the maximum number of Players permitted to be included on the Squad List and the Club wishes to add an Out of Registration Player or another Player registered with the Club but not currently included on the Squad List, or*
- *in other truly exceptional circumstances to include but not be limited to those set out in the note from EFL Player Admin found on the EFL Portal.*

44.9.7 The League will publish each Club's Squad List and a list of all other Contract Players eligible to participate in League Matches but are not included on the Squad List, on the League's official website within 7 days of the closing of a Transfer Window.

#### **45 Breach of Conditions of Registration**

45.1 Failure to comply with any of the conditions relating to a registration will render the Player ineligible to play for the Club concerned as not being a Registered Player.

45.2 Any Club playing an unregistered or ineligible Player in a League Match may have three points deducted from its score and/or be liable to such other penalty as a Disciplinary Commission may decide.

- 45.3 Any Club playing, in a match under the auspices of The League, a Player who is under suspension by The Football Association may have three points deducted from its score and/or be liable to such other penalty as a Disciplinary Commission may decide.

#### 46 Types of Registration

- 46.1 The following types of registration are permitted by The League:

Full Contract	Regulation 64
Non-Contract	Regulations 60 and 61
Multiple Monthly	Regulation 63
Standard Loan	Regulation 56.1
International Loan	Regulation 57
Emergency Goalkeeper Loan	Regulation 58
Academies	Regulation 62
Scholarship Scheme	Regulation 62

##### Guidance

The following documents are required for each particular registration. The online registration system will also advise if any further documents are required based on the circumstances of any particular case:

##### *Full Contract*

- *Standard Playing Contract*
- *Registration Form G(1)/G(2) (but not required if you are lodging an updated contract for a player already registered for you)*
- *Financial agreement or letter confirming that no fee is involved in the acquisition of the player's registration*
- *Confirmation that the Player is entitled to claim the status of 'Out of Registration Player' where applying to register outside a transfer window.*
- *Bonuses (unless indicated on Schedule 2 of the standard playing contract that bonuses are not applicable)*
- *Form IM1 (if applicable)*
- *International Transfer Certificate (if applicable)*

##### *Permanent Transfers*

- *Standard Playing Contract*
- *Transfer Form H1 (EFL/Premier League)*
- *Registration Form G(1)/G(2) (if coming from any other club outside of the EFL or Premier League)*
- *Bonuses (unless indicated on Schedule 2 of the standard playing contract that bonuses are not applicable)*
- *Financial agreement or letter confirming that no fee is involved in the acquisition of the player's registration*
- *Monies including VAT and 5% levy - Regulation 52 refers (if applicable).*
- *Form IM1 (if applicable)*
- *International Loan/Transfer declaration form (if coming from abroad)*
- *International Transfer Certificate (if applicable)*

##### *Non-Contract*

- *Copy of EFL Non-Contract Registration Form (EFL6)*

- *Letter stating financial provisions*
- *Confirmation that the Player is entitled to claim the status of 'Out of Registration Player' where applying to register outside a transfer window.*
- *Bonuses (if applicable)*
- *International Transfer Certificate (if applicable)*

##### *Multiple Monthly*

- *Contract*
- *Multiplicity Registration Form G (1)/ G (2) – section b) to be completed*
- *Bonuses (unless indicated on Schedule 2 of the contract that bonuses are not applicable)*
- *Confirmation that the Player is entitled to claim the status of 'Out of Registration Player' where applying to register outside a transfer window.*
- *Form IM1 (if applicable)*
- *International Transfer Certificate (if applicable)*

##### *Monthly Contract (1st Month Only)*

- *Contract*
- *Registration Form G (1)/G (2)*
- *Bonuses (unless indicated on Schedule 2 of the contract that bonuses are not applicable)*
- *Confirmation that the Player is entitled to claim the status of 'Out of Registration Player' where applying to register outside a transfer window.*
- *Form IM1 (if applicable)*
- *International Transfer Certificate (if applicable)*

##### *Monthly Contract (2nd and Subsequent Months)*

- *Monthly Registration Form G (1)/G (2) – section c) to be completed*
- *Form IM1 (if applicable)*
- *Contract not required unless terms are amended*

##### *Standard Loans (From EFL/Premier League/Non-League)*

- *Standard Loan Form H (4)*
- *Bonuses (if applicable)*
- *Form IM1 (if applicable)*
- *Financial Agreement and Loan Fee (if applicable)*

##### *International Loans*

- *Contract*
- *Registration Form G (1)/ G (2) – Section (a) or (b) whichever is applicable*
- *Bonuses (unless indicated on Schedule 2 of the contract that bonuses are not applicable)*
- *Form IM1 (if applicable)*
- *Declaration Form for International Loan/Transfer*
- *Loan agreement between both clubs*
- *International Transfer Certificate (if applicable)*

##### *Emergency Goalkeeper Loan*

- *Temporary Transfer Registration Form EL*

- Bonuses (if applicable)
- Independent medical certificates

#### Academy

- YD4 (together with a Code of Conduct)
- Copy of Birth Certificate or Passport (first registration only)
- Proof of address (e.g. utility bill)
- International Transfer Certificate (if applicable)

#### Scholarships

- Scholarship Agreement
- Registration Form G (4)
- Bonuses (if applicable)
- Birth Certificate/Passport (copy)
- Compensation Agreement (if applicable)
- Form IM1 (if applicable)
- International Transfer Certificate (if applicable)

#### Loans to non-league clubs

- H3 (for Standard Loan and Short Term Loan into non-league)

#### OR

- Youth Loan Form
- Form IM1 (if applicable)

#### Work Experience

- Standard Work Experience Form

#### Two Match Rule

- Letter from parent club granting permission in accordance with FA Rule C.1(i)(i)(D)

46.2 The documents of registration and of transfer of registration of a Player must be in the forms prescribed and issued by The League and not otherwise.

46.3 A copy of those parts of these Regulations which are applicable must be handed to the Player at the time of signing.

46.4 No Club, Official or Player shall directly or indirectly make or offer to make any payment whatsoever in cash or in kind to Players or their families or any other person as an inducement to sign other than those provided for in these Regulations. Any Club, Official or Player in breach of this Regulation shall be guilty of misconduct.

## 47 Registration Forms

47.1 In order to register a Player the prescribed contract, registration form and/or transfer form signed on behalf of the Club by either the Chairperson, club secretary or any duly appointed signatory must be sent to The League within five days of the Player's signature and are subject to the approval of The League. The receipt by the registering Club of confirmation of registration shall determine the eligibility (and the effective date of eligibility) of the Player to play in League Matches.

#### Guidance

For the purposes of this Regulation, any other 'duly appointed signatory' (otherwise known as 'Authorised Signatories') must submit to the Owners' and Directors' Test.

Note, Regulation 64.3 provides that contracts can be signed by (a) the Chairperson alone or (b) any other director and one other authorised signatory.

The EFL Board has previously confirmed (Season 2010/11) that irrespective of whether or not a Club is formally embargoed, the EFL reserves the right under this Regulation to decline the registration of a player in the event that the Club concerned has demonstrated that it is unable to meet its existing financial obligations. Whilst most liabilities are already specifically covered under the Regulations, there can be cases where Clubs have demonstrate an inability to meet their other debts as and when they fall due which are not directly covered by the Regulations, and if those Clubs were permitted to continue unfettered in the transfer market this could undermine the integrity of our competitions and the public reputation of the EFL as a whole. The prospect of declining registrations outside of an embargo is only seen as an exceptional event and will only be deployed when the EFL deems that the circumstances are unusual enough to require this course of action.

47.2 **International Transfer Certificate.** Any Player who last played (or was 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 eligible to participate in a match played under the auspices of The League 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 in accordance with the requirements of the Football Association. This includes any Player returning from a period on loan at a club affiliated to a national association other than the Club to which the Player is returning.

47.3 In addition to the forms and documents specifically required by these Regulations, a Club shall submit to The League:

47.3.1 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

47.3.2 any contract it proposes to enter into 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 League. In deciding whether to give such approval The League shall have regard to (without limitation) Section 10 of these Regulations.

#### Guidance

The EFL has in the past made a number of determinations in the context of whether to grant approval or not under Regulation 47 both in the context of this Regulation, but also considering the application of Regulations 51 and 125. The following examples are offered as guidance but each such application will be considered on its own merits at the applicable time:

*Options to acquire Players. The EFL will permit a Club to conclude an option to transfer a player at a date in the future, provided that it is subject to the consent of the player at the time of the exercise of the option, prior approval in accordance with Regulation 47.3 and it being with a club or Club in a different Division. In addition, the EFL will allow Clubs and a player entering into a standard loan to include an option to acquire the player permanently at some future date prior to the 3rd Saturday of May and prior to the end of the loan period,, to include agreements between the new Club and the player binding them to a standard contract if the option is exercised.*

*Buy-back clauses. The EFL do not accept buy back clauses in financial agreements, however, it is acceptable to have an option to match any offer that another club makes for that player.*

47.4 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 the Standard Contract.

#### Guidance

The EFL will only object to any such clause where the amendments affect the rights granted to, or the obligations owed to the EFL (as such clauses will vary Club / Player obligations).

47.5 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.

**Guidance**

*In addition to any requirement for an International Transfer Certificate, Clubs should consider whether an overseas player has a right to work in the UK without further permissions. As a general rule, players from outside the United Kingdom or European Economic Area will require a Governing Body Endorsement from the Football Association. Separate guidance on those requirements is published on the Club Portal on a season by season basis – please refer to the Player Administration Section of the service.*

47.6 Where the Player does not have the right to take up employment during the period of the proposed registration, the League has the power to determine whether to permit the application for the registration of the Player (for the purposes of then allowing the Player to go out on Temporary Loan transfer in accordance with Regulation 55.6) or not. In considering any such application to register the Player, the League shall have regard to all the circumstances of the case including but not limited to the likelihood of the Player acquiring the right to take up employment in the United Kingdom during the period of the proposed registration.

47.7 Any Contract Player whose registration is cancelled or who is released by his Club on the grounds of permanent disability shall not be registered for any other Club without the prior consent of the Club which last held his registration. Any Contract Player who has received the Permanent Total Disablement Payment from the Personal Accident Insurance Scheme shall not be registered for any Club except in exceptional circumstances with the consent of the Board.

**48 General Provisions Relating to Player Transfers**

48.1 **Transfers within The League and with The Premier League.** All Transfers of registration of Contract Players whether between two League Clubs or to or from a Premier League Club shall be dealt with by The League in the manner hereinafter specified in the following Regulations. In such Regulations and elsewhere in this Section 6 where reference is made to transfers between Clubs, unless the context otherwise requires, references to a Club or Clubs shall be taken to include reference to Premier League Clubs.

48.2 **Transfers of a Contract Player whilst under Contract.** During the currency of a contract of a Contract Player the transfer of his registration from Transferor Club to a Transferee Club must be by writing on the prescribed form in which shall be set out full particulars of all financial and other arrangements agreed between the Transferor Club and the Transferee Club and which shall be signed by a properly authorised Official of each of the two Clubs concerned and forwarded to The League for approval and registration together with a copy of the Standard Contract (as defined in Regulation 64.2) with the Transferee Club. The Transferee Club must comply with Regulation 50. Such Contract Player does not become a Registered Player of the Transferee Club seeking his transfer until the Club has received from The League a confirmation of registration and will not be eligible to participate in matches until the date set out in the confirmation, such date to be determined by The League in accordance with the provisions of Regulation 44. The registration of a Contract Player released by his Club or by the Board shall be automatically cancelled, without prejudice to the retention of compensation rights where permitted by these Regulations. In the case of a Player whose registration is cancelled for any reason whatsoever the Club must notify The League immediately in writing. It is the responsibility of the Club seeking the transfer of a Player to have satisfied itself as to the Player's fitness.

**Guidance**

*See the guidance to Regulation 46.1 for details of what forms are required on the registration of the transfer of a player's registration.*

*FIFA Regulations prohibit the inclusion of clauses into a contract of employment which seek to make the transfer conditional on (a) a Governing Body Endorsement or (b) a successful medical. However, Clubs may wish to include provisions stating that any transfer agreement is subject to the agreement being registered by the EFL and the player being confirmed as eligible to play for your Club.*

48.3 **Transfer of a Non Contract Player.** A Non Contract Player is transferred by cancelling his registration form and by re registration by his new Club. Any cancellation of a Non Contract Player's registration must be notified to him in writing within seven days and The League similarly informed.

48.4 **Retention of registration.** Clubs shall not transfer The Football Association registration whilst retaining The League registration of any Player without informing The League.

**Guidance**

*This can be avoided by ensuring that any and all registration forms for players (including Scholars but not any other Academy Players) are lodged with both the FA and the EFL at the same time in accordance with the requirements of Regulation 44.7.*

48.5 A Player whose registration is permanently transferred by a Club, or whose registration is cancelled for the purpose of joining any other Club, shall not subsequently be re-registered for the original Club within a period of twelve months from the date he left that Club, except with the prior consent of The League. However, a Player whose registration is permanently transferred may return to his original Club (provided that Club is a Member Club) within twelve months on a Standard Loan transfer in accordance with the provisions of Regulations 55 to 57 provided the circumstances of such an arrangement receives the prior written approval of The League, such approval not to be unreasonably withheld.

**Guidance**

*To ensure that sale and loan back arrangements cannot be construed as financial support from one club to another, the EFL will require the Club selling the player and then taking him back on loan to contribute towards the players' basic wage to a level at least equivalent to that which was payable under his standard contract prior to the transfer.*

**49 Conditions of Transfer**

49.1 The terms and conditions of all transfers of registration including a copy of the agreement referred to in Regulation 48.2 must be forthwith submitted to The League. Similar details must be received in respect of all Players signed for a fee from abroad. All transfer arrangements in respect of Contract Players are subject to the approval of the Board. Transfers shall not be registered until The League is satisfied that any Transfer Fee or Compensation Fee due at the time of registration has been paid or its payment adequately secured.

**Guidance**

*Clubs cannot have any form of agreement pursuant to which the Player is unable to play against the Club he has transferred from. Such clauses are only permissible in loan agreements in accordance with Regulation 55.8.*

*Any dispute between two EFL Clubs will be referred to arbitration in accordance with Section 9 of these Regulations. Any disputes between Clubs in different Leagues in the English pyramid should be referred to arbitration under FA Rule K. Any dispute between Clubs in different National Associations (with the exception of the Welsh Clubs playing in the English pyramid) should be referred to FIFA.*

49.2 This Regulation also applies to any proposed amendments to transfers which have already been completed and registered.

49.3 Subject to Regulation 53.1, Transfer Fees, Compensation Fees and Loan Fees shall be treated as private and confidential.



- 50 Intermediaries**
- 50.1 When applying to register any Player a Club shall, at the same time and in addition to the documents required to be lodged in accordance with Regulation 47.1, send to the Secretary at the Office in writing the following information:
- 50.1.1 whether the registering Club (and, where applicable, the Club (if it is a Member Club) that last held the Player's registration (the 'Player's Former Club')) used the services of an Intermediary(ies) and, if any, the identity of any Intermediary(ies);
- 50.1.2 whether the Player used the services of an Intermediary(ies) and, if any, the identity of that Intermediary(ies);
- 50.1.3 confirmation as to all amounts paid, either directly or indirectly, by either the registering Club or the Player's Former Club (if it is a Member Club) to any Intermediary(ies) acting in respect of the matter; and
- 50.1.4 whether either the registering Club or the Player's Former Club (if it is a Member Club) has or is intending to reimburse the Player and or the other Club in respect of any Intermediary fees paid by or which are the responsibility of the Player or the other Club.

**Guidance**

*Submission to The League of FA Form IM1 and/or IM1/NR will be deemed acceptable for the purposes of complying with Regulation 50.1.*

- 50.2 All information required to be disclosed in accordance with this Regulation shall be submitted in the form prescribed by The League from time to time. That form must be signed:
- 50.2.1 by the Player; and
- 50.2.2 by or on behalf of both the registering Club and, where applicable, the Player's Former Club (if it is a Member Club) by their respective Chairperson, Club Secretary or any other duly appointed signatory.
- 50.3 Failure on the part of any Club, Official or Player to comply with the provisions of this Regulation 50 or to provide false information to The League shall constitute misconduct.

**Guidance**

*Clubs paying an Intermediary on behalf of a Player (either as a P11D payment or a deduction from net salary) must insert the details in his Contract or in the Standard Loan agreement.*

*Clubs should consider what conditions apply to such payments – for example, are they conditional upon the player still being employed by the Club at the due date for payment?*

**51 Prohibition of Third Party Investment**

- 51.1 Unless otherwise agreed by the Board and subject to Regulation 51.2, 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:
- 51.1.1 by payment to a Transferor Club or receipt from a Transferee Club of a Compensation Fee, Loan Fee, Transfer Fee, Sell-On Fee and/or any other subsequent payments which become due under the terms of any transfer;
- 51.1.2 by payment of levy pursuant to Regulations 52.2.9 or 52.2.11;
- 51.1.3 by receipt of all or part of a Compensation Fee, Loan Fee, Transfer Fee, Sell-On Fee and/or any other subsequent payments which become due under the terms of any transfer, in default of payment of it by the Transferee Club from which it is due, from:
- (a) a Financial Institution or other guarantor; or
- (b) The League in accordance with the provisions of these Regulations; or

- (c) the Premier League in accordance with the provisions of the rules of the Premier League;

- 51.1.4 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;
- 51.1.5 by way of an allowance permitted by Youth Development Rule 303, to a Scholar with whom it has entered into a Scholarship Agreement;
- 51.1.6 by way of payment to an Intermediary provided that such payment is made in accordance with the Football Association's Regulations on working with Intermediaries;
- 51.1.7 by payment of incidental expenses arising in respect thereof;
- 51.1.8 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;
- 51.1.9 by payment of VAT payable in respect of any of the above payments or liabilities; and
- 51.1.10 in the case of a Transferor Club, by assignment of its entitlement to a Compensation Fee, Transfer Fee or Loan Fee to a Financial Institution.

**Guidance**

*Clubs should contact the Player Administration Department should they wish to assign any entitlement to a Financial Institution. Whilst Clubs are automatically entitled to enter into such transactions with Financial Institutions (as defined) the EFL will require approval of all relevant paperwork and will need to issue appropriate consents prior to completion of the transaction. This will include a requirement that the Financial Institution does not further assign its rights under the arrangement without the prior approval of the EFL, to avoid the possibility of the Club being bound to an arrangement with an entity that doesn't meet the Regulations.*

*The Club must also obtain the prior approval of the Football Association in accordance with the requirements of the FA Third Party Interest in Player Regulations (and in particular Regulation B.1.7).*

**Sell-On Fees in Loan Agreements**

*Payment or receipt of a Sell-On Fee by or to any Club (or club) at which a Player had previously been registered on Standard Loan or International Loan will be permitted in accordance with this Regulation 51.1.*

- 51.2 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 or entity 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.

**52 Transfer/Compensation Fees Method of Payment**

- 52.1 All Transfer Fees, Compensation Fees and instalments thereof and any subsequent payments which become due under the terms of the original transfer shall be paid direct to The League for immediate onward transmission, where appropriate, to the Transferor Club. Prior to such onward transmission they shall not be paid into the Pool Account but held in a separate Transfer Fee Account.

Guidance

*Clubs should ensure funds are received by the EFL prior to 2:30 p.m. to enable this office to forward the monies on. Failure to meet this requirement may result in the Club being deemed to have missed the payment date resulting in fines and/or embargo in accordance with the remainder of this Regulation.*

*See also Regulation 52.2.7 in respect of payments due to Clubs relegated into the National League, and Regulation 52.2.8 in respect of amounts due to foreign clubs (excluding those Welsh Clubs participating in the EFL or Premier League).*

52.2 The following provisions shall apply in relation to Transfer Fees, Compensation Fees and instalments thereof and any subsequent payments which become due under the terms of the original transfer:

52.2.1 A percentage of the Transfer Fee or Compensation Fee negotiated between the Clubs, plus VAT at the appropriate rate on the total fee shall be paid to The League, by means of electronic transfer or by such other means as the Board may prescribe, before any transfer may be registered. Any balance outstanding must be paid to The League in accordance with the financial agreement within the negotiated timescale agreed between the Clubs. The Transfer Fee or Compensation Fee must be paid within the period of the Player's contract with the Transferee Club. In the event of the Player's registration being transferred or cancelled prior to such payments being completed, the balance outstanding becomes payable immediately and any amount paid into the Transfer Fee Account which is due to the original Transferee Club in respect of the onward transfer will be used first to reduce the balance owed to the original Transferor Club.

Guidance

*Instalment Reminders - out of courtesy, and where possible, the EFL will send reminders that instalments are due. However, the onus is on the Club to ensure payment is made on time.*

52.2.2 When a Transferee Club signs a Player under the provisions of Regulation 68 and an agreement is not reached on the amount of compensation payable, the Transferee Club must immediately pay to The League a deposit of not less than 50% of the Compensation Fee offered. Within 48 hours of the Compensation Fee being determined the Transferee Club must pay any balance of the 50% to The League.

52.2.3 If a Club is in default of payments due to another Club (or club) under a transfer or compensation agreement the Club shall be subject to a registration embargo such that it shall not be permitted to register any Player with that Club without the prior written consent of The League until such time as the agreement is honoured.

52.2.4 If a Club is in default of any Transfer Fee and/or Compensation Fee and any subsequent payments which become due under the terms of the original transfer to another Club only:

- (a) The League shall also apply any Transfer Fee and/or Compensation Fee proceeds received for transmission to the defaulting Club, together with any payment of monies which would otherwise be payable to the defaulting Club, in settlement of the defaulting Club's overdue Transfer Fee and/or Compensation Fee commitments to any other Club or Clubs pro-rata; and
- (b) the defaulting Club shall pay interest to the other Club at the rate of 5 per cent per annum over Barclays Bank base rate in force from time to time calculated on a daily basis, on the outstanding sum from the due date to the actual date of payment to the other Club.

52.2.5 For avoidance of doubt, where any transfer agreement includes a provision for any payment to be made on a day other than a Normal Working Day then, unless

otherwise expressly stated to the contrary in that transfer agreement, the payment shall be deemed to fall due to the Transferor Club on the immediately preceding Normal Working Day and the Transferor Club shall be entitled to claim payment on that date.

52.2.6 In the event of default as described in Regulations 52.2.3 or 52.2.4 in addition and without prejudice to the provisions of Regulations 52.2.3 and 52.2.4:

- (a) The League shall have the power to impose a fixed fine under Regulation 52.1 and 50% of the fixed fine payable by the defaulting Club shall be paid to the Club(s) to which an overdue amount was payable (on a pro-rata basis if more than one Club);
- (b) The League shall have the power to refer the matter to a Disciplinary Commission to impose such penalties upon the defaulting Club by way of reprimand, fine whether fixed or otherwise, embargo on registrations, deduction of points, suspension, recommend expulsion (subject to Regulation 93) or other penalty as they may think fit under the circumstances; and/or
- (c) the provisions of Regulation 52.6 shall apply.

52.2.7 Any Club which owes Transfer Fee and/or Compensation Fee monies to a Club which joins The National League on losing League status under the provisions of Regulation 9.3 or joins The Premier League must continue to pay the monies due via The League or face such penalty or penalties as described in Regulations 52.2.3 and 52.2.6 above, but in the case of a receiving Club joining The National League, this provision will cease to have effect 24 months from such date.

52.2.8 An agreement for an international transfer shall provide that the Transfer Fee and/or Compensation Fee, instalments thereof and any subsequent payments payable to the Transferor Club shall be paid (together with any VAT payable in respect thereof) to the Football Association by electronic transfer (or by such other means as The League may from time to time direct) for payment to the Transferor Club in accordance with Football Association Rules.

52.2.9 When the registration of a Contract Player is transferred whether during the period of his contract or after the expiry of his contract the Transferee Club shall pay to The League a levy equal to 5% of the Transfer Fee or Compensation Fee as applicable. Such levy shall be paid to The League at the same time as the payment to be made pursuant to Regulation 52.2.1 (or Regulation 52.2.2) and shall comprise 5% of the whole of the Transfer Fee or Compensation Fee payable. Such levy shall not be deductible from the Transfer Fee or Compensation Fee. A Club shall also pay a levy equal to 5% of any transfer fee or compensation fee in respect of any:

- (a) player signed from abroad as a Contract Player (other than in respect of any element of the fee which relates to Training Compensation which would otherwise have been payable under Article 20 of the FIFA Regulations, if any);

Guidance

*Compensation Fees - Clubs are advised that any element of the fee which relates to Training Compensation which would otherwise have been payable under Article 20 of the FIFA Regulations must be clearly identified in any financial agreements, otherwise Clubs will be liable to 5% Levy on the whole amount.*

- (b) player signed from the Premier League, the Scottish Professional Football League, the Irish Football League and FAI National League as a Contract Player;
- (c) payment made in accordance with Regulation 51.2; and
- (d) any additional payment(s) made under the terms of any of the foregoing.

- 52.2.10 The proceeds of the levy less the expenses of The League, will be used to finance the benefit plan for Players. Should the proceeds exceed the premium payable to the pension plan in any year the surplus will be added to the Professional Game Youth Fund (being the fund which makes payment of grants to those Clubs (and clubs) operating Academies in accordance with the Youth Development Rules).
- 52.2.11 In addition to the levy specified in Regulations 52.2.9 The League shall deduct from each Transfer Fee or Compensation Fee received by it a levy equal to 5% of such Transfer Fee or Compensation Fee. All deductions will be paid to and administered by The Football Foundation in accordance with arrangements agreed between The League and the Foundation from time to time. These provisions shall not apply to any Club whose ground meets the requirements of Lord Justice Taylor's Report as amended by subsequent legislation or as agreed between The League and The Football Foundation.
- 52.2.12 The Board shall have the power to reduce the levy payable by Clubs in accordance with Regulations 52.2.9 from 5% to 4% by written notice to Clubs. Regulation 2 shall not apply to any such notification.
- 52.2.13 For so long as the Board has (in accordance with the provisions of Regulation 52.2.12) implemented a reduction in the levy payable in accordance with Regulation 52.2.9 from 5% to 4% then the Transferee Club shall pay to The League an additional 1% of the Transfer Fee or Compensation Fee as applicable (calculated in the same manner as set out in Regulation 52.2.9) ('**Youth Development Levy**'). The Youth Development Levy shall be paid to The League at the same time as the payment to be made pursuant to Regulation 52.2.1 (or 52.2.2). The Youth Development Levy shall not be deductible from the Transfer Fee or Compensation Fee. For the avoidance of doubt, the Youth Development Levy shall also be paid by the Transferee Club in respect of Players signed from abroad, and in respect of Players signed from the Premier League, the Scottish Professional Football League, the Irish Football League and FAI National League. The Youth Development Levy shall also be paid in respect of any additional payment made under the terms of any transfer/compensation agreement. The proceeds of the Youth Development Levy shall be allocated on such terms as the Board may determine between those Clubs meeting the requirements of the Youth Development Rules promulgated in accordance with the provisions of Regulation 62.
- 52.2.14 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 calculated in accordance with the provisions of this Regulation shall be paid in each case.

#### Guidance

*Where in the case of a proposed Player exchange of the type referred to in Regulation 52.2.14, above, the League 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 League will request that the Transferor Club(s) restate(s) the declared transfer value and may exercise its power under Rule 46.1 if necessary ('all transfer arrangements in respect of Contract Players are subject to the approval of the Board').*

- 52.3 All payments under this Regulation shall be paid to The League's Transfer Fee Account by electronic transfer or by such other means as The League may prescribe.
- 52.4 In all such cases of Transfer Fees, Compensation Fee and any subsequent payments which become due under the terms of the original transfer the Transferor Club shall submit to the Club a VAT invoice within seven days of such payment becoming due.

- 52.5 If a Transferor Club assigns its entitlement to a Transfer Fee, Compensation Fee or Loan Fee instalment pursuant to Regulation 51.1.10:

- 52.5.1 it shall procure by means of a legally enforceable agreement that monies payable by virtue of the assignment are paid into the Transfer Fee Account by the assignee; and
- 52.5.2 it shall irrevocably and unconditionally instruct the Transferee Club to pay such monies to the assignee upon their becoming due.

#### Guidance

*See also the guidance notes to Regulation 51.1.10. Any Sell-On Fee(s) due to a third party club will be deducted and withheld by the EFL and then paid out on the original due date unless instructed by the Club accelerating the monies to make payment at that time. If the Player is transferred prior to the date due, this office will forward the outstanding monies at the time of transfer less any applicable deductions for solidarity payments in the sum of 5% of the consideration for the transfer of the Player. On completion of any such assignment, the instalments are no longer due to the Club (as they are instead payable to the Financial Institution). Accordingly, the EFL would not regard any outstanding amounts as falling within the provisions of Article 48 (Football Creditors) and will not be able to deduct any amounts from sums otherwise payable out of the Pool Account in settlement of any such claims. Further, Clubs should not assume that re-assignment of the instalments back to the Club would reinstate the Football Creditor protection, because that would otherwise constitute a means by which any other creditor of a football club could simply sell the debt to another club to avail itself of that protection. Approval by the League of any assignment will be subject to receipt of an acknowledgement of that position and waiver of claims from the selling club and lender.*

- 52.6 Without prejudice to any other powers or restrictions set out in these Regulations or as may be ordered by a Disciplinary Commission, where any Club defaults on payment of any amounts:

- 52.6.1 due to any other Club (or club) (including but not limited to any Transfer Fee, Compensation Fee, Loan Fee, other contributions due pursuant to the terms of any Temporary Loan Transfer, or any subsequent payments which become due under the terms of any original transfer(s), ticket monies, or other payments pursuant to the terms of any other agreement);
- 52.6.2 to HMRC as described in Regulation 17; and/or
- 52.6.3 covered by Article 471.5 (football creditor claims of full time or former full time employees for arrears of remuneration due up to the date of termination of employment) for a period of:
- (a) 10 days (whether one default of 10 days, or a number of individual defaults which when taken together amount to 10 days) in any 12 month period (1 July to 30 June) then that Club shall receive a written warning from the League;
  - (b) 20 days (whether one default of 20 days, or a number of individual defaults which when taken together amount to 20 days) in any 12 month period (1 July to 30 June) then that Club shall immediately pay to the League a fine as follows:
    - (I) Clubs in League 2, the greater of £2,000 or 5% of the outstanding sum due;
    - (II) Clubs in League 1, the greater of £3,500 or 5% of the outstanding sum due; or
    - (III) Clubs in the Championship, the greater of £6,000 or 5% of the outstanding sum due.
  - (c) 30 days (whether one default of 30 days, or a number of individual defaults which when taken together amount to 30 days) or more in any 12 month period (1 July to 30 June) ('**Persistent Default**') then

that Club shall not be permitted to pay or commit to pay any Transfer Fee, Compensation Fee or Loan Fee or any other form of payment (other than a sell on fee) in respect of the registration of any Player during the period:

- (I) commencing on the date on which the Persistent Default occurred; and
- (II) ending three full Transfer Windows after the Persistent Default occurred ("Fee Restriction").

52.6.4 Where a Fee Restriction is imposed under this Regulation 52.6 the Club may appeal to a Disciplinary Commission (within 21 days of the Fee Restriction being applied) such sanction in circumstances where it can prove:

- (a) any debt counting toward the Persistent Default was not due and owing at that time; or
- (b) the sanction applied to it is disproportionate taking into account all the circumstances.

52.6.5 Where a Club continues to fail to make payment of sum due set out above in Regulation 52.6.1 to 52.6.3 then the League may refer the Club in default to a Disciplinary Commission who shall determine the appropriate further sanction (in addition to the Fee Restriction) by way of reprimand, which may include a fine, embargo on registrations, deduction of points, suspension, recommend expulsion (subject to Regulation 94). Any referral under this Regulation 52.6.5 shall follow the procedural process set out at Section 8 of the Regulations but for the avoidance of doubt shall not require the League to charge the Club, with a referral to the Disciplinary Commission being sufficient on the grounds of misconduct.

52.6.6 Member Clubs must report the failure to make payment of any sum set out in Regulation 52.6.1 to 52.6.3 within 2 days of any such missed payment. Clubs who do not receive a sum due from another Member Club on time are also required to report such late payments to the League (in all cases) within two days of a late payment arising. Failure by a defaulting Club to report a late payment to the League within such periods will constitute misconduct for which Member Clubs will be charged.

#### Guidance

*See separate guidance document in relation to Regulation 52.6, found on the EFL Portal.*

52.7 Membership of the League shall constitute an agreement between each Club that they shall not make or continue any claim (to FIFA, the Football Association or any other relevant regulatory body of football and/or any judicial bodies exercising jurisdiction pursuant to any rules thereof) under Article 20 (Training Compensation) and/or Article 21 (Solidarity Mechanism) of the FIFA Regulations on the Status and Transfer of Players in relation to movement of players between:

52.7.1 Clubs (or clubs) affiliated to the Football Association; and

52.7.2 Clubs (or clubs) affiliated to the Football Association of Wales but which participate in leagues sanctioned by the Football Association.

52.8 Any Club that makes or continues any claim (including any claim made prior to admission into membership of the League) in breach of the agreement set out in Regulation 52.7 shall indemnify those Club(s) or club(s) that are the subject of the claim against any liability imposed by FIFA, the Football Association or any other relevant regulatory body of football and/or any judicial bodies exercising jurisdiction pursuant to any rules thereof).

### **53 Fees Payable on Appearances etc.**

53.1 A Transferor Club shall within seven days of the date of such transfer provide to any previous Club(s) (and or Premier League Club(s)) with which that Player was registered and which has a right to a Sell-On Fee as part of the Transfer Fee or Compensation Fee in respect of any transfer of that Player (in this Regulation the 'Previous Club(s)') full details

of all amounts paid or due to be paid to the Transferor Club. A Previous Club shall not at any time disclose or divulge either directly or indirectly any information provided to it 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 auditor.

53.2 Unless stated to the contrary, a sell on clause in an agreement between a Transferor Club and Transferee Club (Member Clubs only, and not any other clubs) entered into after the 1 July 2015 shall be construed in such a manner as to ensure that any Loan Fees received by that Transferee Club shall be included in the amounts received (or equivalent provision) for the purposes of calculating the amounts due to the Transferor Club under the sell on clause (if any).

#### Guidance

*The EFL has issued separate guidance on the wording of sell on clauses. Please refer to the Player Administration section of the Club Portal for copies of the latest guidance. However, in summary Clubs are reminded that any Sell-On Fee contained within a Financial Agreement will be calculated on the basis that the excess is split based on taking the percentage of the surplus and paying it to the third party in line with the proportion of the payment received by the selling club.*

*Any sell-on fees will be automatically deducted from any monies received by the League for onward transmission to the third party Club.*

*Clubs are free to negotiate an alternative Sell-On Fee arrangement (for example, the third party club receiving their Sell-On Fee in full on transfer or the selling club recouping their monies prior to the third party club receiving any of their monies).*

53.3 Where, on the transfer of a Player, provision is made for the payment of further sums on the happening of certain specified events (e.g. after the Player has made a certain number of First Team appearances) it shall be the duty of the Transferee Club to inform both The League and the Transferor Club that the specified events have happened. Unless otherwise specified in the written agreement between the two Clubs, the Transferee Club shall pay to The League within 14 days of the specified events happening the sums of money then due both to the Transferor Club and to The League. Any such payment cannot be deferred beyond 31 July following the end of the Season in which the event happens. The League shall forthwith on receipt of such sums pay the amount due to the Transferor Club.

#### Guidance

*The EFL can only apply fines for late payment and/or apply embargo to a defaulting club (see Regulations 52.2.3& 52.6), if Clubs send copies of all invoices to The League. All such invoices should be sent to [playeradmin@efl.com](mailto:playeradmin@efl.com).*

53.4 In the case of an International Transfer the Transferee Club shall inform the Transferor Club in writing that the specified events have happened and within 14 days pay such sums due in accordance with Regulation 52.2.8.

### **54 Non-payment to Players**

54.1 Subject to 54.2, any Club which has not made payment of:

54.1.1 any amount due in accordance with a Player's contract; or

54.1.2 payment in consequence of termination of such contract,

within 2 Normal Working Days of the relevant due date (as provided within the Player's contract or termination/settlement agreement) (a **Player Contract Default Event**) shall report the Player Contract Default Event to The League within 2 Normal Working Days of the Player Contract Default Event.

#### Guidance

*Clubs in default of payments to Players will be subject to an embargo. The EFL does recognise there are cases where payment may well be in dispute but expects the matter to have been referred to a Player Related Dispute Commission in accordance with Regulation 74 for resolution to avoid the imposition of the embargo.*

54.2 A Club shall not be required to report a Player Contract Default Event where that Player Contract Default Event has been caused solely by an admin error and the Club has resolved that error by making payment on the next Normal Working Day.

**Guidance**

*For the avoidance of doubt, where any default is not rectified by the end of the following day, the Default Event will be deemed to have occurred and the Club is obliged to then report in accordance with Regulation 54.1 even if it is rectified on the second day.*

54.3 A Club shall not be deemed to have suffered a Player Contract Default Event where:

- 54.3.1 the Club and the Player are in dispute in respect of any sums owing to the Player; and
- 54.3.2 the Club has informed The League of the dispute within 7 days of the dispute arising; and
- 54.3.3 the matter has either been referred to a Player Related Dispute Commission or has been resolved within 30 days of the dispute arising.

54.4 Where a Club reports a Player Contract Default Event it will at the same time provide to The League details of any and all amounts due to the Player(s) concerned together with the time periods to which they relate.

54.5 Without prejudice to the general position (pursuant to Regulation 44.4) that all registrations must be approved by The League, a Club which is subject to a Player Contract Default Event will be subject to a registration embargo such that it will not be permitted to register any Player with that Club without the prior written consent of The League for the period that the Club is subject to a Player Contract Default Event.

54.6 A Club which fails to report a Player Contract Default Event shall be guilty of Misconduct and shall be referred to a Disciplinary Commission in accordance with Section 8 of these Regulations.

## 55 Temporary Loan Transfers

55.1 Only Contract Players may sign for another Club (or club) on a Temporary Loan Transfer or Emergency Goalkeeper Loan. In any event:

- 55.1.1 any Player registered on a Standard Loan, International Loan, an Emergency Goalkeeper Loan; or
- 55.1.2 any player registered on any other form of loan at a club,

may not sign for any other Club (or club) during the period of the respective loan.

**Guidance**

*As stated in this Regulation, only players registered as a Contract Player can be sent on temporary loan transfers. Scholars, Non-Contract players and Academy Players may not go on loan. However, pursuant to FA Rules, players registered as Scholars can go out on 'Work Experience'. The Player may continue to train and play for either the Parent Club or the Work Experience Club (or club) in any age-restricted or reserve team match or in any match in the football pyramid below the English Football League. Any Player on Work Experience is not eligible to play in any first team games in the English Football League (see FA Rule C.3(a)(v)).*

*Contract Players (but not Scholars) may also be registered for another Club (or club) under the FA '2 match' rule but will not be eligible to participate in any matches for the parent club whilst transferred for those two matches, and can only participate in non-first team matches for the Club (or club) at which they are registered (see FA Rule C66).*

*Any player already registered on loan (standard or international loan) may not go out on a sub-loan.*

55.2 The Temporary Loan Transfer of a Contract Player shall only be approved for a defined period (which must begin and end within the period of the Contract Player's registration with the Transferor Club and, subject to Regulation 55.5.3 below, may not extend beyond the end of the Season in which the Temporary Loan Transfer commences) and is subject to

the conditions of such Temporary Loan Transfer being known to the Contract Player and approved by The League prior to registration with The League.

55.3 Temporary Loan Transfers shall only be accepted on the prescribed form a copy of which shall also be supplied to The Football Association. The provisions of Regulation 48 shall not apply to such transfers.

**Guidance**

*As per the guidance to Regulation 46.1, the relevant form is Form H4.*

55.4 The following restrictions shall apply to Temporary Loan Transfers:

55.4.1 A maximum of 5 Players registered on a Temporary Loan Transfer can be named in the Players listed on a Team Sheet for any individual match played under the auspices of The League. This maximum shall reduce to 4 Players where a Club names a Player on the team sheet who is registered on an Emergency Goalkeeper Loan;

55.4.2 No Club may sign more than 4 Players on a Temporary Loan Transfer from another Club (or club) in any Season, of which no more than 2 Players may be over the age of 23. The deadline for determining a Player's age in this respect shall be as at the 30 June prior to the Season in which the Temporary Loan Transfer is intended to take place. Any Temporary Loan Transfer which subsequently becomes a permanent transfer shall not count against a Club's quota of such Temporary Loan Transfers for that Season; and

55.4.3 Temporary Loan Transfers may include an option to acquire the Player's registration by way of permanent transfer. Any such option must be exercised during the term of the Temporary Loan Transfer (including during a Closed Period).

55.5 Loan transfers to non-Member Clubs will be subject to:

55.5.1 the clearance of The League (not to be unreasonably withheld). However, clearance will be withheld where any proposed loan would result in a Club loaning more than 4 Players to any single club;

55.5.2 the rules and regulations of the respective leagues / national associations and FIFA Regulations;

55.5.3 subject to the provisions of Regulation 55.6 below, the principles of the term, recall and expiry as set out in Regulation 56.1 shall apply as if set out herein in respect of those Players going out on loan on an equivalent basis to a Standard Loan; and

55.5.4 compliance with the requirements of Regulation 47.2 (International Transfer Certificate) (if applicable).

**Guidance**

*Regulation 55.5.2: Due to the operation of the FIFA Regulations on the Status and Transfer of Players, and in particular the so-called 3+2 Rule the EFL issues a separate guidance note in relation to loans into the non-league which gives Clubs further guidance. A copy of the guidance note for the current Season can be found in the Player Admin section of the Club Portal. Players going out on loan into the non-league on the equivalent basis to a Standard Loan will be permitted to return to play in the EFL Trophy as well as non-first team matches. See also the note to Regulation 56.2.*

*Regulation 55.5.3: An International Loan 'out' can only be for a half-season or a full-season (calculated by reference to the other National Associations' transfer window), unless otherwise expressly approved in accordance with Regulation 55.6 below – registration of a Player who does not qualify for a Governing Body Endorsement (work permit). However, a player returning from loan inside an EFL Closed Period will not be eligible for your Club until the opening of the next transfer window. Clubs are responsible for ensuring any player returning from international loan receives an International Transfer Certificate in accordance with the requirements of the FIFA Regulations – see also Regulation 47.2.*

### International Loans - Approach

The EFL's approach will be to monitor the Club's compliance with FIFA RSTP in the context of International Loans. Where the EFL identifies that the Club will breach FIFA RSTP requirements, the EFL's approach will be to refuse the Club's application.

Clubs will still be required to ensure that it is fully compliant with FIFA RSTP and the EFL will have no liability to the Club in the event that it fails to remain compliant.

### International Loans – Restrictions on loans to and from the same Club

- The maximum number of Players that a Club can sign on loan from the same international club is 3.
- Clubs may only send a maximum of 3 Players out on loan to the same international club.
- International Loans – Restrictions on total number of loans
- From 1 July 2023 to 30 June 2024, a Club may have a maximum of seven professionals loaned out and seven loaned in at any given time during a season.
- From 1 July 2024, the same configuration will apply but limited to a maximum of six professionals.
- Players aged 21 and younger who are club-trained players will be exempt from these limitations.
- Player Under 21 and club-trained player are defined in the FIFA regulations once published

Moves between Clubs in England and Wales may not be caught by these limits now.

Players under 21 and club-trained players are as defined in the FIFA Regulations.

- 55.6 Where the League permits the registration of a Player under Regulation 47.5, the League shall be entitled to permit that Player to go out on loan for such longer period than otherwise permitted by Regulation 55.5.3 (applying Regulation 56.1) but the period of any such loan must begin and end within the period of the Contract Player's registration with the Club.
- 55.7 Clubs shall be permitted to charge or pay a Loan Fee. The provisions of Regulation 52 shall apply in respect of the method of payment (and all associated matters relating thereto) of any Loan Fee save as follows:
- 55.7.1 the first sentence of Regulation 52.2.1 shall apply unless otherwise agreed between the two Clubs;
- 55.7.2 Regulation 52.2.2 shall not apply;
- 55.7.3 subject to Regulation 55.7.4, any such Loan Fee payable by a Member Club shall be payable on or before the date agreed between the parties, the latest of which must be 30 June immediately following the conclusion of the Season in which the Temporary Loan Transfer commenced;
- 55.7.4 any Loan Fee which is payable as a result of the Transferee Club's promotion from one division to another shall be payable on or before the date agreed between the parties, the latest of which must be 31 August immediately following the conclusion of the Season in which the Temporary Loan Transfer commenced; and
- 55.7.5 payment of any levy in accordance with the provisions of Regulations 52.2.9 and Regulation 52.2.11 shall only become payable where a Temporary Loan Transfer is subsequently made permanent. In such circumstances the appropriate levy payable shall be 5% of the aggregate amount of any Loan Fee and/or subsequent Transfer Fee and/or Compensation Fee payable in respect of the same Player.

### Guidance

Clubs are reminded to consider whether sell on clauses in transfer agreements include or exclude loan fees. Note the provisions of Regulation 53.2 which provides that Loan Fee will be added to the transfer fee in EFL Club only transfers (unless the financial agreement states otherwise).

- 55.8 During the period of any Temporary Loan Transfer, a Player shall not play against his Transferor Club without the prior written permission of the Transferor Club (which, if given, must be indicated on the appropriate Temporary Loan Transfer form).

### Guidance

The EFL will permit Clubs to amend a loan agreement to include EFL permission where this is agreed by both Clubs and the Player at a later date.

## 56 Standard Loans

56.1 Subject to the provisions of Regulation 55, Standard Loan transfers shall only be approved in accordance with following provisions:

- 56.1.1 subject to the proviso that the duration of a Standard Loan must be the time between two Transfer Windows, Standard Loans can be for half a Season or a full Season;
- 56.1.2 any recall clause requiring the early termination of a Standard Loan can only be included in a full Season Standard Loan and this can only be activated during the Winter Transfer Window;

### Guidance

The EFL will permit Clubs to amend standard loan agreements to include an early termination clause where this was omitted from the original agreement.

- 56.1.3 any other early termination of a Standard Loan must be by way of a mutual agreement in writing (including by way of a recall clause within the Standard Loan Agreement) between the Transferor Club, the Transferee Club and the Player but can only be completed:
- after the expiry of 28 days; and
  - only during a Transfer Window (but subject to Regulation 56.1.4 below) unless otherwise agreed by the League in its absolute discretion (subject to such conditions as the League deems appropriate).

### Guidance

An example of the circumstances in which the League might exercise its discretion is where a Player on a Standard Loan is unable to represent the Club temporarily holding his registration for the remainder of the loan, e.g. due to a long-term injury or other reasons having the same effect. In such circumstances, The League might approve the termination of the Standard Loan on the condition that the Player is prohibited from making any first team appearances at the Club with which he re-registers.

- 56.1.4 A Player whose Standard Loan expires (or terminates) at the end of the Season of the Transferee Club but prior to the completion of the League Matches of his Transferor Club (where it is a Member Club) will not be eligible to play in any remaining League Matches for the Transferor Club in that Season;

### Guidance

Examples where this may apply are (a) differential season ends for different divisions or (b) a player finishing a loan and his 'parent club' has qualified for the play-off competitions.

- 56.1.5 Notwithstanding the provisions of Regulation 56.1.1, a Standard Loan of a goalkeeper (but not otherwise) may be subject to a recall clause exercisable at any time. Any recall may only be implemented:

- (a) in extenuating circumstances and with the consent of The League, such extenuating circumstances to be determined in The League's absolute discretion; or
- (b) where the Club seeking to exercise the recall has only one Professional Goalkeeper available (applying the criteria set out in Regulations 58.1.1 to 58.1.3 below). The recall will be subject to not less than 24 hours' written notice.

56.1.6 A goalkeeper shall not be permitted to resume any Standard Loan following the exercise of a recall.

**Guidance**

*Under Regulation 56.1.5(b), the Club seeking to recall a goalkeeper from another EFL Club due to injury(ies) to other goalkeeper(s) will be required to submit independent medical evidence to substantiate the basis for the recall. The EFL will not require independent evidence when recalling a player from non-league, but will require a signed confirmation of injuries from the Club doctor.*

*If all parties are in agreement to an earlier recall, this will be permitted notwithstanding the last sentence of Regulation 56.1.5(b).*

56.2 A Player registered on a Standard Loan may continue to play non-first team football for his Transferor Club, and The League shall disregard any non-first team appearance when assessing whether any application for registration of a Player would otherwise comply with the requirements of Article 5(3) of the FIFA Regulations. Clubs acknowledge that such non-first team appearances may still be considered by other leagues, national associations and/or FIFA when assessing compliance with Article 5(3) on any subsequent application by the Player to be registered with any other club.

**Guidance**

*The EFL has secured a separate concession from the Football Association which allows players going out on loan into the National League, national league south and national league north on the equivalent basis to a Standard Loan will be permitted to return to play in the EFL Trophy as well as non-first team matches. This is reflected in the Rules of the EFL Trophy for the 2023/24 Season.*

*The Club taking a Player on loan is required to contribute towards the wage costs of the player e.g. by way of bonus schedule and/or contribution to weekly wage. The parent club cannot pay appearance monies to a Player for making appearances whilst on loan. Such arrangements would be considered to be contrary to the principles of Section 10 (association and dual interests). However:*

- *that doesn't stop the parent club passing on via its payroll appearance monies due from and paid by the club at which the Player is on loan; or*
- *the parent the Club and Player are also free to determine whether such appearances on loan count towards any appearance triggers in the contract of employment (e.g. increase in wages or offer of new contract).*

*The basic wage for the period of the loan can also be varied by agreement.*

*The player will normally be subject to the Transferee Club's bonus payments and these should be clearly set out on the agreement or the incentive schedule attached to the agreement and signed by all three parties. See also the note to Regulation 48.5 in relation to minimum contributions in respect of any player being signed on standard loan following a permanent transfer.*

*It is also acceptable to state that the parent club will still be responsible for his wages providing the Transferee Club pays bonuses or reasonable travelling expenses, or in the event of the player not playing, then the Club signing the Player on loan will reimburse the parent Club for all the wages.*

*To avoid Players seeking payments to agree loan arrangements, the EFL does not permit lump sum payments to be paid to players going on loan. It is however permissible to*

*make a lump sum payment to a player at the end of the Season for promotion or retaining divisional status.*

*A player registered on a Standard Loan at a Club may subsequently be transferred to that Club at any time during a Closed Period.*

*FIFA have confirmed the following for loans involving Welsh Clubs in the English Pyramid:*

- *Loans to and from FAW-affiliated clubs that play in the English pyramid will not count towards the international loan cap (7 in/out at any one time for the 2023/24 season);*
- *The limit on loans between clubs remains in force (3 in/out at any one time);*
- *All other RSTP-related provisions remain in force, such as the requirement for international clearance;*
- *Loans between FAW-affiliated clubs that play in the English pyramid and other FAW clubs will be considered international.*

**57 International Loan**

57.1 Clubs may also sign players on a Temporary Loan Transfer from an International Club in accordance with the principles set out in Article 10 of the FIFA Regulations subject to the following provisos:

- 57.1.1 the onus is on the Transferee Club to identify whether the signing of the player from the International Club is a permanent transfer or International Loan. Players may not be signed from an International Club on any other basis;
- 57.1.2 Players signed on an International Loan must sign an employment contract with the Transferee Club in a form equivalent to the Standard Contract;
- 57.1.3 the onus is on the Transferee Club to comply with the requirements of the FIFA Regulations.

**Guidance**

*Welsh Clubs participating in the English pyramid are regarded as domestic clubs when moving on loan, so are dealt with under Regulations 55 and 56. However, they will still require an International Transfer Certificate when registering on standard loan. International Rules will be applied on a domestic basis for Welsh Clubs.*

*Clubs wishing to sign a Player who requires permission to work in the UK (a Governing Body Endorsement) should seek advice from the Football Association.*

**58 Emergency Goalkeeper Loan**

58.1 If all the Professional Goalkeepers at a Club are unavailable as a result of:

- 58.1.1 having been certified by an independent medical practitioner as being unfit to play;
- 58.1.2 being suspended;
- 58.1.3 having been called up to play for his national association representative matches in accordance with the requirements of FIFA as laid down from time to time; or
- 58.1.4 such other exceptional circumstances as determined by the League (and any such determination will be final and binding and not subject to review in accordance with Section 10 of the Regulations)

a Club may register (either before or after the deadlines laid down in Regulations 44.2 and 44.3), a further goalkeeper on a short term basis in accordance with the following provisions.

Guidance

*A Professional Goalkeeper is a goalkeeper (excluding any goalkeeper registered as a Non-Contract Player) who has been named in the starting eleven on five or more occasions by:*

- *any Club (or Premier League club) in any matches in the relevant league or first team cup competitions (other than the EFL Trophy); and/or*
- *any other club in a professional league in that club's home association (by way of example, any division of the Scottish Professional Football League, or Serie A, B or C).*

*Examples of exceptional circumstances (based on prior examples) for the purposes of Regulation 58.1.4 are bereavement from close family members, childbirth, in custody or suspended by a Club pending the outcome of criminal investigations or proceedings.*

58.2 The Club must supply to The League written evidence to demonstrate the circumstances set out in Regulation 58.1 apply, together with the appropriate form(s) for his registration and The League having confirmed that the circumstances conform to the provisions of this Regulation:

- 58.2.1 in respect of any fixture played on a weekday when the Office is normally open, at least three hours before the match; or
- 58.2.2 in respect of any other fixture:
- (a) 12 noon on the day of the match; or
  - (b) at least three hours before the match, whichever is the earlier.

Guidance

*Medical evidence cannot be accepted from anyone connected to the Club, nor is it acceptable to obtain a report from another Club's club doctor.*

*Goalkeepers that have been deemed unavailable cannot be named on a team sheet during the loan period.*

*Goalkeepers on an Emergency Goalkeeper loan may be recalled by their Parent Club during the period of the loan in exceptional circumstances and subject to the approval of the League (i.e. as per the similar rights in the context of Standard Loans of goalkeepers).*

*Clubs should be aware that the Premier League does not permit Premier League Clubs to send goalkeepers on seven day emergency loans into the EFL.*

58.3 The period of any Emergency Goalkeeper Loan:

- 58.3.1 shall be for a period of seven days, inclusive of the starting date and finishing date; and
- 58.3.2 may be renewed for seven days at a time, subject to compliance with Regulation 58.2 in respect of each proposed renewal.

58.4 Any goalkeeper registered under the provisions of this Regulation must be included in the starting 11;

58.5 n the Team Sheet, and must start the Match

58.6 The provisions of Regulation 55.4.2 shall not apply to an Emergency Goalkeeper Loan.

**59 Medical Insurance and Medical Records**

59.1 Clubs must ensure that the following heart screening checks are performed for each Player registered with that Club:

- 59.1.1 for any Player in Under 15 age group (as determined in accordance with the Youth Development Rules):
- (a) the completion of a cardiac history questionnaire; and
  - (b) a standard 12-lead electrocardiogram ('ECG');

59.1.2 Players registered as a Scholar, at the commencement of their Scholarship Agreement (and any other Players of an equivalent age who continue to be registered with a Club):

- (a) the completion of a cardiac history questionnaire and a physical examination;
- (b) an ECG; and
- (c) an echocardiography;

59.1.3 for any Player in the Under 19 and Under 21 age groups:

- (a) the completion of a cardiac history questionnaire; and
- (b) an ECG.

59.2 In all cases:

- 59.2.1 the results of the tests must be reviewed by an experienced sports cardiologist;
- 59.2.2 the results of the tests must be uploaded into the central record of cardiac screens operated and maintained by the Football Association; and
- 59.2.3 Clubs must ensure that any additional heart screening check(s) that are recommended by that sports cardiologist are undertaken promptly at the cost of the Club.

59.3 Clubs must ensure that, where any Player over the age of 16 does not have results of any required physical examination, questionnaire, ECG or echocardiography, in their medical records, the relevant test(s) are completed.

59.4 The:

- 59.4.1 results of any ECG;
- 59.4.2 results of any echocardiography; and
- 59.4.3 cardiac history questionnaire(s),

must be contained in the Player's medical records.

Guidance

*The FA Cardiac Screening Programme, supported financially by the PFA and Football Association, is available for those players commencing their Under 17 Year. In practice Clubs will be able to manage that age group as part of the Scholar intake process. Clubs not operating a Scholarship programme will need to ensure they make similar arrangements.*

*Whilst some of the costs for cardiac screening are met through the PFA and FA the Board have agreed to provide funding of not less than £1,350 per Club from the Youth Development levy for each Club that provides appropriate evidence to confirm that Players from each of the requisite age groups have undergone the appropriate heart screening checks in accordance with Regulation 59. The League will send out details at the beginning of each season as to how Clubs can claim the funding.*

*In order for Clubs to gain the funding for players in the Under 15 age group, their screening must take place between 1 May and 30 November in the season which that player turns 15.*

*The FA utilises a database called Ultraling, which enables easy access to prior screens for Cardiologists and Club Doctors, thus ensuring appropriate continuity of care for players as they move Clubs during their careers. It is a requirement that this system is used to ensure full cover and assist with monitoring of compliance with these arrangements. As the FA use Ultraling to verify the screening, funding will not be provided until all players screened are uploaded to the system.*

*Clubs will receive information regarding the process for screening players and claiming funding at the start of the season. It will not be a mandatory requirement that all screens are conducted prior to the start of the relevant Season given the number of screens to be performed across the whole game. However, Clubs should ensure they are completed as soon as possible to ensure appropriate diagnoses take place.*



- 59.5 **Private medical insurance.** Every Club shall have cover for all Contract Players and Scholars (football related injuries only for Scholars) through a Private Medical Insurance Scheme while an agreement between The League and The Professional Footballers' Association for the subsidising of such schemes is in being.
- 59.6 **Medical records.** Clubs shall ensure that their medical practitioner or physiotherapist keeps detailed up to date medical records for all Contract Players in accordance with standard medical practices.
- 59.7 **Monitoring and Compliance.** Clubs shall co-operate at all times with the monitoring and compliance programmes and inspections as required by The Football Association and/or The League from time to time.
- 59.8 **Transfer of Medical Records.** When a Player's registration is about to be transferred (including a temporary loan transfer), the Transferor Club, provided that the consent of the Player has been obtained, must make such records available to the medical practitioner or physiotherapist of the Transferee Club. This procedure shall also apply to Players transferred under the provisions of Regulations 55 to 58.
- 59.9 **Baseline Concussion Tests.** All Clubs must ensure that it conducts SCAT (Sport Concussion Assessment Tool) and computerised neurocognitive baseline tests (in form mandated by the League from time to time) for each Player registered with the Club at the point of their registration and repeat at intervals of not less than two years.

#### Guidance

*Clubs must ensure that a SCAT and computerised neurocognitive baseline test is conducted for each Player by no later than the day before that Clubs first League Match of Season 2021/22. Where a Player has been registered with the Club after the first League Match of the Season, the Club must ensure that the SCAT and computerised neurocognitive baseline test by no later than 2 weeks after to being registered with the Club.*

*Clubs should note that return to play after suffering a concussion injury is addressed in Regulation 36.7.*

- 59.10 **Injury and Illness Audit.** All Clubs will co-operate at all times with any request from The Football Association to provide anonymised data in respect of Player injuries and illnesses.

## **60 Registration of Non Contract Players**

- 60.1 Clubs may register individuals as a Non-Contract Player only where the individual:
- 60.1.1 was registered as a Non-Contract Player in Season 2022/23, and wishes to renew that registration for Season 2023/24; or
- 60.1.2 is employed by the Club in an official coaching or management role at the Club (and for which they are remunerated in line with all applicable legislation).
- 60.2 The registration of a Non Contract Player will be valid only for the Season in which the registration form is signed.
- 60.3 A Club may only register a Non-Contract Player (subject to the provisions of Regulation 44.3) during a Closed Period if he is an Out of Registration Player.
- 60.4 A Non-Contract Player's registration will expire at the end of the Season which for the purposes of this Regulation, will be deemed to be the third Saturday in May or within four days of the Club's last match of the Season, whichever is the later. After this date the Player may sign for another Club for the following Season or he may choose to re-sign for his former Club.
- 60.5 A Club wishing to immediately re-sign a Non-Contract Player should include his name on its Club List of Players for the following Season and notify the Player of its intentions in accordance with the procedure laid down in Regulation 70.

## **61 Termination of Registration of Non Contract Player**

- 61.1 The registration of a Non Contract Player may only be terminated during the Season as follows:
- 61.1.1 by mutual consent of Club and Player, the details of which must immediately be notified in writing to The League, with a copy to the Player; or
- 61.1.2 by the Board if in its absolute discretion it determines that the Player has not played in the class of match which his ability warrants; or
- 61.1.3 for other reasons satisfactory to the Board.

## **62 Youth Development Rules**

- 62.1 In consultation with The Football Association, The Premier League, Clubs and other appropriate bodies The League has power to adopt rules relating to youth development and young Players.
- 62.2 These rules will form a section of the Handbook and will have the same force as Regulations. The Board has power to alter, delete or add to such rules and Regulation 2 does not apply.
- 62.3 Any application for permission to operate an Academy will require, in addition to such other requirements as the Board may determine following consultation in accordance with Regulation 62 above, Clubs to procure an appropriate educational element of work based training for Academy Players.
- 62.4 League Child Protection policies, practices and procedures, as advised from time to time by The League, will be applied to all aspects of Club activities involving children. Clubs must abide by the Government legislation that applies to children under the age of 18. The League policies and procedures are set out in the Appendix to Youth Development Rules and shall be issued to all Academy Players and their parents/guardians.

#### Guidance

*See also Section 11 of these Regulations which contain mandatory provisions relating to Safeguarding.*

## **63 Monthly/Multiplicity Registrations**

- 63.1 Subject to Regulation 63.2 below, a Club may register a Player for a period of one (and, for the avoidance of doubt, not less than one) calendar month or more calendar months provided that the registration expires on or before 30 June following registration. Notwithstanding the foregoing, any Club seeking to register in June any Player who would otherwise have become an Out of Contract Player as at 30 June and for whom the Club will be liable to make payment in accordance with the provisions of Regulation 68.16 shall be permitted to register that player until 30 June even though that may be less than a calendar month.

#### Guidance

*A Monthly Contract will expire on the last day of the month if the commencement date is the first day of the month, or the previous day if part way through a month (13th - 12th).*

*Multiplicity Contracts either (a) commence on the 1st day of the month and expire on the last day of the month, or (b) commence and end on the same date where it commences part way through a month (e.g. 13th January to 13th March, April etc.). However, a registration would not be rejected if a Multiplicity Contract was lodged with dates of 13th January to 12th March, April etc. Any subsequent Monthly/Multiplicity registration during a closed period must be continuous to comply with transfer windows, any lapse in registration will prevent the player from being registered.*

- 63.2 A Club may only register a Player in accordance with Regulation 63 (subject to the provisions of Regulation 44.2) during a Closed Period if he is an Out of Registration Player.
- 63.3 The Club shall complete the prescribed League registration form and forward it to The League together with a copy of the contract of employment. For second and subsequent months a monthly extension registration form G1 (extension) must be completed and forwarded to The League.

Guidance

*If the financial terms are different from the previous month, a new contract of employment must be completed.*

63.4 Players on a second or subsequent monthly contract are entitled to notice as to whether the Club intends to offer a further period of engagement not later than seven days before the expiry of that monthly contract.

63.5 Players on a contract for two or more months are entitled to notice as to whether the Club intends to offer a further period of engagement. The notice is not less than two weeks before the expiry date where the contract expires on or before 31 December and not less than four weeks before the expiry date where the contract expires on or after 1 January.

Guidance

*If a player on a Multiplicity/Monthly Contract is given the appropriate notice in accordance with Regulation 63.5 then, provided the following clause is added to the contract, no severance payment is due to that player after the expiry of his contract:*

*“For the avoidance of doubt, it is agreed that the provisions of Clause 19 in respect of severance pay do not apply to this contract. Instead, the player will be entitled to notice in accordance with EFL Regulation 63.”*

63.6 On the expiry of a registration under this Regulation a Player is entitled to sign for any Club of his choice without restriction and without payment of any compensation.

**64 Conditions of Contract**

64.1 A Player under the age of seventeen years may not enter into a contract of employment with a Club and may only be registered as an Academy Player. Any contract of employment signed by a Player under the age of eighteen at the time of signing must also be signed by a parent or guardian.

Guidance

*A player signing a contract at the age of 17 cannot sign for a period longer than 3 years or 3 seasons (whichever is the shorter) – see Article 18(2) of the FIFA Regulations. The Football Association has now advised that this includes the period of any option period included in the agreement, so any contracts which are lodged which include an option that would result in a term in excess of three years will be rejected.*

64.2 All contracts between Clubs and Players must be in the equivalent of Form 20 of Premier League rules (the ‘Standard Contract’).

Guidance

*Expiry dates - All Contracts expire 30 June with the exception of Monthlies/Multiplicities which must expire on or before 30 June following registration.*

*Note: Clubs are free to include option clauses to extend the contract of employment provided the clause complies with the provisions of FA Rule C1(j)(xiii) – in essence the option period cannot be longer than the period of the original contract term, and the financial provisions applicable to the option period must be no less favourable. Clubs cannot apply an ‘option on an option’.*

64.3 The Standard Contract must be signed on behalf of the Club by either the Chairperson alone or the club secretary or duly appointed signatory together with one director.

Guidance

*Authorised Signatories - Clubs must complete the authorised signatory form prior to the season commencing and update as and when they appoint additional signatories. Any Director signing the standard contract must be on the board of directors of the Club and approved under the Owners’ and Directors’ Test. See also the guidance to Regulation 471.*

64.4 Clubs shall be free at any time to re-negotiate or amend the financial provisions set out in Schedule 2 of the Standard Contract (other than paragraph 7 “The Professional Footballers’ Pension Scheme”) with its own Players on such terms as shall be mutually acceptable except that where a contract is so re negotiated or amended during a Season and the effect

of the renegotiation or amendment is to increase the Player’s remuneration (which term shall include any benefits in kind) it shall be dated to expire at least one year later than the existing contract between the Club and Player.

Guidance

*During the Close Season there is no restriction on amendments, and for the purposes of this Regulation only the EFL will accept a player signing the Club’s standard bonus schedule after the start of the Season in exceptional circumstances provided this is done and received by the EFL before he has been named on a team sheet (any competition, not just first team).*

*As bonus entitlements are contractual benefits, this Regulation applies equally to any Club bonus scheme. See also the notes to Regulation 64.6 below.*

*Any request to make an amendment where the Player does not benefit financially will be looked at favourably without the need to extend.*

64.5 Clubs must submit copies of all contracts between Clubs and Players to The League within five days of their being made.

64.6 Full details of all payments to or benefits paid in cash or in kind on behalf of Players, including particulars of any Image Contract Payment, must be included in the Standard Contract except such specific payment or benefits as shall be specified in advance by The League in writing. In the event that the Standard Contract covers more than one Season it must specify the rate of basic remuneration to be paid relative to the divisional status of the Club.

Guidance

*Image Rights Agreement – Clubs must ensure that all Image Right Contracts are referred to in the Player’s Contract of Employment and a copy is forwarded to The EFL.*

*Should a Player sign an Image Right Contract or amend/vary an existing agreement during the playing season, his Playing Contract will have to be extended by at least 12 months in accordance with Regulation 64.4. To help ensure that principle is adhered to, Clubs must ensure that the following wording is included in all Image Right Contracts:*

*“Variation*

*No variation of this Agreement shall be valid unless it is in writing and signed by or on behalf of each of the parties and is lodged with and accepted by The EFL.”*

*Divisional pay – If the salary is remaining the same regardless of divisional status that must be stated in the Contract otherwise the contract will be returned.*

*Loans to Players – To reflect the principle of this Regulation, Regulation 47.3, and the controls around lump sum payments and signing on fees, a Club is required to notify the League if it proposes to enter into a financial loan with a player, and obtain pre-clearance from the League for it. The following conditions will be imposed as part of any approval:*

*A formal loan agreement will need to be concluded with the Player. That loan agreement will need to:*

*make provision for interest payable at a rate at least equivalent to the current Building Society borrowing rate;*

*provide for regular repayment of the capital sum plus interest from net salary payments (including any lump sum payments) recovered at source by the Club after the deduction of PAYE;*

*include a clause to the effect that, should the Player leave the employment of the Club prior to repayment, then all monies outstanding will become repayable immediately.*

*Finally, the League will require to know the purpose for which the loan is being made.*

*Clubs should note that the League reserves the right to demand an auditor’s certificate to establish that the terms of any loan agreement have been fulfilled.*

*Club Bonus Schedule – As the bonus/incentive schedule forms part of the contract, it cannot be unilaterally withdrawn or varied downwards during the period of the contract. If an individual player is not to receive a bonus/incentive schedule then this must be clearly stated on Schedule 2, under paragraph 8.2.*

*The same schedule does not have to apply to all players.*

*Clubs can, however, propose to vary the amounts payable (including downwards) under the terms of any bonus/incentive schedule as part of an offer to retain the registration of a player beyond the expiry of his contract. The only caveat to this position is where, when taken as whole, the amounts payable under the offer would be "less favourable" than the amounts paid in the most favourable year's terms of the existing contract and in those circumstances Clubs may lose compensation rights for an Under 24 Player.*

*Bonuses/incentives may be amended on such terms that are mutually acceptable to both Player and Club, except that if this is done during the season and the effect is to increase the Player's remuneration, the Contract must also be dated to expire at least one year later than the existing Contract between the Club and Player (Regulation 64.4). This is why any bonus/incentive schedule applicable to the Club must be lodged prior to the commencement of the Season.*

*Due to the wording of Paragraph 8.2 of Schedule 2 of the Standard Contract, there is a presumption that any bonus schedule will apply for the duration of the agreement.*

*It is up to individual Clubs to structure their own bonus/incentive arrangements, as each Club will have their own thoughts on the issue. The only element which cannot feature in a bonus/incentive schedule is any amount in respect of appearing on TV as this is prohibited by Regulation 78.1.*

64.7 The terms of a Standard Contract between a Club and a Player shall be strictly adhered to.

Guidance

*In line with decisions of the PFNCC the EFL cannot accept termination / break clauses in Contracts, except in cases where the PFA, on behalf of the player, agree.*

*The only situations where agreement has been given have related to known serious medical conditions which pose the risk of having to cease playing e.g. heart conditions.*

*Similarly, the EFL cannot accept contracts which seek to contradict or remove any of the provisions of the Standard Contract unless (a) they relate to clause 4 – image rights, provided equivalent provisions are contained within the image rights agreement; or (b) excluding clause 19 (severance pay) in a multiplicity contract (see Regulation 63.5).*

*The requirement for a Club to pay player wages is fundamental and late payment will result in an embargo and also count towards the 30 days and the eventual fee restriction pursuant to Regulation 52.6*

64.8 Clubs must ensure that any boy signing a contract part way through his scholarship must continue the educational aspect of the scholarship.

64.9 Fines suspensions and notices of termination under the Standard Contract must be reported to The League and The Football Association and such notification must be accompanied by a copy of the notice served on the Player.

Guidance

*If any disciplinary action is taken against a Player, the letter should state that he has the right of appeal to the EFL. Clubs should follow the guidelines regarding fines which are approved by PFNCC and circulated each season. Copies are available in the Player Administration section of the Club Portal.*

64.10 Any appeal by a Player under the provisions of the Clause 10.3 of, or Paragraph 3.3.2 of Part 1 of Schedule 1 to, the Standard Contract, or by a Club under the provisions of Clause 11.2 of the Standard Contract shall be referred to a Player Related Dispute Commission.

64.11 Either the Club or Player may appeal against the decision of a Player Related Dispute Commission to the League Appeals Committee and such further appeal shall be made

within seven days of receipt of the Commission's decision and shall be heard within fourteen days of receipt of the notice of appeal. Section 9 of these Regulations will not apply.

64.12 The Player shall have the right to a personal hearing before a Player Related Dispute Commission and shall have the right on any appeal to be accompanied or represented by any officer of The Professional Footballers' Association. The Player shall also be entitled to be legally represented but he must give The League prior written notice of his intention to be legally represented.

64.13 Unless otherwise agreed by The League, 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:

64.13.1 a Signing-on fee (which must be paid in accordance with Regulation 64.14); or

64.13.2 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

*The introductory wording of Regulation 64.13, and the provisions relating to signing on fees in the following Regulation are intended to avoid situations where Players take large payments in Season one of a multi-year contract, and then seek to demand uplifts in subsequent years. The Regulations are as a direct result of requests from Clubs for these measures.*

*Lump sum payments. No payment can be made prior to twelve months' service unless contract runs for less than twelve months, in which case payment can be made on the last day of contract. See also note to Regulation 65.*

*Appearance payments. To meet the above requirements, lump sum payments in respect of appearances may only be paid after twelve months' service, but the EFL will also accept provisions which allow payments after 40 appearances, and the Board has also determined that Clubs may make payments after a lesser number of appearances providing it is continuous provision throughout the period of the contract.*

*In respect to Lump sum Payments and Appearance payments only, service both as a Scholar and a Contract Player will count towards the 12 month threshold. Other Academy registrations will not count.*

*Loyalty payments. The EFL will permit Clubs to agree 'loyalty payments' provided the contract makes it clear that to receive the payment the Player must still be in the service of the Club on the due date. Should the player for any reason leave the Club, at the Club's request prior to the date, a sum shall be paid pro-rata on the services given at the date of cessation of employment with the Club and subject to the prior permission of the EFL Board.*

*Clubs should be aware that only signing on fees are classed as 'once only' payments for the purposes of Regulation 68.3 and any other types of bonuses including any loyalty bonus would need to be part included in any subsequent offer to an Under 24 Player before the Club will be able to retain compensation rights on expiry of the contract. One option for Clubs is to make a loyalty bonus subject to completion of a specified number of years' service, in which case the player is not entitled to a similar payment under the new contract until he has completed an equivalent length of service under that new contract.*

*Relocation Expenses. Under current HMRC Guidelines (available here) subject to meeting the relevant criteria, a Player may receive up to a maximum £8,000 tax free. The contract should provide that payment will only be made on the production of valid receipts.*

64.14 Signing on fees may be paid only to Contract Players and must be paid in equal annual instalments over the period of the contract. If the Player's registration is transferred at any time during the currency of his contract at the request of the Club any balance of the signing on fee then unpaid shall become immediately due and payable to the Player, unless a Player Related Dispute Commission, having considered at the Club's request, the circumstances in which the request of the Club was made, consider that such payments shall not be made. If the Club or the Player is not satisfied with the decision of the Player

Related Dispute Commission there shall be a right of appeal to the League Appeals Committee within fourteen days of receipt of the Player Related Dispute Commission's decision. The decision of the League Appeals Committee shall be final.

#### Guidance

*Signing-on-Fees are the only payment in a Contract that can be referred to as once only or one-off for purposes of Regulation 68.3.*

*When a Player transfers during the term of his contract, if the intention is to waive any rights to future instalments of the signing on fee this must be secured by the player signing a waiver. Failure to provide the EFL with a copy of the document will result in EFL Regulations having to be applied.*

*Where a Club seeks to register an Out of Registration Player after the closure of the mid-season transfer window, Clubs can choose to include a Signing-on-Fee, pay one pro-rata for the period up to 30 June or wait until the following season.*

*If a Player signs an updated contract, the parties are free to carry over any outstanding instalment from a previous contract if they so wish. Where this is agreed, provisions must be included to that effect in the new contract.*

64.15 If a Player's registration is transferred by reason of his written request or there is a proven statement in the media by the Player or his Intermediary to the effect that he wants to join another Club, or he leaves a Club by reason of a breach by him of his contract, he shall forfeit any instalments of the signing on fee that fall due for payment after the date on which the registration is transferred, unless the Player Related Dispute Commission is satisfied that his request for a transfer was made on reasonable grounds.

64.16 If the Club or the Player is not satisfied with the decision of the Player Related Dispute Commission there is a right of appeal to the League Appeals Committee within 14 days of receipt of the Player Related Dispute Commission's decision. The decision of the League Appeals Committee is final. Section 9 of these Regulations does not apply.

64.17 If any such future payments have been waived by the Player or are in dispute when the Player's registration is transferred, the fact of the waiver or dispute must be notified to The League at the time of transfer by the Transferor Club. In the absence of such notification, the outstanding instalments will be payable unless there are exceptional reasons acceptable to the Player Related Dispute Commission as to why the notification was not made at the proper time.

64.18 None of Regulations 64.14 to 64.17 shall apply where a Player is signed for a period of less than three calendar months.

64.19 All Contracts of Service between Clubs and Players must be treated as private and confidential.

64.20 When a Player's Standard Contract is terminated by mutual consent and/or by the Player exercising his rights under Regulation 4(7) of the Transfer of Undertakings (Protection of Employment) Regulations 2006, the Club may retain the Player's registration until he signs for another Club and shall be entitled, without further payment to the Player to a Transfer Fee or Compensation Fee (as applicable) in respect of any subsequent transfer of his registration. The Player shall be informed of the Club's intention to retain his registration. Any dispute in relation to the level of any Transfer Fee or Compensation Fee (as applicable) shall be determined in accordance with the provisions of Regulation 64.22.

#### Guidance

*Clubs are free to enter into a compromise agreement with a player on termination of the contract of employment. Copies of all compromise agreements, or confirmation no such agreement exists, must be supplied to the EFL along with the form for the cancellation of the registration, and the registration will not be cancelled until such time as the relevant agreement / confirmation has been received.*

*As a dispensation from Regulation 51.1.4 the Board has determined that a compromise payment may be paid in instalments, provided the full amount is paid within 12 months or*

*by the date the contract should have expired, whichever is sooner. Any extended terms will require the prior approval of the EFL.*

*Clubs should take independent professional advice on tax consequences of termination payments.*

64.21 When a Player's Standard Contract is terminated by his Club, the Club may retain the Player's registration until he signs for another Club and shall be entitled to a Transfer Fee or Compensation Fee (as applicable) in respect of the next transfer of his registration. The Player whose Contract is so terminated shall after six weeks from the date of the notice of termination be entitled to a weekly sum equivalent to his last weekly basic wage. The Club may at any time apply to the League Appeals Committee for that entitlement to be suspended either because of the facts leading to the termination or on the grounds that the Player has without good reason refused offers of employment from another Club or for other relevant reasons.

64.22 Any dispute between the Club holding the Player's registration and any other Club negotiating to obtain such registration as to the amount of compensation payable shall be determined by the Professional Football Compensation Committee whose decision shall be final and binding.

64.23 All Clubs must submit a Return of Players' Earnings for the previous tax year not later than 30 June in any year.

## **65 Minimum Wages**

65.1 The minimum weekly wage for Players shall be such sum as shall be specified by law from time to time.

#### Guidance

*Minimum wage - Clubs must abide by the National Minimum Wage and National Living Wage legislation, further details of which can be found on [www.gov.uk](http://www.gov.uk). The EFL has also issued detailed guidance (copies of which are available in the Player Admin section on the Club Portal). HMRC will from time to time visit EFL Clubs and therefore Clubs do need to make sure that they are not in breach of Government legislation.*

*It is customary for wages to remain constant throughout the year. However, you may, subject to the consent of the player reduce the wage during the close season.*

*To ensure Clubs are not avoiding the restrictions imposed by Regulation 64.13, any Club which seeks to reduce wages in second or subsequent years of the contract will be asked to substantiate the basis for doing so. It will speed up the process of registration if this is made clear at the time of submission of papers to this office.*

*Clauses providing for payment in Euros are acceptable, but Clubs accept any risks in relation to changes in the rate of exchange during the term of the contract.*

*Payments should be in the same currency throughout the contract.*

## **66 Approaches by Clubs**

66.1 Clubs shall not directly or indirectly approach any Player whose name is on the Clubs List of players (as described in Regulation 70) of another Club except in accordance with Regulations 68 or 71.

66.2 Any Club wishing to obtain the services of a Player whose registration is open to transfer whilst under contract (as indicated on a Club's List of Players) must communicate any offer in writing (or if there is insufficient time, by telephone, confirmed in writing) to the Club holding the registration of such Player.

## **67 Clubs Ceasing to be Members**

67.1 In the event of a Club ceasing to be a member of The League otherwise than by reason of promotion to The Premier League (and except as provided for in Regulation 67.3) all Contract Players and Scholars of such Clubs shall from the date of such cessation be deemed to be registered with The League and The League shall have the same rights in respect of the transfer of the registrations of all such Contract Players and Scholars as such Club had until the date of such cessation. The Board shall assess the fees to be placed

upon the transfers of such registrations, subject to any appeal to the Professional Football Compensation Committee, and any fees derived from such transfers shall belong to The League. The registration of any Academy Player shall be released forthwith.

67.2 The Board shall have the power to make from any fees received by The League, a grant to any Club to which Transfer Fees and/or Compensation Fees are owed by the Club ceasing membership. The amount of the grant shall be entirely a matter for the Board and no Club shall have a claim as of right to all or any part of such fees. In its absolute discretion the Board shall apply the following:

67.2.1 where the fees are received from the transfer of a particular Player, those fees shall be paid to any Club or Clubs owed Transfer Fees or Compensation Fees in respect of that same Player. Where there is more than one Club, payment shall be pro-rata; and

67.2.2 if any fees remain after paying the Club or Clubs referred to in Regulation 67.2.1, such fees shall be paid to any other Club or Clubs owed Transfer Fees or Compensation Fees by the Club ceasing membership. Where there is more than one Club, payment shall be pro-rata.

67.3 In the event of a Club retiring as a member of The League and joining The National League under the provisions of Regulation 10 the following conditions shall apply to Players registered with such Club.

67.4 An Under 24 Player who has refused an offer of re engagement made by his Club in accordance with Regulation 68 who remains in dispute with his Club as at the 15 July next following the Club's loss of League status must sign a National League registration form and Contract with his Club which Contract must contain a clause consistent with Regulation 68.9.1 to the effect that the Player remains free to speak to other Clubs without restriction subject to him keeping the Club with which he is contracted, aware of any negotiations. The Contract should contain the same financial terms as were included in clauses Schedule 2 of his last Standard Contract except that a signing on fee stipulated to be a once only payment need not be repeated and the Player will be bound by any new incentive schedule. If the Player refuses to be registered in The National League then his Club will be entitled to retain compensation rights without payment of a wage. The Professional Football Compensation Committee will on application from a Club or Player determine a dispute over the Compensation Fee.

67.5 A Player's Contract which is not due to expire until after the next 30 June following the Club's loss of League status will remain valid in The National League.

67.6 The registrations and contracts of Scholars may be maintained provided that the Club continues to fulfil the requirements imposed by the Scholarship Agreement and the Youth Development Rules relating to the operation of a Scholarship Programme, otherwise the Scholars will be entitled to their release.

67.7 The registrations of Academy Players may be retained by The League in favour of the Club provided that the Club continues to fulfil the requirements imposed by the Academy Player's registrations and the Youth Development Rules relating to the operation of an Academy, otherwise the Academy Players will be entitled to their release.

## 68 Transfers After Expiry of Contract

68.1 Subject to the provisions of these Regulations, (and, in particular, Regulation 44) a Player shall be free to seek registration with any Club of his choice, on the expiry of his contract of employment.

68.2 Any Club wishing to re-engage a Contract Player whose contract is due to expire on 30 June must, save as mentioned in Regulations 68.2.1 to 68.2.4 below, notify him in writing by the third Saturday in May in the final year of his contract whether or not they offer him terms of re engagement specifying (where applicable) such terms. Notification of the terms offered may only be deferred:

### Guidance

*Accordingly, via the PFNCC the PFA, Premier League and EFL have agreed template holding letters which are available in the Player Administration Section of the Club Portal. Clubs*

*have the choice of re-engagement letters. Form A1 is the traditional letter which sets out in detail the terms offered and Form A2 is the holding letter which enables the club to protect its compensation rights prior to sitting down with the player and negotiating in detail the new terms.*

68.2.1 in the event of a Club not having completed its League programme by the third Saturday in May, and then only if any outstanding fixture or fixtures could have some bearing on the issues described in Regulation 10 or on possible qualification for other competitions; or

68.2.2 in the event of a Club being involved in the end of Season Play Off competition as described in Regulation 10; or

68.2.3 in the event of a Club still being involved in a Football Association Cup Match on or after the third Saturday in May; or

68.2.4 in the event of a Club still being involved on or after the third Saturday in May in a competition arranged under the auspices of The League.

In these circumstances Players must be notified of the terms offered within four days of the Club's last such match.

68.3 Subject to the provisions of this Regulation 68, any Club which makes an offer in accordance with Regulation 68.2 of re engagement to a Contract Player who is an Under 24 Player and which is in the opinion of the Board not less favourable than the current remuneration provisions set out at Schedule 2 of the Player's Standard Contract, shall be entitled to a Compensation Fee in respect of the loss of the Player's registration, should the Player sign for another Club. In order to comply with this Regulation, the annual value of the terms offered must be at least equivalent to the most favourable year's remuneration provisions in the Player's previous contract (taking into account prospective divisional status and any divisional related payment provisions). The terms offered to Players for re engagements must be as favourable overall except that a signing on fee included in the previous contract and stated to be a once only payment need not be repeated. Copies of all offers of re engagement made to Contract Players must be sent to The League.

68.4 The Player must notify in writing the Club holding his registration within one month of the date on which notification of the said terms of re engagement were sent, whether or not he accepts their offer of re engagement. If the Player has not replied in writing to the Club's offer of re engagement by 30 June, the offer shall automatically lapse. In the case of an Under 24 Player, the Club's compensation rights shall not be affected.

### Guidance

*The EFL position is that after the one month period set out in the first sentence of Regulation 68.4, the Club may withdraw the offer at which point the Player will not be able to unilaterally accept that offer, leaving the Club free to pursue alternative options for new players without the risk of the player accepting. If the offer is not withdrawn, it will then lapse automatically on 30 June at which point the Player will not be able to unilaterally accept. However, there has been no decided case on this point, and nor has the PFCC considered the impact of a Club adopting that approach on the level of compensation which might be awarded under Regulation 68.5.*

68.5 If by or following the expiry date of the Player's contract the Club holding the Player's registration and any other Club which subsequently obtains or is then negotiating to obtain such registration have not reached agreement on the amount of Compensation Fee payable either of the Clubs concerned or the Player shall have the right to request that the fee be determined by the Professional Football Compensation Committee in accordance with Regulation 69 and in the event of such right being exercised, it or he shall inform the other such parties and the Secretary of the Professional Football Compensation Committee forthwith. Both such Clubs shall provide the Professional Football Compensation Committee with all relevant information. The Professional Football Compensation Committee shall as soon as possible determine the amount of Compensation Fee and its determination shall be final and binding.

Guidance

*In the event of the Player wishing to sign for a Club not in membership of The League or The Premier League, i.e. a non-League Club, The Football Association Rule C.1.14.5 applies in respect of the registration of Players by clubs in other leagues.*

- 68.6 If a Player, who is an Under 24 Player, wishes to claim a Free Transfer on the basis of his offer of re engagement being less favourable than his current contractual terms, he must send a written application to The League, with a copy to his Club, by 30 June, otherwise the Club's compensation rights will be retained.
- 68.7 If such Player's application is successful he shall continue to receive from his Club as severance payment his weekly basic wage for a period of one month from the expiry date of his contract or until the Player signs for another Club, whichever period is the shorter, provided that where a Player signs for a Club within one month at a reduced basic wage then his old Club shall make up the shortfall in basic wage for the remainder of the month.
- 68.8 The Board shall determine any dispute between Clubs about the method of payment of a Compensation Fee.
- 68.9 If the Player, who is an Under 24 Player, does not accept the said offer of re engagement and/or indicates that he wishes to leave the Club holding his registration, but his registration is not transferred to another Club before the date of expiry of his contract, then the Club holding his registration may after such expiry date either:
- 68.9.1 enter into a contract with the Player in accordance with the provisions of Regulation 64 but providing that the Player's registration may be transferred to another Club at any time during the currency of such contract (subject to the provisions of Regulation 44 for a fee determined in accordance with these Regulations; or
- 68.9.2 continue to pay the Player the basic wage payable under the contract which shall have expired. In such event the Player shall not be eligible to play for the Club holding his registration nor be subject to the regulations and discipline of such Club, and (so long as it continues to pay the Player the basic wage as aforesaid) such Club shall be entitled to a Compensation Fee from any other Club wishing to obtain the registration of the Player. The Player shall be an Out of Registration Player for the purposes of Regulation 44.2.1. On the application of the Club made on or after the first day of the Season the Professional Football Compensation Committee may rule that because the Player has without good reason refused offers of employment with another Club or other Clubs or because there are other relevant circumstances, the Club may retain its entitlement to a Compensation Fee as aforesaid without being obliged to continue to pay over basic wage after a date stated in this ruling; or
- 68.9.3 agree with the Player that the Player shall continue playing for the Club on a week by week basis under the financial terms of his last contract unless the Club incentive schedule paid in accordance with that contract has been changed in which case the Player will receive the revised incentives. The Player will, in these circumstances, be subject to Club regulations and discipline and to the Football Association Rules and these Regulations. In order to maintain compensation rights on the registration of a Player employed at the end of a Season on a week by week basis under the provisions of this Regulation a Club must, between the fourth Thursday in March and the third Saturday in May (both dates inclusive) notify the Player in writing of its intentions. If the week to week contract expires during a Closed Period then the Player will not be eligible to play for another League Club until the commencement of the next following Transfer Window; or
- 68.9.4 cease to pay the Player the basic wage as detailed in Regulation 68.9.2, in which case the Player shall be free to negotiate with, sign for and be registered with any other Club at any time without payment by such other Club of any Compensation Fee; or

- 68.9.5 cease to pay and play the Player on a weekly basis as detailed in Regulation 68.9.3, in which case the Player shall be free to negotiate and sign for any other Club at any time (but he will not be eligible to play for another League Club until the commencement of the next following Transfer Window) without payment by such other Club of any Compensation Fee.

In either of the circumstances set out in Regulations 68.9.4 or 68.9.5, two weeks' notice in writing must be given before payment to the Player ceases.

- 68.10 Any attempt by a Club to use negotiations to prevent a Player joining the Club of his choice will be regarded as misconduct.
- 68.11 Clubs must notify the Player and The League of all offers received for the Player's registration.
- 68.12 Any Club wishing to place the name of a Non Contract Player on its List of Players for the following Season must so notify him in writing in accordance with the procedure laid down in Regulation 68.2.
- 68.13 An Under 24 Player who has not received written notice from his Club of an offer of re engagement in accordance with this Regulation shall continue to receive from his Club as severance payment his weekly basic wage for a period of one month from the expiry date of his contract or until the Player signs for another Club, whichever period is the shorter, provided that where a Player signs for a Club within the month at a reduced basic wage then his old Club shall make up the shortfall in basic wage for the remainder of the month.

Guidance

*Players over the age of 24 who have not been offered terms of re-engagement or the terms offered are less favourable, will be entitled to severance pay in accordance with the terms of the contract, subject always to a cap of double the maximum sum which an Employment Tribunal can award from time to time as a compensatory award for unfair dismissal (c£173,000).*

*If the salary is reduced during the summer months, the severance payment is calculated on the average monthly salary across the final year of the contract.*

- 68.14 The action of a Club in securing a Player's signature on a Standard Contract shall constitute an acknowledgement of that Club's liability to pay the appropriate Compensation Fee in accordance with these Regulations.
- 68.15 A Player who, having refused to accept his Club's offer of re engagement made in accordance with this Regulation, elects to sign for a Club in another country shall not be re-registered in The League until after a lapse of twelve months from the date he joined the foreign Club unless the special consent of the Board is obtained. The Board may refer any question of compensation to his previous Club to the Professional Football Compensation Committee whose decision shall be final and binding.
- 68.16 For the purposes of both Regulations 68.7 and 68.13, a Player who is entitled to receive his basic weekly wage for a period of one month from the expiry date of his contract and subsequently signs for another Member Club will be deemed to have signed for that new Member Club on the date:
- 68.16.1 of his contract of employment with the new Club;
- 68.16.2 on which the new Club publicly announces the signing of the Player;
- 68.16.3 on which the new Club nominates the Player as one of those covered by the League's centrally purchased Player's personal accident insurance policy (if any); or
- 68.16.4 the Player was named by the new club on a team sheet in any match (including friendly or training matches),
- whichever is the earlier. For the purposes of determining the amount payable by the new Club, the Player's salary with that Club will be deemed to be an amount equal to the average weekly wage to be paid to that Player by the new Club in the first Season of his employment.

Guidance

The above Regulation was amended to ensure that Clubs signing out of contract players make up the wages with effect from the practical date of signing the player. The practical date of signing will be deemed the earliest of the following: the player is announced as having signed, participates in a friendly match or is allocated as one of the Club's players under the EFL's centrally purchased personal accident insurance policy.

The obligation will only arise in the event the Player signs a contract with the new Club. It will not cover players who only ever trial at a Club. However, where a player who is trialed in the first instance and then signs a full contract, the effective date for payment of the wages will be the earlier date. For the purposes of determining the amount payable by the new Club, the Player's salary with that Club will be deemed to be an amount equal to the average weekly wage to be paid to that Player by the new Club in the first Season of his employment.

**69 Compensation Fee for Players out of Contract**

69.1 In determining the Compensation Fee under Regulation 68.5 the Professional Football Compensation Committee shall take into account the costs set out in Regulations 69.2 and 69.3 and any of the criteria set out in Regulation 69.4.

69.2 Any cost incurred by either Club in operating an Academy including (without limitation) the cost of providing for students:

- 69.2.1 living accommodation;
- 69.2.2 training and playing facilities;
- 69.2.3 scouting, coaching, administrative and other staff;
- 69.2.4 education and welfare requirements;
- 69.2.5 playing and training strip and other clothing;
- 69.2.6 medical and first aid facilities; and
- 69.2.7 friendly and competitive matches and overseas tours.

69.3 Any other costs incurred by the Transferor Club directly attributable to the training and development of Players including any Transfer Fee or Compensation Fee referred to in Regulation 69.4.3.

69.4 The criteria are:

- 69.4.1 the status of the two Clubs involved;
- 69.4.2 the age of the Player;
- 69.4.3 the amount of any Transfer Fee or Compensation Fee paid by the Transferor Club upon acquiring the registration of the Player;
- 69.4.4 the length of time during which the Transferor Club held the registration of the Player;
- 69.4.5 the terms of the new contract offered to the Player by both Clubs;
- 69.4.6 the Player's playing record in Club and international team appearances; and
- 69.4.7 substantiated interest shown by other Clubs in acquiring the services of the Player.

**70 List of Players**

70.1 Every year each Club shall forward to The League no later than the deadline laid down in Regulation 68 for the notification of Players, a Club List of Players' names for registration by The League including:

- 70.1.1 Contract Players whose contracts are due to terminate on the next 30 June and to whom the Club has made offers of further re engagement;

70.1.2 Contract Players with whom Standard Contracts are in existence, such contracts being due to terminate on 30 June in any subsequent year including any Contracts of Service under which an option to extend the term thereof has been exercised by the Club;

70.1.3 Contract Players whose contracts are due to terminate on the next 30 June and to whom the Club has not made offers of further re engagement;

70.1.4 Players employed on a week by week basis under the provisions of Regulation 68.9.3 to whom the Club has either made a further offer of re engagement or indicated that it wishes to continue with the week by week agreement;

70.1.5 Scholars with whom agreements are in existence; and

70.1.6 Non Contract Players whose registrations have not been cancelled.

70.2 Full first names shall be included in all cases.

70.3 The registrations of Non Contract Players whose names are omitted from the Club List of Players are automatically cancelled. A Non Contract Player whose registration has not been cancelled must be re-signed.

70.4 The Clubs' List of Players shall be published by The League not later than the second Saturday in June.

Guidance

*The List of Players is managed via iFAS on the Club Portal. Full details are circulated to Clubs prior to the deadline for submission of the information.*

**71 Players Over 24**

71.1 A Player aged 24 years or over as at 30 June is entitled (subject to Regulation 44 to sign for any Club of his choice without restriction on the expiry of his contract on or after that date without payment of any Compensation Fee.

71.2 A Player who is under 24 years as at 30 June will have to wait until the following 30 June before he is entitled to the benefit of Regulation 71.1.

71.3 An Over 24 Player who has refused an offer of re-engagement which, in the opinion of the Board is not less favourable than the Player's current contractual terms, shall not be entitled to any severance or other payment in respect of the expiry of his contract or for any period after the expiry of his contract.

71.4 This Regulation 71 applies notwithstanding any other provisions in these Regulations and if there is any conflict, Regulation 71 shall prevail.

**72 Avoidance and Evasion of Transfer Fees and/or Compensation Fees**

72.1 If in the opinion of the Board a Standard Contract has been drawn up or amended with the purpose or effect of avoiding or evading the payment of full compensation in accordance with the intent of the provisions of these Regulations, the Board shall require the Club which is responsible for so drawing up or amending the contract to pay to the Club entitled to compensation the amount of compensation which the Board considers in its absolute discretion ought to be paid.

72.2 If in the opinion of the Board any Club unfairly traffics or deals in the registration of any Player or otherwise abuses in any way the system of transfer and compensation provided for by these Regulations or the intent thereof such Club shall be guilty of misconduct. If applicable the Board shall require such Club to pay to the Club from whom the registration of any Player was transferred such sum as the Board may consider just.

72.3 If any question within the ambit of this Regulation 72 shall arise in relation to a transfer between Clubs in membership of The League and The Premier League, any issues relating to alleged misconduct shall be referred to the Football Association and any question relating to the Transfer and/or Compensation Fee payable shall not be referred to the Board but direct to the Professional Football Compensation Committee.

- 73 Professional Football Compensation Committee**
- 73.1 The Professional Football Compensation Committee shall adjudicate upon disputes:
- 73.1.1 arising from the transfer of registrations of Non Contract Players under Regulation 61;
- 73.1.2 arising from the re engagement system for Contract Players including disputes under Regulation 68; and
- 73.1.3 as provided in Regulations 64, 67 and 74;
- 73.2 The provisions of Appendix 4 – Regulations of the Professional Football Compensation Committee shall govern the conduct of proceedings before it.
- 74 Other Disputes**
- 74.1 Any dispute or difference not otherwise expressly provided for in these Regulations between a Club and any Player shall be referred in writing to a Player Related Dispute Commission for consideration and adjudication.
- 75 Appeals from a Player Related Dispute Commission**
- 75.1 Any Club or Player aggrieved by the decision of a Player Related Dispute Commission may appeal against that decision to the League Appeals Committee (and not, for the avoidance of doubt, to arbitration in accordance with Section 9 of the Regulations).
- 75.2 The League Appeals Committee shall comprise:
- 75.2.1 the Chairperson of the Professional Football Negotiating and Consultative Committee, or their nominee, who shall act as the Independent Chairperson of the Committee and who in case of equality of votes, shall have a second or casting vote;
- 75.2.2 a nominee of the Board;
- 75.2.3 a nominee of The Professional Footballers' Association; and
- 75.2.4 a nominee of the Institute of Football Management and Administration.
- 75.3 Notice of appeal must be lodged with the company secretary of The League within fourteen days of the Player Related Dispute Commission's decision.
- 75.4 The Player may if he so desires be accompanied or represented at the Player Related Dispute Commission hearing and/or on the hearing of the appeal to the League Appeals Committee by an officer of the Professional Footballers' Association. The Player and/or Club shall also be entitled to be legally represented but they must give The League prior written notice of their intention to be legally represented.
- 75.5 The League Appeals Committee shall be competent to call for any documentary evidence available to The League and shall have the power to order the attendance of and production of documents by any Club, Official, or Player.
- 75.6 The secretary of the League Appeals Committee shall be appointed by the Board from the Staff of The League.
- 75.7 The secretary of the League Appeals Committee shall send all evidence submitted by either party in the dispute to the other party or parties.
- 75.8 The Chairperson of the League Appeals Committee may give directions as they think fit for the future conduct of the proceedings addressed in writing to the parties with which the parties shall comply without delay.
- 75.9 The Chairperson of the League Appeals Committee shall have an overriding discretion as to the manner in which the hearing of the proceedings shall be conducted.
- 75.10 Unless:
- 75.10.1 as otherwise agreed between the parties;
- 75.10.2 as directed by the Chairperson in exercise of his discretion under Regulation 75.9 above; or

- 75.10.3 as prescribed by Regulation 75.13 below,
- the League Appeals Committee shall proceed by way of a review of the evidence presented before, and the decision of, the Player Related Dispute Commission with the parties having the right to make written and oral submissions on those matters only.
- 75.11 The League Appeals 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.
- 75.12 If any party wishes to introduce new evidence then their notice of appeal or reply must state so clearly and include a copy of any such evidence. The Chairperson of the League Appeals Committee shall have absolute discretion to determine whether such new evidence shall be admitted. Such evidence will not be admitted unless:
- 75.12.1 the evidence was not available at the time of the original inquiry, hearing or proceedings notwithstanding the exercise of reasonable diligence by the person seeking to introduce it;
- 75.12.2 the evidence is credible; and
- 75.12.3 the evidence is relevant.
- 75.13 Where the Chairperson of the League Appeals Committee decides to admit the new evidence under Regulation 75.12, the appeal shall be conducted as a full re-hearing.
- 75.14 The League Appeals Committee shall give reasons for its decision.
- 75.15 Further, the League Appeals Committee may make such order in respect of:
- 75.15.1 the costs of the investigation; and
- 75.15.2 the costs of the proceedings; and
- 75.15.3 the costs of the League Appeals Committee as it may think fit.
- 75.16 The League Appeals Committee shall have the power to enquire into any costs claimed by a party and to order that such costs be assessed on an equivalent basis to detailed assessment in the High Court.
- 75.17 The decision of the League Appeals Committee on all matters coming before it shall be final and binding on all parties and the provisions of section 9 shall not apply to disputes of this nature.
- 75.18 Should the Independent Chairperson for any reason be absent or unable to act a Deputy Independent Chairperson shall be appointed to act in his place by agreement between The League and The Professional Footballers' Association.
- 76 Inducements and Approaches**
- 76.1 Subject to the provisions of Regulations 68 and 76.2, Clubs, Officials, Players shall not (and shall procure that their respective employees, agents or Intermediaries shall not) directly or indirectly induce or attempt to induce a Registered Player of another Club or a Premier League club to leave for any purpose whatsoever the employment of the Club with which he is registered or cease to be so registered. Any penalty imposed on a Club may include the refusal to register for the Club, guilty of the infringement, any Player whom they consider has been so induced.
- 76.2 Notwithstanding the provisions of Regulation 76.1, a Club shall be at liberty after the third Saturday in May in any year (or as determined by Regulations 68) and before the 1 July next following to make such an approach to a Contract Player:
- 76.2.1 who will become an Out of Contract Player on that 1 July; and
- 76.2.2 who has received no offer from his Club under Regulation 68; or
- 76.2.3 who has received but has declined such offer in writing.
- 76.3 Public statements by Clubs, Officials or Intermediaries of their interest in Registered Players of other Clubs shall be regarded as inducements within the meaning of this Regulation.



- 76.4 No Club shall employ a Player who is on the list of Registered Players of another Club or Premier League club or who has failed to comply with a decision of The Board, any Player Related Dispute Commission, any Disciplinary Commission or the League Appeals Committee. Infringements of this Regulation shall also be dealt with by a Disciplinary Commission who may impose any penalty they in their discretion feel necessary including refusal to register the Player.
- 76.5 Subject to the provisions of Regulations 68 and 76.6 a Registered Player shall not directly or indirectly communicate with or approach another Club or any Official or Player of another Club with the object of negotiating or arranging the transfer of himself or another Player to such other Club during the currency of a contract. Any infringement of this Regulation shall render the Player concerned and any Club, Official or other Player who enters into communication or negotiation shall be guilty of misconduct.
- 76.6 Notwithstanding the provisions of Regulation 76.5, after the third Saturday in May in any year (or as determined by Regulations 68) and before the 1 July next following, a Contract Player to whom Regulation 76.2 applies or any person on his behalf may make such an approach to a Club (or club) with a view to negotiating a contract with such Club (or club).

## SECTION 7 BROADCASTING AND SPONSORSHIP

### 77 Televising of Matches

- 77.1 No audio and/or visual footage from any match in any competition conducted by The League shall be televised or recorded or transmitted by internet, television, mobile networks, satellite or cable or any similar method except with the written consent of The League nor shall any Club take part in any match (except matches in the Football Association Challenge Cup Competition) which is to be televised or recorded or transmitted by satellite or cable or any similar method without first obtaining the written consent of The League.
- 77.2 The League or any subsidiary or associated company of The League or duly authorised agent or broadcaster (and its respective employees and agents) shall be allowed access to the grounds of all Clubs (and to the television gantries, camera positions and facilities) for the purpose of recording or broadcasting matches arranged under the jurisdiction of The League.

### 78 Television Payments to the PFA

- 78.1 The League shall pay to the Professional Footballers' Association for education, insurance and benevolent purposes, such amounts as shall be established in accordance with the separate agreement between The League and the Professional Footballers' Association in existence from time to time. No other payment for appearing on television shall be made to the Players.

### 79 Commercial Agreements

- 79.1 A 'commercial contract' shall include, but not be restricted to, any contract or agreement relating to television or broadcasting rights, the making of films or recordings of matches, the production of videos or any similar reproduction device, sponsorships, merchandising and advertising (including perimeter board advertising).
- 79.2 The Board is empowered on behalf of The League to enter into any commercial contract which is considered to be in the best interests of The League and the Clubs save that the Board is not empowered to enter into any contract or agreement relating to television rights or any other commercial contract which represents more than 25% of the projected income of The League over the period of the contract or agreement, unless such contract or agreement has been approved in principle:
- 79.2.1 by a majority of the votes cast by all Member Clubs; and
- 79.2.2 at the same time by a majority of the votes cast by all the Member Clubs which are then in the Championship Division,
- in each case present and voting either in person or by proxy. A meeting to consider a resolution under this Regulation shall not be a general meeting of The League and the provisions of Articles 8.1 and 8.2 (minimum notice periods) shall not apply.

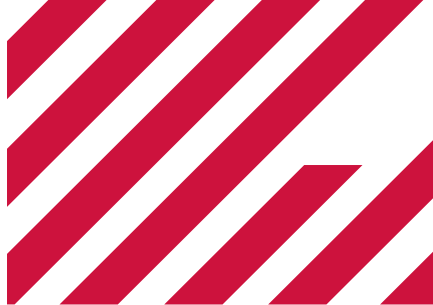
#### Guidance

*A resolution under this Regulation shall be sought at close of bidding and recommended offer stage, however the Board shall be entitled to seek further ratification of the approval granted if the Board considers there to be material changes which arise out of the negotiation process.*

- 79.3 Any contract agreement so entered into by The League shall be binding upon Clubs and Clubs shall not enter into commercial contracts which are at variance with commercial contracts entered into by The League.
- 79.4 The League shall inform Clubs of the relevant terms of all such commercial contracts entered into by The League and when doing so can (without prejudice to the rights of The League to bring proceedings before a Disciplinary Commission for breaches thereof) designate certain requirements of those commercial contracts as strict liability offences

- in accordance with Regulation 88 and subject Clubs to the imposition of fixed penalties in the event of default.
- 79.5 In any event, 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 this Regulation 79.
- 79.6 The League shall establish a Commercial Committee to advise and assist the Executive and the Board on all matters relating to the negotiation of all commercial contracts relating to television, broadcasting and radio rights and Internet programming and title sponsorship of The Championship. The terms of reference relating to the operation of the Commercial Committee will be determined by the Board and the Commercial Committee and communicated to all Clubs.
- 79.7 The Commercial Committee shall be made up as follows:
- 79.7.1 the Chief Executive
- 79.7.2 three representatives of The Championship;
- 79.7.3 one representative of League One; and
- 79.7.4 one representative of League Two,
- with the representatives listed at Regulations 79.7.2 to 79.7.4 inclusive being the '**Club Representatives**'.
- 79.8 Every candidate for the role of Club Representative must be either:
- 79.8.1 a commercial director (or equivalent); or
- 79.8.2 a Director, chief executive or other senior Official with relevant commercial experience,
- of a Member Club in the relevant division. No Club may appoint more than one Club Representative at any one time.
- 79.9 Every candidate for the role of Club Representatives shall complete a nomination paper in the form required by The League and the completed form must be filed at the Registered Office.
- 79.10 The League will conduct a ballot of the Clubs in that Division to determine or ratify (where the number of nominations match the number of vacancies) the nominated Club Representatives.
- Guidance**
- In terms of transition arrangements, the current Commercial Committee members will stand down at the date of adoption of these Regulations but will be eligible for re-election (subject to fulfilling the criteria) under the new Regulations and any prior service will not count towards the first term limit.*
- 79.11 Each Club Representative will be required to enter into an agreement with The League outlining their roles and responsibilities, which will also need to be countersigned by their Member Club. All League matters reported to or discussed amongst the Commercial Committee must be treated in strict confidence (and in any case in accordance with the confidentiality obligations set out in the Club Representative's agreement with The League). The term of office of each Club Representative shall be three Seasons, subject to the provisions of Regulations 79.7 to 79.9.
- 79.12 Any commercial contract recommended by the Commercial Committee shall nevertheless remain subject to formal approval of the Board (and where applicable approval of the Clubs pursuant to Regulation 79.2).
- 79.13 Where there is any conflict between a commercial contract entered into by a Club and one entered into by The League then the latter shall prevail and Clubs shall reflect this Regulation in any of their commercial contracts.

- 79.14 Where, however, a Club has registered a commercial contract with The League then The League shall pay compensation to the Club in the event of The League entering into a commercial contract which is at variance with the Club's registered commercial contract and where, as a result of the provisions of The League's commercial contract prevailing, the Club incurs a financial penalty or loss of income, provided always that the Club shall take all reasonable steps to mitigate any such penalty or loss.
- 79.15 The compensation payable by The League to a Club under the foregoing provisions shall be such as is agreed between the parties or in default of agreement as determined in accordance with Section 9 of these Regulations.
- Guidance**
- Clubs are reminded that the facilities required at each ground will depend upon the terms of each commercial contract. Details can be obtained from the Commercial Department. League and Cup competitions differ.*
- 80 Programme Advertising / Editorial**
- 80.1 Where a Club produces a match programme, the Club must make available one full page of advertising or editorial material in that match programme for the benefit of The League to promote League initiatives.
- 80.2 Any Club not producing a match programme will be required to agree alternative inventory with The League.
- 81 Football Foundation Advertising**
- 81.1 Clubs shall each Season make available for the benefit of the Football Foundation not less than 1.33 million advertising impressions (of a size to be agreed with The League) on the Club's official website for the benefit of the Football Foundation.
- Guidance**
- Adverts delivered under this Regulation should meet the standard 'MPU' measurement of 300 pixels wide by 250 pixels tall. Should any Club site need to feature adverts with different proportions then the League will consider those as acceptable where it can be shown that those alternatives provide an equivalent level of exposure to the standard.*
- 82 Post-Match Media Arrangements**
- 82.1 In addition to any obligations imposed on Clubs, Officials, Managers and Players under the terms of any commercial contract notified in accordance with Regulation 79 the Home Club shall facilitate post-match media arrangements following the conclusion of each match played under the auspices of The League. These should include interviews for The League's broadcast partners where requested and the opportunity for accredited representatives of other media to ask relevant questions.
- 82.2 Each Club participating in the relevant match shall procure the compliance by their Manager in respect of these obligations.
- 83 League Media Events**
- 83.1 Each Club shall, when requested to do so by the League, ensure that at least one first team squad Player and/or the Manager are available to attend media events as organised by The League from time to time. Such attendance shall mean the Player and/or Manager being available for a continuous two hour period at a location of the League's choice and include their being interviewed by The League, The League's appointed broadcasters and other invited media. No Club will be required to procure attendance more than twice in any Season with at least one attendance designated to the EFL's central annual community activity (as designated from time to time).



## SECTION 8 INVESTIGATIONS AND DISCIPLINARY PROCEEDINGS

### 84 Investigations and Disciplinary Proceedings

- 84.1 The League shall have power to initiate and prosecute disciplinary proceedings against any person subject to these Regulations for breach of these Regulations or other conduct amounting to Misconduct.
- 84.2 The League shall have the power to investigate any of the following:
- 84.2.1 suspected or alleged breach of any of these Regulations; and/or
  - 84.2.2 any complaint, allegation or suspicion of financial or other irregularity; and/or
  - 84.2.3 misconduct,
- by any Club, Official or Player.**
- 84.3 The League shall have the power to require any Club, Player or Official to:
- 84.3.1 provide such specific or general information on League affairs as The League may request in writing; and/or
  - 84.3.2 attend any inquiry, hearing or proceedings to answer questions; and
  - 84.3.3 to produce documents within their power, possession, custody and / or control, as The League may direct.
- 84.4 The League may instruct such advisers as they wish for the purposes of carrying out such investigations, inquiry, hearing or proceedings.
- 84.5 Any failure by any Club, Player or Official to co-operate with any request for information or disclosure from The League under this Regulation shall be treated as a separate breach of these Regulations.
- 84.6 Subject to Regulation 84.7, it shall be no answer to a request from The League to disclose documents or information pursuant to this Regulation that such documents or information requested are confidential. All Clubs, Players and Officials must ensure that any other obligations of confidentiality assumed are made expressly subject to The League's right of inquiry under these Regulations.
- 84.7 No Club, Player or Official 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.
- 84.8 The League shall, in all cases, charge its costs of investigations (including but not limited to all legal fees (including in-house solicitors), professional fees and disbursements) to the relevant Club charged as a result of The League's investigation and whereby that charge is resolved by:
- 84.8.1 an Agreed Decision (as per Regulation 86); or
  - 84.8.2 an order of a Disciplinary Commission (or League Arbitration Panel) in favour of The League,
- such costs shall be paid within 14 days of being demanded by The League.

#### Guidance

*The Club in receipt of a charge should be the party who should ultimately pay the costs of the League's investigation, should such charge result in an Agreed Decision or an arbitration award in favour of the League. This will help ensure costs of investigations are paid by the relevant Club in breach of the Regulations and not from central funds of the League.*

- 85 The League's Disciplinary Powers**
- 85.1 The League has the power to bring disciplinary proceedings for misconduct against any Club, Official, Player and/or any other individual subject to these Regulations by:
- 85.1.1 imposing a fixed penalty in accordance with the provisions of Regulation 88;
- 85.1.2 referring the matter to a Disciplinary Commission appointed under Regulation 90;
- 85.1.3 referring the matter to the Football Association in accordance with Regulation 89; or
- 85.1.4 in respect of the Financial Regulations, by referring the matter to the CFRP in accordance with Appendix 6.
- 85.2 The same facts or matters may constitute a breach of more than one Article, Regulation, order, requirement, direction or instruction referred to above. The League may bring a charge or such charges as it sees fit.
- 86 Agreed Decisions**
- 86.1 Agreed Decisions may be deemed appropriate in circumstances which justify the conclusion of an effective and equitable resolution without referring the matter to a Disciplinary Commission.
- 86.2 Agreed Decisions may set out the obligation(s) to be fulfilled by the Club, Official, Player or other individual (in each case current or former) (the Proposed Respondents), including any possible application of sanctions and measures and, where necessary, a specific timeframe.
- 86.3 Agreed Decisions may include any sanction that could be imposed by a Disciplinary Commission.
- 86.4 Subject always to Regulation 84.8, the EFL will propose a sanction and detail its reasons in writing (a Proposed Sanction). The Proposed Respondents shall have two options:
- 86.4.1 to accept the Proposed Sanction within 14 days of receipt; or
- 86.4.2 to reject the Proposed Sanction, in which case the matter shall be referred to the Disciplinary Commission in accordance with this section 8.
- 86.5 In the event that no response is received within 14 days the matter shall be referred to the Disciplinary Commission for determination in the manner set out in this Section 8.
- 86.6 Where the Proposed Respondent accepts the Proposed Sanction in accordance with this Regulation 86, the matter shall be referred to one of those individuals who have elected to act as a chair of the Disciplinary Commission (using the same appointment process as set out in Regulation 90.4.1).
- 86.7 In the event that the individual appointed pursuant to Regulation 86.6 does not ratify the Proposed Sanction, the matter shall be referred to the Disciplinary Commission for determination in accordance with this Section 8. The individual appointed pursuant to Regulation 86.6 shall not act as the chairperson of the Disciplinary Commission pursuant to Regulation 90.4.1.
- 86.8 Any Club, Official, Player or other individual (in each case current or former) who accepts an Agreed Decision shall be deemed to have consented to publication in the media of the Agreed Decision in accordance with the principles of Paragraph 20 of Appendix 2 to these Regulations.
- 86.9 If a Club, Official, Player or other individual (in each case current or former) fails to comply with the terms of an Agreed Decision, they shall be guilty of misconduct.
- 86.10 The decision as to whether to propose and/or enter an Agreed Decision is a matter for the League in its absolute discretion. Respondents in any disciplinary investigation and/or proceedings shall not be permitted to:
- (a) make any proposal regarding an Agreed Decision on a without prejudice save as to costs (or equivalent) basis; and/or
- (b) argue that a refusal by the League to propose and/or enter an Agreed Decision provides grounds for:

- (ii) mitigation; and/or
- (iii) an award of costs in their favour.

**87 Continuing Jurisdiction**

- 87.1 For the avoidance of doubt, any:
- 871.1 Club promoted from The League to The Premier League (a **Promoted Championship Club**);
- 871.2 Club relegated from The League to The National League (or any other competition sanctioned by the Football Association);
- 871.3 person applying to become a Director; and/or
- 871.4 former Player or Official,
- remains subject to the jurisdiction of The League and each of the powers set out in this Section and Section 9 of the Regulations in respect of any Misconduct committed or any fact, matter or dispute relating to the period during which they were a Member Club, applying to become a Director, a Player or an Official.
- 87.2 Each of the persons and/or legal entities listed in Regulation 87.1:
- 87.2.1 acknowledge and agree that they remain bound by and subject to the provisions of Section 9 of these Regulations (agreement to arbitrate); and
- 87.2.2 waive any rights to claim that they are not subject to the jurisdiction of The League by virtue of their ceasing to be a Club, Player or Official,
- 87.2.3 in respect of any fact, matter or dispute relating to the period during which they were a Club, applying to become a Director, Player or Official.
- Disciplinary Issues – Promoted and Relegated Clubs**
- 87.3 Where a Relegated PL Club or any Official or Director of that Relegated PL Club, at the point at which it becomes a member of The League, is the subject of an investigation by the Premier League for alleged breaches of Premier League Rules E.45 to E.64 (as amended, modified and renumbered from time to time) (the **Relevant PL Rules**) responsibility for that investigation will pass to The League. In such a case:
- 87.3.1 The League's powers set out at Section 8 of these Regulations will apply in full in respect of the investigation (with the reference to 'these Regulations' in Regulation 84.1 deemed to include the Relevant PL Rules); and
- 87.3.2 the Board's disciplinary powers set out in Section 8 will apply in full in respect of the matter (with the reference to 'these Regulations' in Regulation 84.2.1 and 85.1, deemed to include the Relevant PL Rules).
- 87.4 Where a Promoted Championship Club, or any Official or Director of that Promoted Championship Club, at the point at which it becomes a member of the Premier League, is subject to an investigation by The League for alleged breaches of any aligned provisions within the Premier League Rules, the responsibility for that investigation will pass to the Premier League and the provisions of that Premier League Rule will apply.
- Disputes – Promoted and Relegated Clubs**
- 87.5 Where a Relegated PL Club, at the point it ceases to be member of the Premier League and becomes a member of The League in accordance with Regulation 10.1, is engaged in a dispute with the Premier League in relation to any aspect of the application of Premier League Rules E.45 to E.64, where The League and the Premier League agree, conduct of that dispute on behalf of the Premier League may pass to The League, to be resolved in accordance with these Regulations.
- 87.6 Where a Promoted Championship Club, at the point at which it becomes a member of the Premier League pursuant to Premier League Rule B.4, is engaged in a dispute with The League in relation to any aspect of the application of the relevant aligned Regulations by The League, where The League and the Premier League agree, conduct of that dispute on behalf of The League may pass to the Premier League.

- 88 Strict Liability Offences**
- 88.1 The League shall have the power from time to time to:
- 88.1.1 designate certain breaches of the Articles of Association or the Regulations as strict liability offences and to impose fixed fines. The League shall decide the level of fines for first and subsequent offences, whether the subsequent offence is in respect of the same or another Article of Association or Regulation and shall notify the Clubs in writing of the offences and the fines. The designation of any such breach of the Articles of Association or of the Regulations shall not prevent The League from exercising its powers of investigation and subsequent lodging of charges where a Club is in further breach within the same Season; and
- 88.1.2 increase, reduce or otherwise vary any monetary payment or figure specified in the Articles of Association or the Regulations by notifying the Clubs in writing.
- 88.2 Any appeal against the imposition of a fine or against the amount of such a fine under this provision for a strict liability offence shall be referred to the Disciplinary Commission.
- 88.3 Any party wishing to appeal shall also lodge with The League a deposit of £1,500 in respect of the costs of the appeal.
- 89 The Football Association**
- 89.1 In its absolute discretion, The League may refer any matter to a Commission appointed by The Football Association.
- 89.2 Where a matter is referred to The Football Association, it shall be entitled to exercise all the powers and sanctions set out in these Regulations in relation to any League Club, Officials and Players.
- 90 Commencement of Disciplinary Commission Proceedings**
- 90.1 Disciplinary proceedings shall be commenced by complaint which shall:
- 90.1.1 describe the nature of complaint; and
- 90.1.2 identify the Regulation(s) alleged to have been breached or the Misconduct alleged to have taken place; and
- 90.1.3 a brief summary of the facts relied upon in support of the complaint; and
- 90.1.4 have annexed to it copies of any documents relied upon by the Claimant.
- 90.2 The Claimant shall send the complaint to each Respondent, and where a Respondent is an Official or Player it shall be sent care of their applicable Club (or club).
- 90.3 Where The League has sent a complaint to a Respondent in accordance with Regulation 90.2, The League will confirm the same publicly providing details of the Respondent(s) and the complaint including (but not limited to) the Regulation(s) alleged to have been breached or the Misconduct alleged to have taken place.
- 90.4 A Respondent shall, within 14 days of receipt of the complaint (or such other shorter time period as ordered in accordance with the provisions of Regulation 91.1), confirm receipt of the same and shall:
- 90.4.1 where the complaint is admitted, provide a statement setting out its mitigation; and/or
- 90.4.2 where any aspect of the complaint is denied, provide a brief summary of any defence(s),
- and in each case attaching thereto any documents relied upon by the Respondent.

- 91 Constitution of Disciplinary Commissions**
- 91.1 Subject to Regulation 90.2, the parties to proceedings before a Disciplinary Commission shall be:
- 91.1.1 The League (the '**Claimant**'); and
- 91.1.2 the Club, Official, Player or other individual (in each case current or former) allegedly in breach of these Regulations (the '**Respondent**'),
- 91.2 Where the proceedings are an appeal against a strict liability penalty in accordance with Regulation 88.2, the party lodging the Appeal will be the Claimant, and The League shall be the Respondent.
- 91.3 A Disciplinary Commission shall consist of:
- 91.3.1 a chairperson who shall be either:
- (a) a qualified solicitor or barrister; or
- (b) a 'member' or 'fellow' of the Chartered Institute of Arbitrators, in either case with at least 5 years post-qualification experience; and
- 91.3.2 two suitably qualified side members,
- each of whom shall be appointed by Sports Resolutions (or such other body as the Board may from time to time determine) PROVIDED ALWAYS that:
- (a) all members must be independent of the parties and able to render an impartial decision;
- (b) the parties may agree that the Disciplinary Commission be constituted by the Chairperson sitting alone; and
- (c) a 'suitably qualified' side member (if not a solicitor or barrister of at least five years post-qualification experience, shall be a person who is capable of rendering an impartial decision and not otherwise subject to a Disqualifying Condition (as defined in Appendix 3).
- 91.4 Members of a Disciplinary Commission shall be entitled to receive from The League a reasonable sum by way of fees and expenses, as determined by the Board from time to time.
- 91.5 Proceedings before the Disciplinary Commission shall be arbitral proceedings for the purposes of the Arbitration Act, but Sections 44, 45 and 69 of the Arbitration Act shall not apply.
- 92 Conduct of Disciplinary Commission Proceedings**
- 92.1 The chairperson of the Disciplinary Commission shall have the power to abridge the time period set out in Regulation 90.4, on application by the Claimant, if there is a compelling reason why the proceedings before the Disciplinary Commission need to be concluded expeditiously.
- 92.2 If the complaint is admitted the Respondent may request that the complaint be determined by written representations in which case the Respondent shall set out in the answer all of its written representations including any mitigation to be taken into account by the Disciplinary Commission.
- 92.3 Where the Claimant agrees to the matter being dealt with by written representations the Chairperson of the Disciplinary Commission shall convene a meeting (which may be in person, by telephone or video conference) of its members for that purpose.
- 92.4 If the complaint is not admitted the matter will be referred to the Disciplinary Commission for it to conduct a full hearing in respect of the complaint. The Procedural Rules set out in Appendix 2 shall apply but in the event of any conflict between this Section and the Procedural Rules, this Section of the Regulations shall prevail.

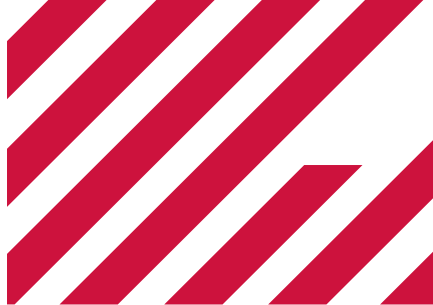
- 92.5 The chairperson of the Disciplinary Commission shall have the power to, whether on application by either Party or of their own volition, vary the time for compliance under Regulation 90.4.
- 92.6 The standard of proof in all matters before a Disciplinary Commission shall be on the balance of probabilities.
- 93 Decisions**
- 93.1 The Disciplinary Commission may at any time make a decision, and may make more than one decision at different times on different aspects of the matters to be determined.
- 93.2 A decision may:
- 93.2.1 order a party to do or refrain from doing anything;
  - 93.2.2 order a specific performance;
  - 93.2.3 make a declaration on any matter to be determined;
  - 93.2.4 issue a reprimand or warning as to the future conduct of a party;
  - 93.2.5 order the payment of compensation to The League, any Club, any other club, Player or other person;
  - 93.2.6 order a suspension of membership of The League;
  - 93.2.7 order a deduction of points;
  - 93.2.8 impose a financial penalty payable to The League;
  - 93.2.9 recommend expulsion from membership of The League;
  - 93.2.10 order a withdrawal or loss of benefit otherwise available to members of The League e.g. basic award or ladder payment;
  - 93.2.11 impose an embargo on registration of Players;
  - 93.2.12 order any other sanction as the Disciplinary Commission may think fit; and
  - 93.2.13 order that interest be payable on any sums awarded under this Regulation for such period and at such rates as the Disciplinary Commission thinks fit.
- 93.3 These sanctions may be imposed immediately or may be deferred or suspended for such period and on such terms as the Disciplinary Commission shall decide.
- 93.4 At any time a Disciplinary Commission may determine (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 the power under Regulation 93.2.5 to award compensation. If the Disciplinary Commission so determines, it shall notify the parties to the proceedings and the potential recipient(s) of this fact. The Disciplinary Commission may then make appropriate directions as to the receipt of evidence of loss from the relevant recipient(s) as well as directions on the receipt of evidence in response from the parties to the proceedings.
- 93.5 The Disciplinary Commission shall have the power to abridge the time period set out in Regulation 95.3 (time limits for appeal) if there is a compelling reason why the appeal (if any) needs to be concluded expeditiously.
- 93.6 Any financial sanction and any order for costs (including but not limited to any costs of investigation charged by The League in accordance with Regulation 84.8) shall be paid to The League within 14 days of the date on which the sanction or costs were imposed. Any compensation shall be paid in accordance with the order of the Disciplinary Commission.
- 93.7 Subject to Regulation 95, the decision of the Disciplinary Commission shall be binding upon all the Clubs, Officials and Players.
- 94 Consequences of an Order for Expulsion**
- 94.1 Where the Disciplinary Commission (or where appropriate the Section 9 League Arbitration Tribunal following determination of a Disciplinary Appeal) makes an order that in whole or in part recommends expulsion of a Member Club from The League under Regulation

93.2.9 the Board shall, within 28 days of receiving a copy of the order, call an extraordinary general meeting of The League and present a Special Resolution inviting Member Clubs to ratify the decision of the Disciplinary Commission or League Arbitration Tribunal.

- 94.2 Where the Member Clubs ratify the decision of the Disciplinary Commission or League Arbitration Tribunal the company secretary of The League shall, within 14 days of the general meeting, serve on the relevant Member Club at its last known address written notice of the decision together with written notice to transfer its share(s) in accordance with Article 4.5.

**95 Disciplinary Appeals**

- 95.1 A party to a Disciplinary Commission may appeal against a final order of the Disciplinary Commission (a '**Disciplinary Appeal**'). A preliminary or procedural ruling by a Disciplinary Commission shall not be subject to a Disciplinary Appeal unless:
- 95.1.1 such ruling is dispositive (i.e. it amounts to a final resolution of the matter); or
  - 95.1.2 such ruling, though not dispositive of itself, is subsequently incorporated into a final decision.
- 95.2 A Disciplinary Appeal shall be heard by the League Arbitration Panel in accordance with the provisions of Section 9 of these Regulations, supplemented by the provisions of this Regulation. In the event of any conflict between Section 9 and this Regulation, this Regulation shall prevail.
- 95.3 Any party wishing to bring a Disciplinary Appeal must, within 14 days of the making of the final order by the Disciplinary Commission (or such other shorter time period as ordered in accordance with the provisions of Regulation 92.5), serve on The League and any other party to the original proceedings:
- 95.3.1 written notice of the intention to bring a Disciplinary Appeal; and
  - 95.3.2 a statement setting out the grounds of the Disciplinary Appeal.
- 95.4 Any party wishing to bring a Disciplinary Appeal shall also lodge with The League a deposit of £1,500 in respect of the costs of the Disciplinary Appeal.
- 95.5 Any party against whom penalties were imposed under Regulation 92 may apply, initially in writing, to the League Arbitration Tribunal for an order that such penalties be suspended pending the resolution of the Disciplinary Appeal. The League Arbitration Tribunal shall determine any such application having regard to the merits of the Disciplinary Appeal and the representations of the other parties.
- 95.6 No new evidence shall be admitted in respect of a Disciplinary Appeal unless the League Arbitration Panel determines that:
- 95.6.1 the evidence was not available at the time of the hearing before notwithstanding the exercise of reasonable diligence by the person seeking to introduce it;
  - 95.6.2 the evidence is credible; and
  - 95.6.3 the evidence is relevant.
- 95.7 Following a Disciplinary Appeal, the League Arbitration Tribunal shall have the power to:
- 95.7.1 confirm the decision; or
  - 95.7.2 set aside the decision in whole or in part and substitute a new decision; or
  - 95.7.3 order a rehearing before a differently constituted Disciplinary Commission.



## SECTION 9 ARBITRATION

### 96 Agreement to Arbitrate

- 96.1 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 Arbitration Act:
- 96.1.1 to submit those disputes described out in Regulation 95.2 to final and binding arbitration in accordance with the provisions of the Arbitration Act and this Section of these Regulations;
  - 96.1.2 that the seat of each such arbitration shall be in England and Wales;
  - 96.1.3 that the issues in each such arbitration shall be decided in accordance with English law;
  - 96.1.4 that no other system or mode of arbitration (including arbitration under Football Association Rules) will be invoked to resolve any such dispute.
- 96.2 The following disputes fall to be resolved under this Section of the Regulations:
- 96.2.1 subject to Regulation 95.3 below, disputes arising from a decision of The League or the Board (**'Board Disputes'**);
  - 96.2.2 Disciplinary Appeals;
  - 96.2.3 Sporting Sanction Appeals pursuant to Regulation 12;
  - 96.2.4 applications pursuant to Rule 6 of Appendix 3 (Appeal Application and/or Review Applications under the Owners' and Directors' Test);
  - 96.2.5 other disputes between The League and Clubs and between each Club arising from these Regulations or otherwise (**'Other Disputes'**), unless such disputes were dealt with by way of the following proceedings:
    - (a) a Player Related Dispute Commission (or subsequent appeal to the League Appeals Committee (if any)); or
    - (b) proceedings before the Professional Football Compensation Committee;

as the decisions of those bodies themselves are deemed to be final with no subsequent right of appeal or challenge.
- 96.3 Any application for a review of a decision of the League or the Board to commence disciplinary proceedings under Section 8 of the Regulations must be presented within 7 days of the date of commencement of those proceedings (time of the essence) and shall be determined by the Disciplinary Commission constituted in accordance with Regulation 90. Any such application or challenge of similar effect shall not be deemed to be a Board Dispute.
- 96.4 In the case of a Board Dispute, the League Arbitration Panel sits as a review body exercising a supervisory jurisdiction and this section of the Regulations shall not operate to provide an appeal against the decision and shall operate only as a forum and procedure for a challenge to the validity of such decision under English law on the grounds of:
- 96.4.1 ultra vires (including error of law); or
  - 96.4.2 irrationality; or
  - 96.4.3 procedural unfairness,
- and where the decision directly and foreseeably prejudices the interests of a person or persons who were in the contemplation of The League or Board.
- 96.5 In the case of a Disciplinary Appeal, the League Arbitration Panel sits as an appeal body and the standard of review is:

- 96.5.1 where required in order to do justice (for example to cure procedural errors in the proceedings before the Disciplinary Commission), the Disciplinary Appeal shall take the form of a re-hearing de novo of the issues raised in the proceedings i.e. the League Arbitration Panel shall hear the matter over again, from the beginning, without being bound in any way by the decision being appealed;
- 96.5.2 in all other cases, the Appeal shall not take the form of a de novo hearing but instead shall be limited to a consideration of whether the decision being appealed was in error and the burden of establishing the decision was in error shall rest with the appellant; and
- 96.5.3 in the case of appeal against sanction, the grounds are that the original sanction was too severe or too lenient having regard to all the circumstances.
- 96.6 The grounds for appeal / review applicable:
- 96.6.1 to a Sporting Sanction Appeal, are as set out in Regulation 11.2.3; and
- 96.6.2 to an Appeal Application and/or Review Application, are as set out in Rule 6 of Appendix 3.
- 96.6.3 Other Disputes are dealt with by the League Arbitration Panel as a first instance body.
- 97 Standing**
- 97.1 A person who is not a party to a dispute (which may, for the avoidance of doubt, include the League itself) 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 League Arbitration Panel.
- 98 Commencement of the Arbitration**
- 98.1 An arbitration shall be deemed to have commenced and for the purpose of Regulation 96.1a dispute shall be deemed to have arisen upon the party requesting an arbitration serving upon the other party a notice of arbitration (the 'Notice of Arbitration') setting out:
- 98.1.1 the names and addresses of the parties to the arbitration;
- 98.1.2 a brief statement describing the nature and circumstances of the dispute and specifying the relief claimed; and
- 98.1.3 a statement to the effect that the party wishes to have the dispute settled by arbitration in accordance with this section of these Regulations.
- 98.2 The party requesting an arbitration shall send a copy of the Notice of Arbitration to The League who shall forthwith send to each party particulars of those persons who have consented to sit on arbitrations in accordance with these Regulations.
- 98.3 Any party wishing to commence an arbitration pursuant to this Regulation 98 (other than The League itself) shall also lodge with The League a fee of £1,500 in respect of the costs of the arbitration within 3 Normal Days of the Notice of Arbitration being served on the defendant to those proceedings.
- 99 Appointing the Arbitrators**
- 99.1 Subject to Regulation 99.6, the League Arbitration Panel shall comprise 3 members.
- 99.2 Within 14 days of service of the Notice of Arbitration, each party shall serve written notice on The League and all other parties to the arbitration of the details of the individual they wish to appoint to act as an arbitrator in the arbitration requested. Any nominee must be:
- 99.2.1 a solicitor of no less than 10 years' admission or a barrister of no less than 10 years' call; and
- 99.2.2 independent of the party appointing them and able to render an impartial decision.
- 99.3 Within 14 days of service of the Notice of Arbitration The League shall appoint (or shall ask the Chartered Institute of Arbitrators (or such other body as appointed by the Board from

time to time) if The League is a party) to appoint) the third arbitrator who shall be a legally qualified person who shall sit as chairperson.

- 99.4 If a party refuses or fails to appoint an arbitrator when it is obliged to do so in accordance with these Regulations the Board (or the Chartered Institute of Arbitrators (or such other body as appointed by the Board from time to time) if The League is a party) shall make the appointment giving notice in writing to that effect to each party.
- 99.5 Members of a League Arbitration Panel shall be entitled to receive from The League a reasonable sum by way of fees and expenses, as determined by the Board from time to time. Where a party seeks to appoint an individual whose costs exceed those determined by the Board, that party will be responsible for any additional fees and expenses in any event, and such excess amounts cannot be the subject of an order for costs under any circumstances.
- 99.6 Notwithstanding the provisions of Regulation 98.1, the parties shall be at liberty to appoint a single arbitrator (who must be qualified in accordance with Regulation 99.2) in which case written notice of such agreement shall be provided to The League. This Section of these Regulations shall thereafter be interpreted on the basis that the League Arbitration Panel comprises a single arbitrator who shall undertake the duties of the chairperson.
- 100 Conduct of the Arbitration Proceedings**
- 100.1 The Procedural Rules set out in Appendix 2 shall apply but in the event of any conflict between this Section and the Procedural Rules, this Section of the Regulations shall prevail.
- 101 Remedies**
- 101.1 The League Arbitration Panel shall have power to:
- 101.1.1 determine any question of law or fact arising in the course of the arbitration;
- 101.1.2 determine any question as to its own jurisdiction;
- 101.1.3 make a declaration as to any matter to be determined in the proceedings;
- 101.1.4 order the payment of a sum of money;
- 101.1.5 award simple or compound interest;
- 101.1.6 order a party to do or refrain from doing anything;
- 101.1.7 order specific performance of a contract (other than a contract relating to land);
- 101.1.8 order the rectification, setting aside or cancellation of a deed or other document.
- 102 Majority Decision**
- 102.1 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.
- 103 The Award**
- 103.1 If before the award is made the parties agree on a settlement of the dispute the League Arbitration Panel shall record the settlement in the form of a consent award.
- 103.2 The League Arbitration Panel may make more than one award at different times on different aspects of the matters in dispute.
- 103.3 The award shall be in writing and shall contain reasons for the League Arbitration Panel's decision.
- 104 Challenging the Award**
- 104.1 Subject to the provisions of Sections 67 and 68 of the Arbitration Act, the award shall be final and binding and there shall be no right of appeal or further arbitration and the parties exclude irrevocably any right to any other form of appeal, review or recourse in or by a court, judicial authority or other arbitral body, in so far as such waiver may validly be made.



- 104.2 For the avoidance of doubt, the exclusion extends to any rights that would otherwise arise under:
- 104.2.1 Sections 44, 45 and 69 of the Arbitration Act; or
- 104.2.2 Rule K of the Football Association Rules (or any replacement provisions of substantially similar effect).

## SECTION 10

# ASSOCIATION AND DUAL INTERESTS

### Introduction

The following Regulations prohibit one Club controlling another and individuals, either alone or with others, having interests in or influence over more than one Club. Associations and dual interests or influence giving rise to actual or perceived conflicts of interest which undermine the integrity of League competitions and the reputation, credibility and image of professional football Clubs and all those who support or have a financial or commercial interest in League football are entitled to the assurance that no such Club or individual(s) can or will influence the outcome of any match or enter into any arrangements which prejudice the interests of other Clubs. In exceptional circumstances the Board may allow an individual to have a dual interest, but this will be subject to conditions to safeguard the interests of The League and its Clubs.

### 105 Associations Between Clubs

- 105.1 Except with the prior written consent of the Board no Club may, either directly or indirectly:
- 105.1.1 hold or deal in (or make any application to hold or deal in or underwrite any issue of) the securities or shares of another football club; or
- 105.1.2 be a member of another football club; or
- 105.1.3 be involved in any capacity whatsoever in the management or administration of another football club; or
- 105.1.4 have any power whatsoever to influence the financial, commercial or business affairs or the management or administration of another football club; or
- 105.1.5 lend to, gift money to, purchase future receivables from or guarantee the debts or obligations of that football club (or any other arrangement of substantially similar effect).
- 105.2 Except with the prior written consent of the Board no Club shall allow or permit any football club, either directly or indirectly:
- 105.2.1 to hold or deal in (or make any applications to hold or deal in or underwrite any issue of) the securities or shares of that Club: or
- 105.2.2 to be a member of that Club; or
- 105.2.3 to be involved in any capacity whatsoever in the management or administration of that Club; or
- 105.2.4 to have any power whatsoever to influence the financial, commercial or business affairs or the management or administration of that Club; or
- 105.2.5 lend to, gift money to, purchase future receivables from or guarantee the debts or obligations of that Club (or any other arrangement of substantially similar effect).
- 105.3 In these Regulations 105 to 108 inclusive '**football club**' means any football club which is in membership of any of the following:
- 105.3.1 The League;
- 105.3.2 The Premier League;
- 105.3.3 The National League;
- 105.3.4 The Southern League;
- 105.3.5 The Isthmian League;
- 105.3.6 The Northern Premier League; or
- 105.3.7 any League from time to time operated under the auspices of the Scottish Professional Football League, or Irish Football League;

and any league which may from time to time replace any of the above mentioned leagues or conferences, or be formed in relation to the playing of Association Football at a level equivalent to that played in any of the aforementioned leagues.

#### **106 Interests in More Than One Football Club**

106.1 Except with the prior written consent of the Board a Person, or any Associated Party of that Person, who is interested in a Club cannot at the same time be interested in any other football club.

106.2 A Person shall be deemed to be interested in a football club if it, whether directly or indirectly:

106.2.1 holds or deals in (or has made any application to hold or deal in or underwrite any issue of) the securities or shares of that football club: or

106.2.2 is a member of that football club; or

106.2.3 is involved in any capacity whatsoever in the management or administration of that football club; or

106.2.4 has any power whatsoever to influence the financial, commercial or business affairs or the management or administration of that football club; or

106.2.5 has lent to, gifted money to, or purchased future receivables from or guaranteed the debts or obligations of that football club (or any other arrangement of substantially similar effect) otherwise than in the ordinary course of banking.

106.3 The holding of not more than 10 per cent of the share capital of any football club shall be disregarded for the purposes of this Regulation 106 provided that those shares are, in the opinion of the Board, held purely for investment purposes only.

106.4 It shall be the responsibility of each Club, when allowing any Person to:

106.4.1 hold or deal in (or make any application to hold or deal in or underwrite any issue of) the securities or shares of that Club; or

106.4.2 become a member of that Club; or

106.4.3 become involved in any capacity whatsoever in the management or administration of that Club; or

106.4.4 have any power whatsoever to influence the financial, commercial or business affairs or the management or administration of that Club; or

106.4.5 lend to, gift money to, purchase future receivables from or guarantee the debts or obligations of that Club (or any other arrangement of substantially similar effect) otherwise than in the ordinary course of banking,

to ensure that in doing so that Person shall not be acting in such a manner as to cause a breach of any Regulation and in particular Regulations 105 to 109, and failure to do so shall constitute Misconduct.

106.5 Without prejudice to the generality of Regulation 106.4, each Club shall, when considering any application by any person to undertake any of the acts specified in Regulation 106.4.1 to 106.4.5, make all such reasonable enquiries of that Person, in respect of both that person and also their Associated Parties regarding any possible dual interests which may arise. Where such enquiries reveal the existence of a possible breach, the Club shall forthwith apply for the prior written consent of the Board before proceeding.

106.6 Any Club shall, upon receipt of a written request by The League, provide to The League evidence that such enquiries have been conducted. Failure to comply with this Regulation 106.6 shall constitute misconduct.

#### **107 Interests in Clubs - Trusts and Nominees**

107.1 Any act or thing prohibited in Regulations 105 and/or 106 in relation to a Club or a person, firm or company if done by such Club, person, firm or company in person is likewise prohibited through agents, trusts, trustees, nominees or other third parties.

#### **108 Register of Interests**

108.1 In addition and without prejudice to the provisions of Regulation 110, The League shall maintain a register of such interests as the Board may from time to time determine, including interests held:

108.1.1 by Clubs;

108.1.2 in Clubs;

108.1.3 by Persons interested in a Club within the meaning of Regulation 105 and 106;

108.1.4 by Associates of any such person, within the meaning of Regulation 105 and 106; and

108.1.5 by any person specified in Regulation 107.

108.2 In addition and without prejudice to the provisions of Regulation 112, if the Board determine that The League shall keep a register of interests pursuant to Regulation 108.1, the Board shall be entitled, by notice in writing, to require every Club to give written notice to The League of all:

108.2.1 interests held by it in any football club within the meaning of Regulation 105;

108.2.2 interests held by any football club in that Club within the meaning of Regulation 103;

108.2.3 persons interested in the Club and any associates of such persons, each within the meaning aforesaid; and/or

108.2.4 interests held by any person within the meaning of Regulation 105.

108.3 Full details as required pursuant to Regulation 108.2 shall be notified to The League within three months of the date of their service of notice requiring such information. Thereafter, each Club shall give written notice of any change in the notifiable particulars pursuant to this paragraph within seven days of such change. In all such cases the Club shall only be required to disclose notifiable particulars of which the Club is aware but the Club shall use its best endeavours to investigate any relevant circumstances where there are reasonable grounds to believe that notifiable particulars exist. No Club shall be excused from its obligations under this Regulation 108 because of any undertaking of confidentiality to any third party and each Club shall ensure that any undertaking of confidentiality is so qualified.

#### **109 Prohibition of Nursery Clubs**

109.1 No Club may be a 'nursery' club of another football club and no Club may have another football club as its 'nursery' club. A football club shall be deemed to be a 'nursery' club if it is under obligation, written or otherwise, to another football club by reason of which it has not the sole and entire control of its own management, finances and Players.

#### **110 Board's Power to Require Information**

110.1 The League may by notice in writing require any Club, Official or Player whom it knows or has reasonable cause to believe is or has at any time in the period of three years immediately preceding the date on which the notice was issued been in breach of the foregoing Regulations 105 to 108 inclusive:

110.1.1 to confirm that fact or (as the case may be) to indicate whether or not it is the case; and

110.1.2 where such person is or has been in breach as aforesaid, to give such further information to The League as The League may require.

110.2 Without prejudice to the provisions of Regulation 110.1 The League may at any time by notice in writing require any Club to supply to The League, within such period as The League shall reasonably specify, but in any event within 28 days of the date on which the notice was issued, a written list of all members, shareholders, debenture holders and Directors of the Club at the date the notice was issued and in the period of the three years immediately preceding the date on which the notice was issued. Such list shall specify such beneficial interests in any such interests as aforesaid of which it is aware.

**111 Consent of The Board**

111.1 In considering whether or not to give its consent to any matter referred to in Regulations 105, 106 or 107 the Board shall have regard to the need to promote and safeguard the interests and public profile of Association Football, its Players, spectators and others concerned with the game, and shall have regard also to the objects of The League as set out in its Memorandum of Association.

**112 Powers of The Board in Event of Default**

112.1 The Board shall be empowered, upon learning, whether pursuant to Regulations 108, 110 or 114 or otherwise, of any breach of Regulations 79 and 105 to 108 inclusive to require the Club and/or person in question to take such action as is necessary to rectify the breach forthwith or within such period as the Board shall determine.

112.2 Any breach of any of the foregoing Regulations 105 to 108 inclusive, including without limitation knowingly rendering incorrect or incomplete information pursuant to Regulations 108 and 110, shall constitute misconduct. Without prejudice to the range of other sanctions that may be imposed in respect of such breach, any Club in breach of any of the aforesaid Regulations may with the sanction of a special resolution passed at an Annual or Extraordinary General Meeting of The League, be expelled from The League. There shall be no right of appeal against such expulsion.

**113 Relaxation and Disapplication of Regulations Regarding Interests**

113.1 The Board shall have power at any time and from time to time to relax or disapply the provisions of Regulations 105 to 112 inclusive, whether absolutely or conditionally, whether in whole or in part and whether generally or as regards its application to one or more Clubs or persons.

**114 Disclosure and Publication of Ownership**

114.1 A Club shall forthwith give notice to The League if any Person either directly or indirectly:

114.1.1 holds; or

114.1.2 acquires; or

114.1.3 having held or acquired, ceases to hold,

any Significant Interest in the Club.

114.2 A Club shall forthwith give notice to The League if it either directly or indirectly:

114.2.1 holds; or

114.2.2 acquires; or

114.2.3 having held or acquired, ceases to hold,

any Significant Interest in any other Club (or any other club anywhere in the World) and in this Regulation 114.2, the definition of Significant Interest shall be deemed to apply to such other clubs in the same way as to Clubs.

114.3 A Club shall forthwith give notice to The League if it is aware or if it becomes aware that any holder of a Significant Interest in it either directly or indirectly:

114.3.1 holds; or

114.3.2 acquires; or

114.3.3 having held or acquired, ceases to hold,

any Significant Interest in any other Club (or any other club anywhere in the World) and in this Regulation 114.3, the definition of Significant Interest shall be deemed to apply to such other clubs in the same way as to Clubs.

114.4 Where any interests of the type set out in Regulation 114.2 or 114.3 exist as at the date of adoption of this Regulation, such interests shall be reported no later than 30 June 2015.

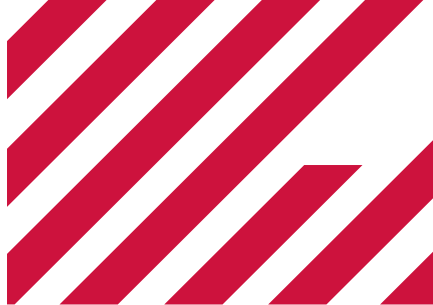
114.5 A notice given pursuant to the provisions of this Regulation 114 shall:

114.5.1 identify the Person holding, acquiring or ceasing to hold the Significant Interest in question; and

114.5.2 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

114.5.3 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 of the Club.

114.6 Each Club shall publish the identities of the ultimate owner (Person, not Entity) of each Significant Interest in the Club (as that term is defined Rule 1.1 of Appendix 3). That information shall as a minimum be published on the Club's official website on a page accessible directly from the home page of that official club website.



## SECTION 11 SAFEGUARDING

### 115 Operational Standards

- 115.1 The Board shall have the ability to, following consultation with the Football Association and Clubs, from time to time implement appropriate operational standards relating to safeguarding on young persons and vulnerable adults (Safeguarding Operational Standards).
- 115.2 Regulation 2 shall not apply to implementation of the Safeguarding Operational Standards.
- 115.3 Clubs and their Officials shall observe and comply with the requirements of the Safeguarding Operational Standards and any breach thereof shall be treated as a breach of these Regulations.

### 116 Club Policies and Procedures

- 116.1 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.
- 116.2 Each of the Club's policies and procedures for the safeguarding of Children and Adults at Risk shall:
- 116.2.1 be in accordance with this of the Regulations and shall have regard to government legislation and statutory guidance; and
  - 116.2.2 comply with any policy or guidance published by the League from time to time including, for the avoidance of doubt, the Safeguarding Operational Standards.

### 117 Roles and Responsibilities

- 117.1 Each Club shall designate a Senior Safeguarding Manager, who shall take leadership responsibility for the Club's safeguarding provision (in consultation with the Club's Designated Safeguarding Officer) and actively champion safeguarding at board level. The name of the Club's Senior Safeguarding Manager shall be notified by the Club to the League at the start of each season, or within two working days of any change during the Season.
- 117.2 Each Club shall designate at least one member of Staff with the necessary skills and expertise as its Designated Safeguarding Officer. The name of the Designated Safeguarding Officer shall be notified by the Club to the League at the start of each Season, or within two working days of any change during the Season.
- 117.3 The Designated Safeguarding Officer shall:
- 117.3.1 where possible, report directly to (and be managed by the Senior Safeguarding Manager);
  - 117.3.2 in conjunction with the Senior Safeguarding Manager provide strategic leadership on safeguarding provision and issues within the Club;
  - 117.3.3 review and approve the safeguarding provision for all activities;
  - 117.3.4 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;
  - 117.3.5 ensure strict compliance with the Club's policies and procedures for the safeguarding of Children and Adults at Risk;
  - 117.3.6 promote awareness within the Club of safeguarding Children and Adults at Risk and encourage and monitor the adoption of best practice procedures in that regard;
  - 117.3.7 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 Manager;

- 117.3.8 act as the lead Club Official in any investigation of an allegation of abuse of a Child or Adult at Risk;
- 117.3.9 maintain the single central record for the Club in such format as approved by the League;
- 117.3.10 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 to 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;
- 117.3.11 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;
- 117.3.12 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
- 117.3.13 be responsible for maintaining clear, comprehensive and up-to-date electronic records of all allegations of abuse or poor practice (including, but not limited to, those subject to referral under Regulations 120.1 and 120.2) details of how such allegations are resolved and any decisions reached.
- 117.4 The Designated Safeguarding Officer will:
- 117.4.1 at a Championship Club, be dedicated full-time to the role of Designated Safeguarding Officer and it will be their sole responsibility, unless the Championship Club is not an Academy Club in which case the Designated Safeguarding Officer will dedicate not less than 17.5 hours per week to the role; and
- 117.4.2 at a League One and League Two Club, dedicate not less than 17.5 hours per week to the role of Designated Safeguarding Officer, unless the League One/League Two Club is not an Academy Club in which case the Designated Safeguarding Officer can be fulfilled by an employee of the Club who holds a different role provided that this employee allocates sufficient time to the role of Designated Safeguarding Officer to ensure that the Club complies with all of the requirements of the Regulations.
- 117.5 The Designated Safeguarding Officer may, in relation to a specific Activity, if appropriate, delegate any of the responsibilities listed in Regulations 117.3.9 to 117.3.12 to one or more other members of Staff ("**Safeguarding Officer(s)**"). In such circumstances, the Designated Safeguarding Officer must supervise the work of Safeguarding Officer(s) and ensure that they are properly trained, and supported including, without limitation, by way of regular, minuted meetings with each Safeguarding Officer.
- 117.6 Each Designated Safeguarding Officer and Safeguarding Officer shall:
- 117.6.1 be trained in all issues affecting the safeguarding of Children and Adults at Risk;
- 117.6.2 be given a job description that properly records their responsibilities; and
- 117.6.3 undertake in each football season continuing professional development in the safeguarding of Children and Adults at Risk, provided or approved by the League, and maintain a record thereof.

#### Guidance

*Club's attention is drawn to Youth Development Rule 221 which requires that an Academy Safeguarding Officer must be appointed to undertake the functions set out in Regulation 123 with regard to the Academy.*

## **118 Staff**

- 118.1 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).
- 118.2 Each Club will be required to ensure that:
- 118.2.1 each member of staff is given regular training (in a form approved by the Designated Safeguarding Officer) in the Club's policies and procedures for the Safeguarding of Children and Adults at Risk; and
- 118.2.2 each member of the Club's board of Directors completes training (in a form approved and provided by the League) at least once every three years.
- 118.3 Each member of Staff shall be given in writing:
- 118.3.1 the name of the Club's Senior Safeguarding Manager and Designated Safeguarding Officer
- 118.3.2 descriptions of what constitutes poor safeguarding practice, abuse or unsuitable behaviour towards a Child or Adult at Risk;
- 118.3.3 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
- 118.3.4 the League's 'Guidance for Safer Working Practice'.
- 118.4 No person shall be appointed as a member of Staff unless:
- 118.4.1 they have completed and submitted to the Club a written application;
- 118.4.2 a written reference has been obtained by the Club from at least two referees named in the application;
- 118.4.3 they have applied to the DBS for Disclosure;
- 118.4.4 they have disclosure information has been received and the Club is satisfied that he is not unsuitable to work with Children and Adults at Risk; and
- 118.4.5 they have particulars have been entered on the single central record.

## **119 Parental Consent**

- 119.1 The written consent of a Child's Parent shall be obtained:
- 119.1.1 before the Child participates in an Activity (by the Parent completing and returning to the Designated Safeguarding Officer a written parental consent form); and
- 119.1.2 if the Child is under the age of 16 before any images or footage of them 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 images or footage are to be taken, the Adult at Risk understands the implication 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.*

## **120 Notification of Referrals to External Agencies and Football Authorities**

- 120.1 On making any referral of an allegation or incident of suspected abuse 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 Designated Safeguarding Officer or other official making the referral shall notify the Senior Safeguarding Manager and ensure that the Senior Safeguarding Manager is kept fully apprised of the progress of the referral and any subsequent investigation or action.

- 120.2 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:
- 120.2.1 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 their duties as a member of Staff; or
- (b) a non-recent or recent allegation;
- 120.2.2 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;
- 120.2.3 any referral it has made to any external agency (as described in Regulation 120.1); and
- 120.2.4 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
- 120.2.5 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 Regulation 120.2.1 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).

## 121 Monitoring

- 121.1 Each Club will permit the League to conduct at least three monitoring visits each Season to ensure compliance with this Section of the Regulations, 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 the Regulations and is able to meet Staff, Parents, Children, Academy Players, Adults at Risk and their carers.
- 121.2 Such Person shall:
- 121.2.1 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 the Regulations;
- 121.2.2 report on each visit in writing to the League; and
- 121.2.3 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 the Regulations.
- 121.3 Where, as a result of its monitoring of Clubs in accordance with Regulation 121, receipt of a referral or notification in accordance with Regulation 120.1 and 120.2, 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 the Regulations 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

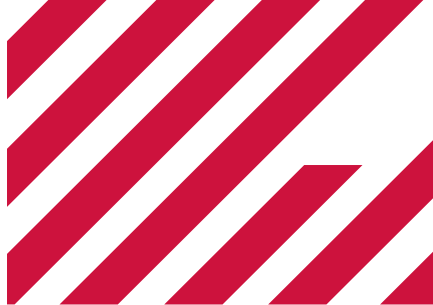
be put in place by the Club as it considers necessary, which must be adopted by the Club concerned in full.

## 122 Safer Recruitment

- 122.1 Each Club shall prepare, implement and review regularly a safer recruitment policy, which shall:
- 122.1.1 be in accordance with this Section of the Regulations; and
- 122.1.2 comply in full with any guidance or policy published by the League from time to time.
- 122.2 Each Club shall designate a member of Staff as its Lead Disclosure Officer whose name shall be notified to the League. The Lead Disclosure Officer shall:
- 122.2.1 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;
- 122.2.2 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
- 122.2.3 ensure strict compliance by the Club with its safer recruitment policies.
- 122.3 All Academy Staff shall be required to re-certify on Form YD2 (self-declaration form) on an annual basis no later than 1 July in each Year. The date of completion of all YD2 Forms must be included on the Single Central Record.

## 123 Publicity

- 123.1 Each Club shall publish in an easily accessible section of its website:
- 123.1.1 a clear statement of the Club's commitment to safeguarding;
- 123.1.2 the name and contact details of the Club's Designated Safeguarding Officer; and
- 123.1.3 a copy of the Club's policies and procedures referred to at Regulation 116.1.



## SECTION 12 ADDITIONAL PROVISIONS

### 124 Club Contracts

124.1 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 or matches in any other recognised competition.

### 125 Minority Candidates

125.1 Subject to Regulation 125.7, any Academy Club seeking to appoint an individual to a Specified Role shall, as part of the recruitment process:

125.1.1 comply with any guidelines issued by The League from time to time regarding appropriate monitoring of applications including from Minority Candidates;

125.1.2 publicly advertise the vacancy for a period of not less than seven days, including on:

(a) the Club's official website; and

(b) by passing a copy to The League for it to display on The League's website and the Football Association's 'licensed coaching club website';

125.1.3 where any application is received from any Minority Candidate(s), invite one or more Minority Candidate(s) to interview for that Specified Role.

125.2 Clubs must still comply with Regulation 23 (Club Employees / Relationships), but the refusal of another Club to grant permission to approach their Minority Candidate will not relieve the recruiting Club of its obligations under Regulation 125.1.

125.3 Invitations to interview any Minority Candidate for a Specified Role, whether accepted or declined, should be documented directly by the Club in a writing (which may be given by email) to the Minority Candidate, a copy of which must be retained by the Club.

125.4 Where an invitation to interview for a Specified Role is accepted, the Club must then interview the Minority Candidate.

125.5 Any refusal of a Minority Candidate to interview for a Specified Role should be recorded by the Club. Clubs should not accept a refusal by a Minority Candidate to interview that is conveyed by an Intermediary, but should obtain direct confirmation from the Minority Candidate themselves.

125.6 Nothing in this Regulation obliges a Club to offer the Specified Role to a Minority Candidate. Any appointment should be made on the basis of merit alone.

125.7 This Regulation will not apply where it is proposed to promote into the applicable Specified Role an internal candidate who is already fulfilling a different Specified Role at that Club, provided always that the Club then follows the process set out in this Regulation when recruiting for the vacancy created by that internal promotion.

125.8 Clubs shall provide reports in such format and at such times as The League requires relating to their compliance with the provisions of this Regulation (or any application of Regulation 125.7) in respect of each Specified Role, but to include the number of:

125.8.1 applications received; and

125.8.2 interviews offered, accepted and/or conducted,

in each case identifying the numbers relating to Black Asian and Mixed Heritage (Historical underrepresented ethnic communities) Candidates and separately, all other candidates. The League shall be entitled to publish anonymised data derived from those reports.

125.9 The requirements of this Regulation 125 are supplemental to any requirements of the Codes of Practice.

**126 Minority Candidates – First Team**

126.1 Where a Club seeking to appoint a Manager:

126.1.1 operates a recruitment process (which, for the purposes of this Regulation, involves any process of shortlisting of candidates and the interviewing more than one candidate); and

126.1.2 an application is received from any Minority Candidate(s), that Club shall invite one or more Minority Candidate(s) to interview for the role of Manager.

126.2 Clubs shall provide reports in such format and at such times as The League requires relating to their compliance with the provisions of this Regulation. The League shall be entitled to publish anonymised data derived from those reports.

126.3 The requirements of both Regulation 125 and this Regulation 126 are supplemental to any requirements of the Codes of Practice.

**127 Prohibited Conduct – Observing Training Sessions**

127.1 Without prejudice to the requirements of Regulation 3.4 (that each Club shall behave towards each other Club with the utmost good faith), no Club shall directly or indirectly observe (or attempt to observe) another Club's training session in the period of 72 hours prior to any match scheduled to be played between those respective Clubs.

**128 Supporter Engagement**

128.1 Clubs shall hold at least two meetings/fans forums per Season to which its supporters (or representatives) are to be invited in order to discuss significant issues relating to the Club. The framework for these meetings shall be documented in the Club's customer charter, but are subject to the following minimum criteria:

128.1.1 Clubs must be represented by the Club's majority owner, board Director(s) or other senior executive(s);

128.1.2 where meetings are not open to all supporters wishing to attend, the supporter representatives must be elected, selected or invited in line with basic democratic principles; and

128.1.3 individuals cannot be excluded by the Club without good reason (the Club acting reasonably).

**129 Equality Act – Codes of Practice**

129.1 The Board shall have the ability to, following consultation with the Football Association and Clubs, from time to time implement a code of practice on inclusion and anti-discrimination (Code of Practice).

129.2 Regulation 2 shall not apply to implementation of the Codes of Practice.

129.3 Clubs and their Officials shall observe and comply with the requirements of the Code of Practice and any breach thereof shall be treated as a breach of these Regulations.

**Guidance**

*For Season 2023/24 Clubs must continue to operate in accordance with the existing Code of Practice whilst also working towards attaining at least bronze level accreditation for the updated Code of Practice circulated to all Clubs in May 2022. All Clubs must have achieved bronze level accreditation by June 2024 at the latest.*

**130 Governing Law**

130.1 English Law shall govern these Regulations and any proceedings under them. Any and all commissions, appeal bodies and arbitration panels shall apply English Law in determining any dispute referred to them under the Regulations.

**APPENDIX 1****MEMBERSHIP CRITERIA (REGULATION 8)****1 Part 1 - Ground Capacity and Seating**

1.1 Subject to paragraph 1.2 below, the ground capacity and number of seats under cover, as would be recorded in the Club's safety certificate when in membership of the League and taking into account all other provisions of these Regulations, must meet the following minimum criteria:

	Capacity	Seats
Qualification Criteria	4,000 (with ability to reach 5,000)	500 (with ability to reach 1,000)
Admission Criteria	5,000	1,000 (with ability to reach 2,000)
Membership Criteria	5,000	2,000

1.2 A new member club entering League Two must comply with the Qualification Criteria and has until the 30 April in its first Season as a Member to meet the Admission Criteria set out in the above table.

1.3 Where such Club remains a Member of The League that Club shall have until 30 April in the third Season from the date of its admission to comply with the requirement to achieve a capacity in accordance with the Membership Criteria.

1.4 Each Championship Club shall, with effect from the start of its fourth Season in the Championship) only admit spectators to seated accommodation, and there shall be no standing terraces.

**Guidance**

*An terracing at the ground must conform with the requirements of the Guide to Safety at Sports Grounds - and all local authorities will be asked to independently assess terrace capacities. All spectator-standing areas behind the goal must be all terraced and conform to Appendix 1 Part 3, paragraph 6.*

**Part 2 - Floodlighting**

1.1 The average lux value of the floodlights, obtained from 88 readings taken on the grid system provided by The League, must meet the following minimum criteria for each division:

	Average Lux Value	Minimum at any one point
Championship	800	500 (but a minimum lighting level of 750 lux at the centre point of each goal line)
League One	500	300
League Two	500	300

1.2 In order to assess the lux value, a series of 88 readings must be taken with a light meter on a grid pattern set out on the pitch at approximately 10 metres apart. The light meter must be placed on a horizontal plane at pitch level and the average of all the readings is taken to be the average lux value of the floodlights.

1.3 The readings must be carried out by a qualified neutral surveyor, specialist contractor and/or a manufacturer. The League shall require a test certificate and chart to be submitted within 14 days of the date of the test and in any event no later than 30 November (with the test having been conducted after 1 July).

1.4 Any Club which fails to deliver a test certificate as required shall be guilty of misconduct. In addition to any penalties imposed, The League may arrange to have an inspection carried out and the cost of the inspection shall be borne by the Club.



Guidance

Although the League will try to notify Clubs in advance of the expiry of their current floodlight report, it is ultimately the Club's responsibility to ensure that a Floodlight Test Report is submitted to the League every year in accordance with Regulations.

Each Club shall ensure that the floodlighting installation and supporting services at its ground are properly designed and maintained so as to continue to meet the criteria set out in this part of this Appendix.

**Part 3 - The Football Club and the ground on which it plays****1 Safety Certificate**

- 1.1 Subject to paragraph 1.2, each Club shall hold a current safety certificate issued in accordance with the provisions of the Safety of Sports Grounds Act 1975.
- 1.2 If a Club has a ground-sharing agreement it shall be a term thereof that either the Club or the other party to the agreement shall hold a current safety certificate.
- 1.3 Every Club shall carry out regular and appropriate maintenance and checks to ensure that its safety certificate is not suspended, withdrawn or otherwise amended to effect a reduction in capacity which would result in the Club being unable to meet the Membership Criteria applicable to that Club.

**2 Ground Maintenance**

- 2.1 The Club is to be responsible for the maintenance of the pitch and for the general maintenance of the ground, including (but not limited to) ground safety. The Club must ensure that adequate arrangements are in place to maintain its pitch in good order, as required under Regulation 13.

**3 Club Staff**

- 3.1 The Club must have specific personnel (i.e. Club Doctor, Therapist) as required by League Regulations and a full-time administration.

**4 CCTV**

- 4.1 The Club must have a CCTV surveillance system in accordance with the requirements of the local safety committee and maintain the same in good condition.

**5 External Boundary Wall**

- 5.1 The external boundary wall to be of sound construction, secure on all sides and sufficient to deter would-be intruders. The minimum height must be 2.2 metres.

**6 Terracing**

- 6.1 All terracing must conform with the requirements of the Guide to Safety at Sports Grounds. The Local Authority, in accordance with the procedures laid down in the Guide to Safety at Sports Grounds (Sixth Edition), will be asked to independently assess terrace capacities. Any level surfaces within the ground must be hard standing and spectator-standing areas behind the goals must be terraced.

**7 Seating**

- 7.1 Seats should be individual seats with tip up bottoms and include backrests. Alternatively, other than the Directors' box, the seats can be of the plastic moulded type complete with back rests or other types of seats provided they have back rests.

**8 Turnstiles**

- 8.1 These must be of the automatic revolving type fitted with counting facilities and a computerised turnstile monitoring system.

**9 First Aid Facilities**

- 9.1 There must be a designated First Aid Room fitted out with services in accordance with the requirements of the local authority, in accordance with the Guide to Safety at Sports Grounds.

**10 Ground Refreshment Facilities**

- 10.1 Refreshment facilities must be available for spectators in each separate area of the ground. There must be a refreshment room or access to a lounge area available for players.

**11 Toilets**

- 11.1 There must be adequate toilet facilities for both men and women (of all ages) in each separate area of the ground. There must be at least one washbasin in each toilet facility. Those areas of the ground providing disabled facilities in accordance with paragraph 15 below must also provide appropriate disabled toilet facilities.

**12 Public Address System**

- 12.1 There must be a public address system installed, with adequate speaker output to relay information to all spectator areas, as required by the local authority, with the ability to interrupt for safety announcements from the stadium control room.

**13 Emergency Lighting**

- 13.1 There must be an emergency lighting system for all spectator areas and concourses, as required by the local authority.

**14 Ground Control Room**

- 14.1 The Club must provide a stadium control room, in accordance with the requirements of the local authority. This should be included in the planning details submitted to The League.

**15 Disabled Facilities**

- 15.1 Clubs must provide facilities for the accommodation of disabled supporters to meet the legal requirements imposed by the Equality Act 2010 (and any statutory modification thereof and subordinate legislation, regulations or guidelines having statutory force).

**16 Pitch Perimeter Protection**

- 16.1 There must be appropriate pitch perimeter protection, for example wall / barrier surrounding the pitch, to be of sound construction and to comply with current standards as laid down in the Guide to Safety at Sports Grounds.

Guidance

*Clubs are reminded to consider Appendix 1 Part 3 clause 24 which indicates the minimum distances permissible between the touchline and pitch perimeter barrier and the goal line and the pitch perimeter barrier.*

**17 Stewards**

- 17.1 All Stewards working at matches played under the auspices of The League shall undergo a programme of training in relation to stewarding at football grounds as approved in writing by The League.

**18 Directors' Box**

- 18.1 The Directors' box should enjoy a prime position in the main stand. There should be individual seats in a designated area segregated from general admission spectators in the same stand (with appropriate stewarding arrangements) and Home and Away areas should be clearly marked. The standard of accommodation for Home and Away directors shall be comparable.

Home	Minimum number of seats	24
Away	Minimum number of seats	16

- 18.2 The Home Club shall supply to the Away Club such numbers of Away Director's box seats as the Away Club requests, the first 16 directors' box tickets to be supplied to the Away Club free of charge.

- 18.3 There must be a guest room for entertaining Home and Away Directors with appropriate subsistence / refreshments provided.

- 19 Dressing Rooms**
- 19.1 The provisions of this paragraph 19 shall apply unless any Club has been granted a dispensation by the Board. Any Club wishing to apply for a dispensation must have applied no later than 31 January 2014 (or, in the case of a Club promoted from the National League, at the same time as their application for promotion in accordance with Regulation 10.1.3) setting out the grounds on which it seeks a dispensation. Applications shall be determined by the Board in its absolute discretion. Save in the case of the most exceptional circumstances (again as determined by the Board in its absolute discretion) dispensations can only be granted for a maximum period of five years. An application may be refused, granted or granted subject to such conditions as the Board may determine (including having such amounts as the Board shall determine withheld from the Club's central distributions from the Pool Account).
- 19.2 Players. Separate dressing rooms must be provided for the teams. The minimum size for each changing room is 30sq. metres and each dressing room must have either:
- 19.2.1 a shower area comprising at least 6 shower units; or
- 19.2.2 6 separate baths.
- 19.3 Each room must also be equipped with at least:
- 19.3.1 4 toilet units (WC's or urinals) in such configuration as the Club considers appropriate, provided that there are not less than 2 WC's;
- 19.3.2 2 washbasins,
- or more if required by the responsible Health and Safety authority.**
- 19.4 Each room must also be equipped with at least:
- 19.4.1 1 massage table;
- 19.4.2 1 fridge;
- 19.4.3 1 tactical board; and
- 19.4.4 1 working double socket.
- 19.5 Match Officials. The dressing room for match officials must have a changing area of at least 10 sq. metres and at least two showers. There must be one WC and one washbasin available for the exclusive use of the match officials. Separate facilities, or appropriate arrangements to facilitate the changing and showering requirements of male, female and non-binary Match Officials, must be provided.

#### **Guidance**

*Please note that the changing area alone for both dressing rooms and the officials' room must meet with the minimum size requirements; shower bath and toilet areas should not be included in the measurements.*

- 19.6 All dressing rooms must be heated, well ventilated, have non slip floors, be free from damp and secure.

#### **20 Medical Treatment Room**

- 20.1 There must be a suitably equipped medical treatment room in the vicinity of the players' dressing rooms.

#### **21 Press Facilities**

- 21.1 The minimum number of seats (all with desktops), and power points, shall be:

	<b>Seats with Desktops</b>	<b>Power Points</b>
<b>Championship</b>	40	40
<b>League One</b>	20	10
<b>League Two</b>	20	10

- 21.2 At each First Team match all accredited media representatives (including, by way of example only, journalists, broadcasters and photographers accredited either by The League or Football Data Co Limited) shall be provided with:
- 21.2.1 a printed team sheet; and
- 21.2.2 a match programme,
- in each case free of charge.
- 21.3 The nominated press officer(s) of the Away Club shall, in addition to the items specified in paragraph 21.2 above, receive appropriate access to those facilities at the Home Club as are necessary to fulfil their duties for the Away Club but to include, as a minimum, all media areas, the Away Club's dressing room and the tunnel area.
- 21.4 Clubs must provide either a wireless access point accessible to all accredited media representatives attending the match in all designated areas.
- 21.5 **ISDN Lines.** Each club should provide a level of access to ISDN lines or another solution as approved by the League to enable it to satisfactorily accommodate requests from The League's primary broadcasting partners, Independent Local Radio Stations (home and away) and club webmasters (home and away). This may involve the sharing of lines where appropriate. Access to ISDN Lines (or another solution as approved by the League) may be at no cost to the end user, through a hire charge (either from the club or a third party provider) or by the club providing broadcasters the opportunity to install their own facility. The provision of the above ISDN lines (or another solution as approved by the League) is in addition to those already installed by the BBC for their own use. Broadcasters must be provided suitable commentary positions in the immediate vicinity of the relevant ISDN line (or another solution as approved by the League).
- 21.6 **Media Room.** Championship clubs must provide a dedicated room for post-match press arrangements. League One and League Two clubs should provide a similar room or a dedicated area, which is under cover, where the post-match press conference/interviews can be conducted.
- 22 Directors' Room**
- 22.1 There must be a Directors' room capable of accommodating a minimum of 18 people for the use of home and visiting directors and there must be adjacent toilet facilities.
- 23 Parking Facilities**
- 23.1 Parking facilities must be provided for Directors, with a minimum of 6 places for the visiting Directors and club officials in a location comparable to those provided to Home directors. There must be safe parking arrangements for both the visiting team's coach and the Match Officials. All shall be provided free of charge.
- 24 Playing Area**
- 24.1 The dimensions of the field of play must be in accordance with League Regulations.
- 24.2 The shortest distance between touch-line and pitch perimeter barrier to be ideally 2.75 metres, but no less than 2.25 metres.
- 24.3 The shortest distance between goal line and pitch perimeter barrier to be ideally 2.75 metres, but no less than 2.25 metres.
- 25 Goal Posts**
- 25.1 Goal posts and goal net supports to be of professional manufacture and to meet the requirements of the Laws of the Game.
- 25.2 The Home Club shall provide and maintain at its ground a replacement set of Goal Posts and goal net supports (i.e. one replacement goal) which are of professional manufacture, meet the requirements of the Laws of the Game, and are capable of being erected immediately in the event of the failure of the Goal Posts already installed.
- 25.3 Two sets of portable goals shall be provided for the purposes of player warm ups.

**26 Trainers' Benches/Boxes**

26.1 Trainers' Benches/boxes to be provided (and clearly separated) marked HOME and AWAY in accordance with the provisions of Regulation 34.1. The technical area, as defined in Law 3 of the Laws of the Game must be clearly marked.

**27 Playing Surface Standard / Slope of Pitch**

27.1 The playing surface shall be grass and must be of a high standard, as defined by The League.

27.2 It must be flat and free from surface depressions and excessive undulations.

27.3 The maximum slopes allowable shall not exceed an even gradient of vertical to horizontal 1:41 in any direction.

27.4 Each Club shall take all reasonable steps to maintain its pitch in good order. The League may require a Club to take such steps as it shall specify if not satisfied that an adequate standard of pitch is being maintained, including but not limited to The League commissioning an independent report on the state of the pitch by a Club, the cost of such independent report to be borne by the Club concerned.

**Guidance**

*Both the referee and away team manager mark the condition of the home pitch. Should a Club's average pitch mark fall below 3, the EFL will write to the Club requesting observations on why their pitch has deteriorated and what remedial measures will be undertaken to ensure that the pitch improves.*

27.5 Each Club shall ensure that the individual person with overall responsibility for the maintenance of the pitch shall:

27.5.1 where appointed after 1 August 2018, hold at least a Level 3 qualification by reference to the table set out below; and

27.5.2 in each Season attend not less than one educational / development conference organised by The League for ground staff. The League will issue guidance information for dissemination to all other individuals involved in the maintenance of pitches.

University / Higher Education				
Level 8	PhD / Doctorate			
Level 7	Masters Degree			
Level 6	Bachelors Degrees			
Level 5	Foundation Degree		Higher National Diploma	
Level 4			Higher National Certificate	
Level 3	A-Level	A2	L3 Award, Cert Diploma (QCF)	Advanced Apprenticeship
		A3		
Level 2	GCSE (grades A* – C)		L2 Award, Cert Diploma (QCF)	Intermediate Apprenticeship
Level 1	GCSE (grades D – E)		L1 Award, Cert Diploma (QCF)	
Entry Level	Key Stage 3		Entry levels 1,2,3 (QCF)	
	School / 6 <sup>th</sup> Form		FE College / Learning Provider	Apprenticeships

27.6 Where the individual with overall responsibility for the maintenance of the pitch (whether under a contract of employment, or contract for services) held that role at a League or Premier League Club (or any club in any other league of an equivalent standing to The League or Premier League, as determined by the League, acting reasonably) as at 1 August 2018, that individual will not need to comply with the provisions of paragraph 27.5.1 but will still need to comply with paragraph 27.5.2

27.7 Where any Club is promoted or relegated into the League and the individual with overall responsibility for the maintenance of the pitch (whether under a contract of employment, or contract for services) does not hold the minimum qualification required under paragraph 27.5.1 and cannot take the benefit of paragraph 27.6, that person shall be required to secure that minimum level of qualification by no later than the end of the third season in membership of the League (whether such membership is continuous or not).

27.8 Where any Club engages a third party contractor to provide pitch maintenance services such that the contractor could reasonably be considered to have overall responsibility for the maintenance of the pitch that Club shall ensure that the terms of its agreement with the contractor are such that it would enable the Club to:

27.8.1 demonstrate that the qualification of the individual(s) appointed by the contractor to manage the Club's pitch maintenance meet the requirements of this Regulation; and

27.8.2 procure the attendance of that individual at any educational / development conference organised by the League for ground staff.

27.9 Each Home Club shall provide full pitch frost covers and/or under soil heating (the specification of which shall meet the reasonable satisfaction of The League) which shall be operated to the extent necessary to procure, so far as it is reasonably possible, that the pitch is playable on the occasion of each match. A breach of this requirement which results in the postponement or abandonment of a match shall be dealt with in accordance with Regulation 31, and not Regulation 8.4.

**28 Pitch Protection**

28.1 following procedures shall be adopted by Players and Officials in the periods immediately before and after a Match and at half time:

28.1.1 the pitch shall only be used for warming up or warming down by Players named on the Team Sheet;

28.1.2 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;

28.1.3 if portable goals are provided they shall be used for all goalkeeping drills (other than crossing practice) and direct shooting drills;

28.1.4 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;

28.1.5 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 as directed by pitch map produced by the Home Club;

28.1.6 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 paragraph 28.1.5 above;

28.1.7 Players using the pitch at half time as aforesaid shall give due consideration to any other activity or entertainment taking place on the pitch at the same time;

28.1.8 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

28.1.9 any warming down after the conclusion of the Match shall last for no longer than 15 minutes, no footballs shall be permitted and neither penalty area shall be used.

**Guidance**

*The Home Club should seek to ensure that the pitch plan is sent to the Away Club in advance of the fixture.*

*The Away Club should seek permission in advance from the Home Club for any drills/warm up's/warm down's outside of those identified above.*

**29 Premier League Ground Criteria – Championship Clubs only**

29.1 Each Championship Club shall by no later than 31 January in each year submit to the board of the Premier League for its approval (not to be unreasonably withheld) fully detailed and costed proposals setting out how, if it is promoted to the Premier League at the end of that Season, it will be able to meet the following requirements of Premier League rules by the following dates:

Premier League rule	Description (for illustrative purposes only, please refer to the relevant Premier League rules for their full terms and effect).	Date
K.11	Players' dressing rooms to have an area of at least 30 square metres	On promotion
K.13 - K.14	Security of Players, Directors and officials of a visiting Club and of match officials	On promotion
K.22	Provide and Maintain Undersoil heating	On Promotion
K.25 – K.27	Goal Line Technology	On Promotion
K.29	Seats in proximity to the Trainers' Bench	On promotion (subject to any dispensations permitted by the Rule)
K.45 – K.49	Internet connectivity	On promotion
K.50 – K.52	TV gantry	On promotion
K.53 – K.54	UK TV commentary positions	On promotion
K.55 – K.56	Overseas TV commentary positions	On promotion
K.57	Radio commentary positions	On promotion
K.58 – K.61	Camera and interview positions	On promotion
K.66	TV Studios	On promotion
K.67 – K.69	Media seats	On promotion
K.71 – K.72	Mixed Zone	On promotion
K.75 - K.76,	Hardwiring & cabling	On promotion
K.78 – K.79	Power Supply	On promotion
K.80 – K.83	TV compound and car parking spaces	On promotion
K.86 – K.87	Media working area; conference room; press and data seats	On promotion
K.91	Photographers' access and facilities	On promotion
K.128 – K.141	Floodlighting	On promotion

29.2 The Board shall have the ability to update the rule numbers set out in the above table by reference to updated Premier League rules, and Regulation 2 shall not apply to the updating of Rule numbers.

**30 Championship Clubs – Goal Line Technology**

30.1 Each Championship Club's ground must have such Goal Line Technology as the League shall specify from time to time.

30.2 Each Championship Club shall:

30.2.1 ensure that the Goal Line Technology installed at its ground 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 Paragraph 30.2.2;

30.2.2 give all necessary cooperation to such Person appointed by the League to supply, install, maintain and operate such Goal Line Technology and to any Person properly authorised by the League or FIFA to test or certify the Club's Goal Line Technology; and

30.2.3 use Goal Line Technology only as specified by the League from time to time.

30.3 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.

30.4 Each Championship Club shall pay to the League such amounts as are notified by the League for the costs of installation, operation, maintenance and removal (on promotion or relegation) of any Goal Line Technology (on a pro-rata basis across all Championship Clubs). The League shall be entitled to deduct any such costs from any amounts otherwise payable to the Club by way of Basic Award.

**31 Protection of Players and Match Officials**

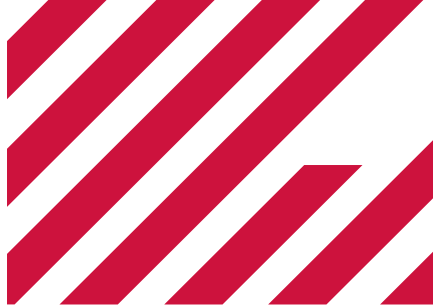
31.1 There must be safe unimpeded passage for players and officials between their dressing rooms and the pitch.

**32 Ground Regulations**

32.1 All Clubs must ensure that ground regulations, as issued by The League from time to time, are displayed prominently at each entrance to the ground used by supporters, as well as at any point of sale for tickets (including online ticket sales).

**Guidance**

*The League will issue all Clubs with the required number of Ground Regulation posters prior to the start of each season.*



## APPENDIX 2 PROCEDURAL RULES

### 1 Introduction

- 1.1 These Procedural Rules shall apply in the absence of agreement between the parties and Applicable Tribunal, or further order of the Applicable Tribunal.
- 1.2 'Applicable Tribunal' means a Player Related Dispute Commission, Disciplinary Commission or League Arbitration Panel, as appropriate.

### 2 Control of Proceedings

- 2.1 The Applicable Tribunal shall have overall control of the conduct of the proceedings and/or hearing.
- 2.2 The chairperson of the Applicable Tribunal shall decide all procedural and evidential matters and for that purpose within 14 days of their appointment he shall either give directions for the conduct of the arbitration addressed in writing to each party or require their attendance at a preliminary meeting at which he will give directions.

### 3 Additional Provisions Regarding Appointment of Tribunal Members

- 3.1 Where a party to proceedings before an Applicable Tribunal fails to select a side member within 3 days of a written request to do so, the chairperson shall be at liberty to do so on their behalf so as to avoid any possible delay in the conduct of the proceedings before the Applicable Tribunal.
- 3.2 Members of any Applicable Tribunal shall be entitled to receive from The League a reasonable sum by way of fees and expenses, as determined by the Board from time to time.
- 3.3 Any member of an Applicable Tribunal (Tribunal Member) may be challenged if circumstances exist that give rise to justifiable doubts as to their impartiality or independence. A party who intends to challenge any Tribunal Member shall send to the other party or parties a notice of challenge setting out the reasons for its challenge within 7 days after notification of the appointment of the challenged Tribunal Member, or within 7 days from the date when the party making the challenge is informed of any facts and circumstances which may give rise to such a challenge (if such date is subsequent to the receipt of notification of appointment). A copy of the notice shall be sent simultaneously to the Tribunal Member who is challenged and the other members of the Applicable Tribunal and the League. The notification shall be in writing and shall state the reasons for the challenge.
- 3.4 If any of the other parties does not accede to the challenge, or the challenged Tribunal Member does not withdraw, the decision on the challenge will be made by the Chairperson of the Applicable Tribunal (where they are not the subject of the challenge) and by an independent third party otherwise qualified to act as a Chairperson of the League Arbitration Panel, as nominated by the Football Association. If the Chairperson of the Applicable Tribunal is the subject of the challenge, then the matter will be decided solely by the Football Association nominee. If the challenge is sustained, a replacement Tribunal Member shall be appointed pursuant to Rule 3.5 below.
- 3.5 If following their appointment a Tribunal Member refuses to act, withdraws, becomes incapable of acting, is removed by order or dies, the party nominating them (or, in the case of the chairperson, The League (or the Football Association if The League is a party)) shall appoint a replacement as soon as reasonably practical and in any event within 3 days.

### 4 The Tribunal's General Powers

- 4.1 The chairperson of the Applicable Tribunal shall have power to:
- 4.1.1 allow either party upon such terms (as to costs and otherwise) as it shall think fit to amend any statement of claim and defence;

- 4.1.2 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;
- 4.1.3 give directions as to the preservation of evidence in the custody or control of a party;
- 4.1.4 direct that a witness be examined on oath;
- 4.1.5 require each party to give notice of the identity of witnesses it intends to call;
- 4.1.6 require exchange of witness statements and any expert's reports in any sequence which appears to the Applicable Tribunal to be just or efficient;
- 4.1.7 appoint one or more experts to report to it on specific issues;
- 4.1.8 require a party to give any such expert any relevant information or to produce or provide access to any relevant documents or property;
- 4.1.9 extend or abbreviate any time limits provided by this Section of these Regulations or by its directions;
- 4.1.10 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;
- 4.1.11 give such other lawful directions as it shall deem necessary to ensure the just, expeditious, economical and final determination of the dispute; and
- 4.1.12 determine any application made pursuant to Regulation 95.1 (Standing).

## **5 Consolidation of Proceedings**

- 5.1 An Applicable Tribunal shall have the express power to consolidate the proceedings with other substantially similar or related proceedings and/or order that concurrent hearings be held in relation to such proceedings.

## **6 Evidence**

- 6.1 The Applicable Tribunal may direct the proceedings by deciding on what issues it requires evidence to be presented, the nature of the evidence that it requires and the way in which it receives that evidence. This can relate to documents and/or witness statements.
- 6.2 The Applicable Tribunal shall have the power to decide on the admissibility, relevance and weight of any evidence (including the testimony of any fact or expert witness) and shall not be bound by any judicial or evidential rules in relation to such matters. Facts may be established by any reliable means, including admissions.
- 6.3 Expert evidence shall be restricted to that which is reasonably required to resolve the complaint. Therefore, no expert evidence shall be admissible except with the permission of the Applicable Tribunal. Permission may be given on such terms and conditions as the Applicable Tribunal may decide.
- 6.4 Where two or more parties wish to rely upon expert evidence on the same issue the Applicable Tribunal may order that there be the instruction of a single joint expert. In the absence of agreement on the identity or terms of instruction either party may apply to the Applicable Tribunal for an order setting out the choice and/or terms of appointment.

## **7 Interim Applications**

- 7.1 The chairperson of the Applicable Tribunal shall have the authority to deal with any interim applications relating to the conduct of the proceedings or any preliminary points of law unless the chairperson determines that such applications must be heard before the full Applicable Tribunal in order to comply with the overriding objective (as defined in Rule 9).

## **8 Security for Costs**

- 8.1 The Applicable Tribunal may order any party to lodge with The League a sum on account of costs. In considering whether to make such an order the Applicable Tribunal shall follow the principles set out in Section II of Part 25 of the Civil Procedure Rules as if the same were set out herein mutatis mutandis, save that any party may make the application (and not just a Respondent).

## **9 Overriding Objective**

- 9.1 The overriding objective of any Applicable Tribunal is to deal with cases justly. This includes:
- 9.1.1 dealing with cases in ways that are proportionate to the issue; and
- 9.1.2 dealing with cases expeditiously and fairly; and
- 9.1.3 acting fairly and impartially between the parties.
- 9.2 Any party involved in proceedings before Applicable Tribunal must assist in furthering the overriding objective and in particular shall do all things necessary for the proper and expeditious conduct of the arbitration and shall comply without delay with any direction of the chairperson of the Applicable Tribunal as to procedural or evidential matters.

## **10 Non Compliance by a Party**

- 10.1 If a party fails to comply with any order made under these Regulations the Applicable Tribunal may make a peremptory order to the same effect providing such time for compliance with it as the Applicable Tribunal considers appropriate and setting out sanctions to be imposed if the defaulting party fails to comply with the peremptory order, including all or any of the following:
- 10.1.1 debar that party from relying on the matters in respect of which it is in default;
- 10.1.2 draw such adverse inferences from the act of non-compliance as the circumstances justify;
- 10.1.3 proceed to a reasoned award on the basis of such materials as have been properly provided to it.
- 10.2 If the Applicable Tribunal is satisfied that there has been inordinate and inexcusable delay by either party in pursuing or defending any complaints and that delay:
- 10.2.1 gives rise, or is likely to give rise, to substantial risk that it is not possible to have a fair resolution of the issues in that claim or counterclaim; or
- 10.2.2 has caused, or is likely to cause, serious prejudice to the other party,
- the Applicable Tribunal may, after hearing representations from all parties, make a reasoned award in favour of the non-defaulting party.

## **11 Communications**

- 11.1 All communications sent in the course of the proceedings by an Applicable Tribunal shall be signed on their behalf by the chairperson.
- 11.2 Such communications addressed by the Applicable Tribunal to one party shall be copied to the other.
- 11.3 Any communication sent by either party to the Applicable Tribunal shall be addressed to the chairperson and shall be copied to the other party.

## **12 The Hearing**

- 12.1 The chairperson shall fix the date, time and place of the arbitration hearing and shall give the parties reasonable notice thereof.
- 12.2 At or before the hearing the chairperson shall determine the order in which the parties shall present their cases.
- 12.3 Any witness who gives oral evidence may be questioned by the representative of each party and by each member of the Applicable Tribunal.

## **13 Provisional Awards**

- 13.1 The Applicable 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.

- 14 Costs**
- 14.1 In addition to exercising its other powers, the Applicable Tribunal may (and shall in all cases consider whether it is appropriate to) manage the costs to be incurred by any party in any proceedings. In exercise of this power the Applicable Tribunal may at any time make a 'costs management order' and/or 'costs capping order'.
- 14.2 The Applicable Tribunal has discretion as to:
- 14.2.1 whether costs are payable by one party to another;
- 14.2.2 the amount of those costs; and
- 14.2.3 when they are to be paid.
- 14.3 When choosing to make an order for costs, the Applicable Tribunal may make such order in respect of:
- 14.3.1 the costs of the investigation; and
- 14.3.2 the costs of the parties; and
- 14.3.3 the costs of the Applicable Tribunal,
- as the Applicable Tribunal may think fit, including whether any deposit required to be paid should be refunded in whole or in part.
- 14.4 Subject to paragraph 14.5, there is no general rule about orders for costs.
- 14.5 In proceedings before the Player Related Dispute Commission (and, if applicable, League Appeals Committee) relating to proceedings between Academy Players (excluding Scholars) and Clubs in relation to Youth Development Rules:
- 14.5.1 the general rule is that there should be no order as to costs of the parties, but the Player Related Dispute Commission (and, if applicable, League Appeals Committee) may make an order for costs where it considers it appropriate to do so; and
- 14.5.2 any order will in any event be subject to a condition limiting the amount of costs (including disbursements) which the Club may recover to £25,000.
- Guidance**
- Scholars are excluded from this provision only because specific provisions relating to costs orders for Scholars are already set out in Youth Development Rules 310 to 312.*
- 14.6 In deciding what order (if any) to make about costs, the Applicable Tribunal will have regard to all the circumstances, including:
- 14.6.1 the conduct of all the parties;
- 14.6.2 whether a party has succeeded on part of its case, even if that party has not been wholly successful;
- 14.6.3 the provisions of any 'costs management order' and/or 'costs capping order'; and
- 14.6.4 any admissible offer to settle made by a party which is drawn to the Applicable Tribunal's attention.
- 14.7 The conduct of the parties includes:
- 14.7.1 conduct before, as well as during, the proceedings;
- 14.7.2 whether it was reasonable for a party to raise, pursue or contest a particular allegation or issue; and
- 14.7.3 the manner in which a party has pursued or defended its case or a particular allegation or issue.
- 14.8 The chairperson of the Applicable Tribunal shall have power to tax, assess or determine the costs if requested to do so by either party.

- 14.9 Until they are paid in full, the parties shall be jointly and severally liable to meet the fees and expenses of the Applicable Tribunal, the total amount of which shall be specified in an award.
- 15 Representation**
- 15.1 A party may be represented before the Applicable 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 chairperson.
- 15.2 A Club which is a party may be represented before Applicable Tribunal by one of its Officials. An Official shall not be prevented from representing their Club because they are or may be a witness in the proceedings.
- 15.3 However, in the event that a party's representative shall be considered by the Applicable Tribunal to have unduly delayed or hindered those proceedings, the Applicable Tribunal may make an order debarring that representative from appearing on behalf of that party in those proceedings.
- 16 Waiver**
- 16.1 A party which is aware of non-compliance with Section 10 of the Regulations and yet proceeds with the arbitration without promptly stating its objection to such non-compliance to the chairperson shall be deemed to have waived its right to object.
- 17 Time and Place of Hearing(s).**
- 17.1 The Applicable Tribunal may hear the parties their representatives and/or witnesses at any time or place and may adjourn the hearing for any period on the application of any party as it thinks fit.
- 18 Recording of Hearings**
- 18.1 The Applicable Tribunal may direct that any hearing in respect of a complaint shall be recorded so as to ensure that there is an accurate record of any such hearing in the event of a dispute regarding the conduct of that hearing.
- 19 Non Payment of Awards.**
- 19.1 In default the person concerned shall pay interest at the rate of 5 per cent per annum over Barclays Bank base rate in force from time to time calculated on a daily basis on the outstanding sum from the due date to the actual date of payment. The Applicable Tribunal may order that a party's liability for costs be deducted from any other amounts which may be otherwise due to that party under the terms of any order of the Applicable Tribunal.
- 20 Publication and Confidentiality**
- 20.1 Subject to Rule 20.2, any Applicable Tribunal shall be entitled to publish any judgment, decision or award.
- 20.2 Decisions of:
- 20.2.1 a Disciplinary Commission; and/or
- 20.2.2 the League Arbitration Panel in proceedings conducted pursuant to Regulations 96.2.1 to 96.2.3 inclusive and Regulation 96.2.5 (where The League is a party, but not otherwise),
- 20.2.3 shall, unless otherwise agreed between the parties, be published (subject to appropriate redaction to protect third party confidentiality).
- 20.3 In any event, copies of any judgment, decision or award of any Applicable Tribunal in proceedings to which The League is not a party must be provided to The League within 24 hours of the making of the order. Where The League considers, acting reasonably, that the terms of the judgment, decision or award are of general importance to Member Clubs, The League may produce an anonymised version and/or summary of such judgment, decision or award for distribution to Member Clubs.

- 20.4 All evidence given and any other elements of the case record (for example pleadings, documents, correspondence, statements and submissions) shall, subject to Rule 20.1, be confidential.
- 20.5 Each Club, Official and Player shall be treated as having consented to any publication and/or disclosure of any judgment, decision or award pursuant to this Rule 20.
- 21 Indemnity**
- 21.1 Each Club acknowledges and agrees that a member an Applicable Tribunal shall not be liable for anything done or omitted in the discharge or purported discharge of their functions as a member of the Applicable Tribunal unless the act or omission is proven to have been in bad faith.

## APPENDIX 3 OWNERS' AND DIRECTORS' TEST

### Introduction

The intention behind this Appendix 3 is to protect the image and integrity of The League and its competitions, the well-being of the Clubs, and the interests of all of the stakeholders in those Clubs, by preventing anyone who is subject to a 'Disqualifying Condition' being involved in or influencing the management or administration of a Club.

More specifically, Appendix 3:

- prohibits a person who is subject to a Disqualifying Condition from becoming a 'Relevant Person' for any Club for so long as the Disqualifying Condition subsists;
- requires a person who was already a Director before the Disqualifying Condition arose to stop being a Director for so long as the Disqualifying Condition subsists;
- requires each Club not to permit any person who is subject to a Disqualifying Condition either become a Director or (if they were already a Director before the Disqualifying Condition arose) to continue to be a Relevant Person for the Club, for so long as the Disqualifying Condition subsists unless permitted by an order of the League or the League Arbitration Panel; and
- any person(s) to acquire Control (as defined in Regulation 1) of the Club until such time as the information relating to source and sufficiency of funding has been provided and approved by The League.

Appendix 3 also imposes reporting requirements on Clubs and on individuals who are or propose to be Relevant Persons of Clubs, to facilitate The League's policing and enforcement of these restrictions. For the avoidance of doubt individuals applying under this test will become subject to the League's Regulations at the point of submission of the Declaration.

### 1 Interpretation

1.1 In this Appendix the following words shall have the following meanings:

**Acquisition Materials** means the documentation and information set out in 3A;

**Club** means any Member Club and, for the purposes of this Appendix 3 only, includes any Associated Undertaking, Fellow Subsidiary Undertaking, Group Undertaking, Parent Undertaking or Subsidiary Undertaking of such Club.

**Conviction** means a finding by a court anywhere in the world that a Person has committed an offence (or offences) or carried out the act(s) for which they were charged, and whether or not that finding is considered to be final pending resolution of any appeal against that finding, and Convicted shall be construed accordingly;

**Director** 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;
- a Person having Control over the Club;
- a Person exercising the powers that are usually associated with the powers of a director of a company;
- a Person occupying the position of 'chief executive officer' (or an individual with another title, but carrying out an equivalent role);
- a Relevant Signatory;

#### Guidance

*Club Secretaries are not required to submit to the OAD Test simply by virtue of holding that position but would be required to if they qualify under any other part of the definition of Director.*



**Declaration** means the Owner's and Directors' Declaration form prescribed by The League and published in The League's document portal;

**Entity** means any legal entity, firm or unincorporated association and in the case of an Entity which is incorporated any of its Associated Undertaking, Fellow Subsidiary Undertaking, Group Undertaking, Parent Undertaking or Subsidiary Undertaking;

**Football Club** means any Club or club.

**Hate Crime** means an offence which is considered to be aggravated in accordance with the Crime and Disorder Act 1998 and the Sentencing Act 2020;

A Person is subject to a **Potential Disqualifying Event** where they are the subject of an ongoing investigation by a UK government appointed regulatory authority or a UK criminal authority (or any equivalent body or authority of competent jurisdiction anywhere in the world) for conduct which, if proven, would result in the Person being disqualified under paragraph 2;

**Relevant Signatory** means any Person who is authorised to sign on behalf of a Club a Declaration, a written contract of employment with a Player (other than an Academy Player), a transfer agreement and/or any transfer or registration form in respect of a Player (other than an Academy Player) as may be required by the League from time to time;

**Review Application** has the meaning set out in paragraph 8.11;

**Spent Conviction** 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;

**UK Sanctions** means sanctions imposed from time to time by the United Kingdom government pursuant to the Sanctions and Money Laundering Act 2018, or any sanction regulations made thereunder which results in the Person being listed in the UK Government sanctions list;

**UK Sanctions Restricted Person** means any Person that is, or is owned or controlled (as such terms are interpreted in accordance with applicable UK sanctions laws and regulations) by one or more Persons that are, subject to UK Sanctions;

## 2

### Disqualifying Events

2.1 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:

2.1.1 they have been found by a Commission to have acted in breach of Premier League Rules B.24 or L.9;

2.1.2 they have accepted a sanction proposed by the Board of the Premier League pursuant to Premier League Rule W.3.7 that they should be disqualified from acting as a Director of the Club, as a result of a breach of Premier League Rules B.24, or L.9;

2.1.3 in relation to the assessment of their compliance with paragraph 2 (and/or any similar or equivalent rules of The Premier League or The Football Association) at any time, they have:

- (a) failed to provide all relevant information (including, without limitation, information relating to any other Person who would qualify as a Director but has not been disclosed, including where they are acting as a proxy, agent or nominee for another Person); or
- (b) provided false, misleading or inaccurate information;

2.1.4 influence the management or administration of another Club or Premier League club;

2.1.5 either directly or indirectly they hold or acquire any Significant Interest in a Club while they either directly or indirectly hold any interest in any class of shares of another Club;

2.1.6 they become 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);

2.1.7 they have been subject to two disqualifications, suspensions or like sanctions for any of the matters set out in paragraph 2.1.6, irrespective of whether any such disqualification, suspension or sanction is current or not;

2.1.8 they have a Conviction (which is not a Spent Conviction) imposed by a court of the United Kingdom or a competent court of foreign jurisdiction:

- (a) in respect of which an unsuspended sentence of at least 12 months' imprisonment was imposed;
- (b) in respect of any offence involving any act which could reasonably be considered:
  - (i) to be dishonest (and, for the avoidance of doubt, irrespective of the actual sentence imposed);
  - (ii) to have involved violence including, by way of example and without limitation, offences under the Offences Against the Person Act 1861;
  - (iii) to constitute fraud of any kind, including by way of example and without limitation, tax fraud, tax evasion, identity theft, electoral fraud, bribery, online fraud, money laundering and benefit fraud;
  - (iv) to constitute corruption;
  - (v) to constitute perverting the course of justice;
  - (vi) to constitute a serious breach of any requirement under the Act or the Companies Act 1985;
  - (vii) to constitute a Hate Crime; and/or

(c) in respect of:

- (i) an offence of dishonestly receiving a programme broadcast from within the UK with intent to avoid payment under section 297 of the Copyright, Designs and Patents Act 1988,
- (ii) an offence of admitting spectators to watch a football match at unlicensed premises under section 9 of the Football Spectators Act 1989;
- (iii) Persons subject to a banning order (as defined) under Schedule 1 of the Football Spectators Act 1989;
- (iv) an offence of ticket touting in relation to football tickets under section 166 of the Criminal Justice and Public Order Act 1994,

or a directly analogous offence in a foreign jurisdiction (and, for the avoidance of doubt, irrespective of the actual sentence imposed);

(d) for attempting or conspiring to commit offences as set out at paragraphs 2.1.8(a) to 2.1.8(c);

2.1.9 they have two or more Convictions for any of the matters set out in paragraph 2.1.8, irrespective of whether such Convictions are Spent Convictions or not;

2.1.10 in the reasonable opinion of the League, they have engaged in conduct outside the United Kingdom that would constitute an offence of the sort described in

- paragraphs 2.1.8(b)(i) or 2.1.8(c), if such conduct had taken place in the United Kingdom, whether or not such conduct resulted in a Conviction;
- 2.1.11 they become the subject of:
- (a) an Individual Voluntary Arrangement (including any fast track voluntary arrangement);
  - (b) a debt relief order (in accordance with the provisions of Part 7A of the 1986 Act);
  - (c) an administration order (in accordance with Part 6 of the County Courts Act 1984);
  - (d) an enforcement restriction order (in accordance with the provisions of Part 6A of the County Courts Act 1984);
  - (e) 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); and/or
  - (f) 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); or
  - (g) 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;
- 2.1.12 they have been subject to two or more arrangements, orders, schemes, plans or provisions in respect of any of the matters set out in paragraph 2.1.11, irrespective of whether any arrangement, order, scheme, plan or provision is current or not;
- 2.1.13 in respect of an Entity, it suffers an Insolvency Event;
- 2.1.14 they are or have been a Director of a Club (or club) which, while they have 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 paragraph 2.1.14 and paragraph 2.1.15 a Person shall be deemed to have been a Director of a Club (or club) which has suffered an Event of Insolvency if such Event of Insolvency occurred in the one year immediately following their having resigned as a Director of that Club (or club));
- 2.1.15 they have been a Director of two or more Clubs (or Clubs) each of which, while they have been a Director of them, have suffered an Insolvency Event in respect of each of which a deduction of points was imposed;

#### Guidance

*For the purposes of paragraphs 2.1.14 and 2.1.15, the definition of 'Director' and 'Insolvency Event' shall be deemed to apply to clubs in the same way as to Clubs.*

- 2.1.16 they have been in an equivalent role to that of a Director:
- (a) in at least two Entities that have each been subject to or suffered unconnected Events of Insolvency; or
  - (b) in an Entity that has been subject to or suffered two or more unconnected Events of Insolvency, and in either case the Events of Insolvency occurred in the immediately preceding ten years following their ceasing to act in that capacity, or within one year thereafter.
  - (c) For the purposes of this paragraph:
    - (i) where any Entity has been subject to more than one Event of Insolvency during the process of compromising or entering into a composition with its creditors (for example, administration followed by exit via a company

voluntary arrangement), this will only count as one Event of Insolvency;

- (ii) it shall not apply where the Person is carrying out an equivalent role to that of a Director in their capacity as an Officeholder;

#### Guidance

*Whilst acknowledging Club (and clubs) are Entities, Insolvency Events at Clubs are dealt with solely under paragraphs 2.1.14 and 2.1.15, and not this paragraph.*

- 2.1.17 they are subject to any unsatisfied judgment or court order for payment of any monetary amount (provided all appeal rights have been exhausted);
- 2.1.18 they are 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);
- 2.1.19 they are 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);
- 2.1.20 they are subject to a suspension or ban or other form of disqualification by any:
- (f) UK government appointed regulatory body (including, by way of example and without limitation, the Charities Commission, Ofcom, the Financial Conduct Authority, the Prudential Conduct Authority, the Gambling Commission and/or HMRC); and/or
  - (g) any equivalent body of competent jurisdiction anywhere in the world;
- 2.1.21 they have been subject to two or more suspensions, bans, disqualifications or striking-offs as set out in paragraphs 2.1.18 to 2.1.20, irrespective of whether they are current or not;
- 2.1.22 they have been removed from acting as a trustee of a pension scheme by the Pensions Regulator or a court, or have otherwise seriously contravened the pensions regulatory system (whether in the United Kingdom or by any equivalent body or court of competent jurisdiction anywhere in the world);
- 2.1.23 they have been a Director or Relevant Signatory at a Club (or held an equivalent role at a club) that has been expelled from either the League, the EFL, the National League, Isthmian League, Northern Premier League, Southern Football League, the FA Women's Super League or the FA Women's Championship whilst they were in that role at that Club or club or in the one year immediately following their departure from the Club (or club);
- 2.1.24 they have been in an equivalent role to that of a Director or Relevant Signatory at any club or team in any other sport which, pursuant to the rules of the relevant sports governing body, has been removed (other than by way of relegation on sporting merit after completion of a full season) from the applicable league or competition whilst they were in that role (or in the one year immediately following their departure from that role);

- 2.1.25 they are required to notify personal information pursuant to Part 2 of the Sexual Offences Act 2003;
- 2.1.26 they are found to have breached (irrespective of any sanction actually imposed), or has admitted breaching (irrespective of whether disciplinary proceedings were brought or not):
- (a) Regulation 26 or Premier League Rule J.6; or
  - (b) 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);
- 2.1.27 they are an Intermediary and/or is registered as an intermediary or agent pursuant to the regulations of any national member association of FIFA;
- 2.1.28 either:
- (a) in respect of an individual, they become a UK Sanctions Restricted Person; and/or
  - (b) in respect of an Entity, they or any of their, directors, officers or employees are the subject of UK Sanctions;

- 2.2 A Person who is not already a Director of a Club shall be disqualified from becoming a Director of a Club if they are subject to a Potential Disqualifying Event and no Club shall permit a Person to become a Director of a Club if they are subject to a Potential Disqualifying Event.

**Guidance**

*Paragraphs 2.1.7, 2.1.8(b)(ii) to 2.1.8(b)(vii), 2.1.8(d), 2.1.9, 2.1.12, 2.1.13, 2.1.16, 2.1.17, 2.1.20 to 2.1.22, 2.1.24 and 2.1.28 (Additional Disqualifying Events) were agreed by Clubs at a general meeting on 8 June 2023. As relates to Persons who were Directors on or prior to 8 June 2023, the Additional Disqualifying Events and the League's powers associated with them will apply to the occurrence of an Additional Disqualifying Event only where it occurs after 8 June 2023. For the avoidance of doubt, in respect of any Persons who become (or propose to become) a Director following 8 June 2023, nothing shall preclude the League applying its powers in respect of Additional Disqualifying Events, irrespective of when they occurred.*

**3 Submission of Declaration**

- 3.1 Not later than 14 days before the commencement of each Season each Club shall submit to the League 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.

**Guidance**

*Where these paragraphs impose an obligation on a Director (or proposed Director) to submit a Declaration (whether under this paragraph 3 or paragraph 10) and the Director (or proposed Director) concerned is not a natural person, it must ensure that the individual signing the Declaration on its behalf is duly authorised to do so and to bind that Director to comply with the obligations placed upon it by these paragraphs.*

- 3.2 Within 21 days of becoming a member of the League each Club promoted from the National League or relegated from the Premier League shall likewise submit to the League a duly completed Declaration in respect of each of its Directors signed as aforesaid.
- 3.3 If any Person proposes to become a Director of a Club (including for the avoidance of doubt by virtue of being a shadow director but not including any instance where a Person is proposing to acquire Control of the Club):
- 3.3.1 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 League a duly completed Declaration in respect of that Person signed by them and by an Authorised Signatory, at which point that Person shall be bound by and subject to the Regulations; and

- 3.3.2 within five Working Days of receipt thereof the League shall advise the Club of the timeframe within which the League, acting reasonably, expects to be able to finalise its enquiries in respect of that Person (where the proposed Director is not someone acquiring Control, it is expected that the League will ordinarily be in a position to take this step within five Working Days of receipt of the Club's submission pursuant to paragraph 3.3.1);
- 3.3.3 following completion of those enquiries, the League will advise the Club whether or not the Person is liable to be disqualified as a Director under the provisions in paragraph 2, and if the Person is so liable the League will take the steps set out in paragraph 5; and
- 3.3.4 the Person shall not become a Director, and the Club may not permit them to do anything which brings them within the definition of a Director, until the Club has received confirmation from the League pursuant to paragraph 3.3.3 above that the Person is not liable to be disqualified as a Director under the provisions of paragraph 2.

**4 Change of Director's Circumstances**

- 4.1 Upon the happening of an event which affects any statement contained in a submitted Declaration:
- 4.1.1 the Director in respect of whom the Declaration has been made shall forthwith give full written particulars thereof to their Club; and
  - 4.1.2 the Club shall thereupon give such particulars in writing to the League.

**5 Disqualification of a Director**

- 5.1 Upon the League becoming aware by virtue of the submission of a Declaration or in the circumstances referred to in paragraph 4 or by any other means that a Person is liable to be disqualified as a Director under the provisions of paragraph 2 the League will:
- 5.1.1 give written notice to the Person that they are disqualified, giving reasons therefore;
  - 5.1.2 give written notice to the relevant Club that the Person is disqualified, giving reasons therefore;
  - 5.1.3 where the Person is a Director:
    - (a) within 28 days of receipt of written notice given in accordance with paragraph 5.1, require the Relevant Person to resign as a Director and/or take such other steps as are necessary in all the circumstances to ensure that they no longer come within the definition of Director;
    - (b) thereafter they must ensure that they continue not to come within the definition of Director for so long as the Disqualifying Event or Potential Disqualifying Event subsists.

- 5.2 Where the Person is not a Director when the decision is made, they must not do anything that brings them within the definition of a Director for so long as the Disqualifying Event or Potential Disqualifying Event subsists.

- 5.3 A Club must not permit any person who is disqualified either to become a Director or (if they were a Director before the Disqualifying Event arose) to continue to be a Director at the Club, for so long as the Disqualifying Event or Potential Disqualifying Event subsists.

**6 Disciplinary Provisions**

- 6.1 Any Club which fails to comply with its obligations under the foregoing provisions of this Section of these paragraphs or which submits a Declaration which is false in any particular shall be in breach of these paragraphs and will be liable to be dealt with in accordance with the provisions of Section 8 of these Regulations.
- 6.2 Any Director who fails to comply with their obligations under the foregoing provisions of this Section of these paragraphs 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 paragraphs and liable to be dealt with as aforesaid.

- 7 Suspension of the Club**
- 7.1 If a Director who receives a notice under the provisions of paragraph 5.1 fails to resign and their Club fails to ensure their removal from office as required, or if a Club proceeds with the appointment as a Director of a Person to whom paragraph 3.3 applies despite having received a notice under the provisions of paragraph 5.1.2, the League shall have power to suspend the Club by giving to it notice in writing to that effect.
- 7.2 A suspended Club shall not play in:
- 7.2.1 any League Match;
- 7.2.2 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);
- 7.2.3 any matches in the UEFA Champions League, UEFA Europa League, UEFA Europa Conference League, UEFA Super Cup, FIFA World Club Cup, FA Challenge Cup, the League Cup, the League Trophy; and/or
- 7.2.4 any other match conducted or controlled by The League and in which it would otherwise be eligible to compete.
- 7.3 For the purposes of the League Competition, the League 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.
- 7.4 Upon being reasonably satisfied that the Director of the suspended Club has resigned or has been removed from office, the League shall have power to withdraw the suspension by giving to it notice in writing to that effect.

#### Guidance

*The League may exercise any of the powers of investigation conferred on it under the Regulations to determine compliance with the requirements of this Appendix 3. Without prejudice thereto, at any time, by notice in writing The League may require any Club and/or any Director (or person proposing to become a Director) to supply to The League within 14 days (or such other period as The League may reasonably specify) such information as The League may reasonably require to demonstrate compliance by the Club and/or the Director or person proposing to become a Director (as applicable) with the requirements of this Appendix 3.*

*A Person shall be guilty of misconduct if they (whether intentionally or otherwise):*

- *fails to provide a signed Declaration when required under Rule 2;*
- *signs a Declaration that is false;*
- *fails to notify their Club or The League of any change to the particulars set out within a Declaration that they have signed; or*
- *fails to comply with any of the other requirements imposed on them by Rule 2, Rule 3 and/or Rule 4.*

*A Club shall be guilty of misconduct if it (whether intentionally or otherwise):*

- *fails to comply with any of the requirements imposed on it under this Appendix 3, including (without limitation) the requirements of Rule 2, Rule 3 and Rule 4; or*
- *fails to ensure that Directors and other Officials of the Club comply with the requirements of this Appendix 3, including (without limitation) the requirements of Rules 2 and 3.*

*Any Club, Director or other Official of a Club who (whether intentionally, negligently or recklessly) causes, allows or permits any Person to acquire Control of the Club or otherwise act as a Director in breach of the requirements of these Rules shall be guilty of misconduct and will be liable to be dealt with in accordance with the provisions of Section 8 of the Regulations. Without limitation to the foregoing, any act of the Club, any Group Undertaking and/or any Director or Official thereof which recognises:*

- *any Person as meeting the definition of Director;*
- *any form of transfer (legal or beneficial) or any trust or joint ownership arrangements in relation to any share and the rights which may be exercised by a shareholder,*
- *without having first having complied with Rule 3.3 in full, it will constitute a breach of these Rules by that Club, Director or Official.*

*Where misconduct as specified in Rule 5.2 or Rule 5.3 occurs, The League's powers to bring disciplinary proceedings under the Regulations shall apply.*

## **8 Appeal against Disqualification of a Director**

- 8.1 Any Person or Club who receives notice under paragraph 5 has a right to appeal the disqualification notice(s) in accordance with the following paragraphs.
- 8.2 Any Person or Club wishing to appeal a disqualification notice must, within 14 days of the date of that notice, send or deliver to the League a notice of appeal, setting out full details of the grounds of appeal of that Person or Club, together with a deposit of £1,500.
- 8.3 The only grounds upon which a Person or Club may appeal a disqualification notice are:
- 8.3.1 none of the Disqualifying Events set out in paragraph 2 apply;
- 8.3.2 in respect of a Conviction of a court of foreign jurisdiction under paragraph 2.1.8, or a finding of the conduct referred to in paragraph 2.1.10 or a suspension or ban by a sport ruling body under paragraph 2.1.18, or a suspension, disqualification or striking-off by a professional body under paragraphs 2.1.19 or 2.1.20, or a finding of a breach of rule by a ruling body of football pursuant to paragraph 2.1.26(b), or a banning order received pursuant to the Football Spectators Act 1989 (or any like sanction pursuant to similar provisions in any other jurisdiction) under paragraph 2.1.8(c)(iii), there are compelling reasons why that particular Conviction, suspension, ban, finding, disqualification or striking-off, should not lead to disqualification; or
- 8.3.3 the Disqualifying Event is a Conviction imposed between 19 August 2004 and 5 June 2009 for an offence which would not have led to disqualification as a Director under the paragraphs of the League as they applied during that period.
- 8.4 An appeal under the provisions of paragraph 8.2 shall lie to a League Arbitration Panel which shall hear the appeal as soon as reasonably practicable. The League Arbitration Panel shall be appointed in accordance with the provisions of Regulation 99.
- 8.5 The chairperson of the League Arbitration Panel shall have regard to the procedures governing the procedural rules set out in Appendix 2 but, subject as aforesaid, shall have an overriding discretion as to the manner in which the appeal is conducted.
- 8.6 On application of the Person or Club bringing the appeal, the League Arbitration Panel may stay implementation of the League's decision pending determination of the appeal, where the Person or Club (as applicable) satisfies it that such a stay is necessary to avoid undue prejudice.
- 8.7 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.
- 8.8 The League Arbitration Panel shall make its decision unanimously or by majority. No member of the League Arbitration Panel may abstain.
- 8.9 The League Arbitration Panel shall give written reasons for its decision.
- 8.10 The League Arbitration Panel shall have the following powers:
- 8.10.1 to allow the appeal in full;
- 8.10.2 to reject the appeal;
- 8.10.3 if it determines that a Disqualifying Event or Potential 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;

- 8.10.4 to declare that no Disqualifying Event or Potential Disqualifying Event ever existed or that any Disqualifying Event has ceased to exist;
- 8.10.5 to order the deposit to be forfeited to the League or to be repaid to the appellant Person or Club; and
- 8.10.6 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 League Arbitration Panel.
- 8.11 Where a Person or Club does not appeal the disqualification notice, or where any appeal is unsuccessful, the Person may apply to a League Arbitration Panel for an order that their disqualification should be for a prescribed period (a **Review Application**). The League Arbitration Panel shall be appointed in accordance with the provisions of Regulation 99.
- 8.12 The Review Application:
- 8.12.1 must be sent to the League, together with a deposit of £1,500 (in the event an appeal and Review Application are made simultaneously, only one deposit of £1,500 is payable);
- 8.12.2 must set out the grounds on which it is brought;
- 8.12.3 shall be heard in accordance with paragraphs 8.4 to 8.9.
- 8.12.4 shall only be upheld if the Person bringing the Review Application satisfies the League Arbitration Panel that the period of disqualification would be disproportionate in light of the nature of that Disqualifying Event.
- 8.13 In respect of a Review Application, the League Arbitration Panel may:
- 8.13.1 uphold the Review Application and specify a shorter period of disqualification; or
- 8.13.2 reject the Review Application, such that the Person is to remain disqualified (in which case, the League Arbitration Panel may specify a period of time within which a further Review Application may not be made).
- 8.14 Decisions of an appeal tribunal of the Premier League in relation to any matters determined under Section F of Premier League Rules shall be binding on Clubs and their Directors when in the EFL, and decisions of a League Arbitration Panel under this Appendix shall remain binding on Clubs after their promotion or relegation from The League.
- 9 Persons Prohibited by Law from entering the United Kingdom etc.**
- 9.1 No Person may acquire any Holding in a Club if, pursuant to the law of the United Kingdom or the European Union:
- 9.1.1 they are prohibited from entering the United Kingdom; or
- 9.1.2 no funds or economic resources may be made available, directly or indirectly, to or for their benefit.
- 10 Acquisition of Control**
- 10.1 If any Person proposes to acquire Control of a Club (a Proposed Acquiror):
- 10.1.1 the Club and/or the Proposed Acquiror shall, as far in advance of the proposed acquisition of Control as reasonably possible and in any event no later than 10 Normal Working Days prior to the date on which it is anticipated that such acquisition of Control will take place:
- (a) submit to the League a duly completed Declaration and signed copy of the Owners' Charter in respect of each Person who will become a Director upon the proposed acquisition of Control;
- (b) submit such documentation and information as may be requested by the League, to include but not limited to the Acquisition Materials; and

- (c) submit to the League up-to-date Future Financial Information prepared to take into account the consequences of the acquisition of Control on the Club's future financial position;

- 10.1.2 notwithstanding paragraph 10.1.1, the League shall have power to require the Club and/or the Proposed Acquiror who proposed to acquire Control to appear before it and to provide evidence of the ultimate source and sufficiency of any funds which that Person proposes to acquire Control and/or invest in or otherwise make available to the Club.
- 10.2 In relation to any proposed acquisition of Control of a Club by a Person, the League shall have the powers set out in Regulation 16.21 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 Regulations 16 to 19, 21, 22 (including Appendix 3) and 105 to 114 inclusive (and their successor or replacement provisions).
- 10.3 No Person may acquire Control of a Club and no Club may permit a Person to acquire Control of it until such time as:
- 10.3.1 the League provides confirmation that all Persons that are required to do so have complied with the process set out in paragraph 10.1.1(a) and no such Persons are liable to be disqualified as a Director under the provisions of paragraph 2;
- 10.3.2 the League provides confirmation of its satisfaction with the information provided pursuant to paragraphs 10.1.1(b) and 10.1.1(c); and
- 10.3.3 the Club and Person proposing to acquire Control have acceded to any powers and/or accepted any conditions imposed pursuant to paragraph 10.2.
- 10.4 Any Director or Official of a Club who (whether intentionally, negligently or recklessly) causes, allows or permits any Person to acquire Control of the Club in breach of paragraph 10.3 shall be in breach of these paragraphs and will be liable to be dealt with in accordance with the provisions of Section 8 of the Regulations. Without limitation to the foregoing, where any act of the Club, any Group Undertaking or any Director or Official thereof recognises:
- 10.4.1 any Person as meeting the definition of Director; or
- 10.4.2 any form of transfer (legal or beneficial) or any trust or joint ownership arrangements in relation to any share and the rights which may be exercised by a shareholder,
- 10.4.3 without having first complied with paragraph 10.3 in full, it will constitute a breach of this Appendix by that Club.
- 10.5 Without prejudice to the generality of the foregoing, Clubs and their Directors must not:
- 10.5.1 enter into any agreement pursuant to which a Person or Entity agrees to acquire Control, subject to approval of the League; and/or
- 10.5.2 announce that any such agreement has been concluded subject to the approval of the League.
- 11 Confidentiality**
- 11.1 All matters concerning paragraphs 3.3, 4, 10.1 and 10.3 shall be confidential, save as follows:
- 11.1.1 the League shall maintain a public register of Directors;
- 11.1.2 the League shall publish an annual Owners' and Directors' Test report. The report will be suitably anonymised such that no individuals or entities who made applications under this Appendix 3 are named or identified, save where the League considers that an applicant deliberately or recklessly provides false, misleading or inaccurate information (in which case the League may publish such non-anonymised details as it considers appropriate);
- 11.1.3 where the League gives written notice of disqualification of a Director pursuant to paragraph 5, it shall publish that fact;

- 11.1.4 decisions of the League Arbitration Panel can be published in accordance with the provisions of Appendix 2; and
- 11.1.5 the League shall have the power to publish information pertaining to matters in this Appendix 3 where, in its sole discretion, exceptional circumstances apply such that it considers it in the best interests of the League to do so.

#### Guidance

*For the purposes of paragraph 11.1.2, whilst the content of that report shall be at the discretion of the League, it is anticipated that it will confirm the number of applications received by the League pursuant to paragraph 3.3(to become a Director) and paragraph 10.1(to acquire Control of a Club) and, of those applications, the number that were successful and unsuccessful.*

*For the purposes of Rule 11.1.3: in the event that a Director appeals pursuant to Rule 8.2and, upon lodging that appeal issues an application to stay the implementation of the League's decision pursuant to Rule 8.6, publication shall not be made: (i) where the stay application is successful, until the appeal has been fully and finally determined; or (ii) where the stay application is unsuccessful, until such time as the appeal tribunal confirms that outcome.*

## 12 Induction

- 12.1 No later than 14 days after any acquisition of Control of a Club, any new Directors of the Club shall attend an induction meeting with the League.

## APPENDIX 4

# 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 League;
- 1.2 **'Compensation Fee'** means any sum of money (exclusive of VAT) payable by a Transferee Club to a Transferor Club upon the transfer of the registration of a Player;
- 1.3 **'The 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;
- 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 351 and 362.2;
- 2.2 League Regulations 64.20, 64.21, 64.22and 67.4;
- 2.3 League Rules Relating to Youth Development Rules 351 and 362.2; and
- 2.4 appeals from a decision of the Board of The League made pursuant to 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 1.93) on which the Player was engaged with the Transferor Club;
- 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 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;

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 3.4.

#### Composition of the Committee

5 The Committee shall be composed of:

5.1 an independent chairperson with an appropriate legal background who, subject to the prior written approval of the Premier League, The 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.

6 If the chairperson of the Committee is unable to act or to continue acting as such in the determination of any application, the PFNCC shall appoint in their stead a person with an appropriate legal background.

7 If following their 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 chairperson 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.

10.5 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.

10.6 Upon receipt of an application the Secretary shall:

10.7 procure that for the purpose of determining the application the Committee is composed in accordance with Regulation 5;

10.8 send a copy of the application and any documents annexed to it to the chairperson;

10.9 send a copy of the same by recorded delivery post to the respondent.

11 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.

12 Upon receipt of the response the Secretary shall send a copy thereof together with a copy of any document annexed to:

12.1 the chairperson; and

12.2 the party making the application.

13 The chairperson 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.

14 The Committee by its chairperson 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.

15 Upon the Chairperson'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.

16 If a party to the proceedings fails to attend the hearing the Committee may either adjourn it or proceed in their absence.

17 The chairperson of the Committee shall have an overriding discretion as to the manner in which the hearing of the proceedings shall be conducted.

18 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.

19 The hearing shall be conducted in private.

20 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 chairperson of the Committee 14 days' prior written notice to that effect.

21 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.

22 The Committee shall give reasons for its decision.

23 The decision of the Committee shall be final and binding.

#### Fees and Expenses

24 The chairperson 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**

- 25 Upon determining an application made in accordance with the provisions of these Regulations, the Committee may make such order as it may think fit with regards to the amount and manner of payment of a Compensation Fee together with such other(s) as it may think fit.

**Amendments**

- 26 No amendment to these Regulations shall be proposed or made without the prior written approval of the Premier League, The League and the Professional Footballers' Association.

**APPENDIX 5****FINANCIAL FAIR PLAY RULES****PART 1 – CHAMPIONSHIP PROFITABILITY AND SUSTAINABILITY RULES****Notes:**

**Capitalised Terms have the meanings ascribed to them in Regulation 1 or 16 of the Regulations of The League unless otherwise indicated.**

**The following Rules are supplemental to the Regulations.**

**1 Definitions**

- 1.1 Capitalised Terms have the meanings ascribed to them in the Articles of Association and the Regulations of The League unless otherwise indicated below:
- 1.1.1 **Accounting Reference Period** means the period in respect of which Annual Accounts are prepared.
- 1.1.2 **Acquiring Registration Costs** means amounts paid and/or payable for the acquisition of a Relevant Player's registration, excluding any internal development or other costs. They include:
- (a) transfer/loan fees and realised conditional transfer amounts, including training compensation and solidarity contributions, paid and/or payable to another Club (or club) and/or third party to acquire the Relevant Player's registration; and
  - (b) any amount paid and/or payable to any Intermediary or other agent; and
  - (c) other direct costs of acquiring the Relevant Player's registration e.g. transfer levy.
- 1.1.3 **Academy Player** means for the purpose of this Appendix 5 only, a male player (other than an Amateur Player or a Trialist) who is in an age group between Under 9 to Under 21 and who is registered for and who is coached by or plays football for or at a Club which operates an Academy pursuant to the Youth Development Rules save for any Player who has made 10 or more starting appearances for:
- (a) any Club in the following competitions:
    - (i) the Championship division of the League Competition;
    - (ii) the Premier League Competition;
    - (iii) any first team club competition organised by UEFA;
    - (iv) any other equivalent professional domestic league to the Championship division of the League Competition or Premier League Competition or first team Cup competition organised by a national association sanctioned by or affiliated to UEFA and/or FIFA (by way of example, Scottish Premiership, Ligue 1, Serie A and La Liga); and/or
  - (b) any other League Match for the Club.
- 1.1.4 **Adjusted Earnings Before Tax** means Earnings Before Tax adjusted to exclude:
- (a) costs (or estimated costs as the case may be) in respect of the following:
    - (i) depreciation and/or impairment of tangible fixed assets (net of any capital grants);



- (ii) amortisation or impairment of goodwill and other intangible assets (but excluding amortisation and/or impairment of the costs of players' registrations);
  - (iii) Women's Football Expenditure;
  - (iv) Youth Development Expenditure;
  - (v) Community Development Expenditure; and
  - (vi) in respect of Season 2021/22 only COVID-19 Costs; and
- (b) with effect from, and including the Accounting Reference Period covering Season 2021/22, profit/loss on disposal of any tangible fixed asset. With effect from Season 2023/24, this includes any profit/loss that may be derived directly or indirectly or for the disposal of any intangible asset (directly or indirectly) where its value derives materially from the ownership of a tangible asset.

#### Guidance

*As Clubs have agreed that the sale of fixed assets should not help Clubs meet the requirements of these Rules, the language should be updated to reflect the fact that this could be achieved via, for example, sales of shares in companies which control fixed assets. By adding in the element of directly or indirectly, it makes clear that such amounts cannot aid Club compliance with these Rules.*

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:

- (i) by way of notes to the Annual Accounts; or
- (ii) by way of supplementary information which:
  - 1) has been identified and calculated in accordance with such guidance as issued by The League;
  - 2) reconciles to the Annual Accounts; and
  - 3) has been subject to independent audit.

#### 1.1.5 **Annual Accounts** means:

- (a) the accounts which each Club's Directors are required to prepare pursuant to section 394 of the 2006 Act; or
- (b) if the Club considers it appropriate or The League 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 2006 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 2006 Act,

provided that in either case the accounts are prepared to an accounting reference date (as defined in section 391 of the 2006 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.

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 2006 Act and the provisions of Annex 3 (Reporting Requirements in relation to Player registrations).

#### 1.1.6 **Associate** means in relation to an individual, any other individual who is:

- (a) the spouse or civil partner of that individual; or
- (b) a relative of that individual or of their spouse or civil partner; or

- (c) the spouse or civil partner of a relative of that individual or of their spouse or civil partner; or
- (d) a person who that individual is the parent or legal guardian of; or
- (e) a person who any individual listed at paragraphs (b) and (c) is the parent or legal guardian of; or
- (f) any other close relative of that person; or
- (g) anyone else of a close relationship with that person who, in the opinion of The League is or is likely to be acting with or is financially dependent on that person.

#### 1.1.7

**Associated Party** means:

- (a) a Person who has Control of the Club or would be deemed to be interested in the Club in accordance with Regulation 104.2;
- (b) any Associate of any Person(s) who has Control of the Club or would be deemed to be interested in the Club in accordance with Regulation 104.2; and
- (c) any Person of which any Person(s) who has Control of the Club or would be deemed to be interested in the Club in accordance with Regulation 104.2:
  - (i) is a Director; and/or
  - (ii) either directly or indirectly holds shares; and/or
  - (iii) is able to influence the financial, commercial or business affairs or management or administration of that company, and
- (d) any Person of which any Associate of any Person(s) who has Control of the Club or would be deemed to be interested in the Club:
  - (i) is a Director; and/or
  - (ii) either directly or indirectly holds shares; and/or
  - (iii) is able to exercise any influence or control; and
- (e) any Person which is a Group Undertaking, Parent Undertaking, Subsidiary Undertaking or Associated Undertaking of any Person referred to in paragraphs 1.1.7(c) and 1.1.7(d) above;
- (f) any Person who is an Associate, shareholder, director, employee or is able to influence the financial, commercial or business affairs or the management or administration of any Person referred to in 1.1.7(c), 1.1.7(d) and 1.1.7(e) and any Associate of any such shareholder, director or employee;
- (g) any Person who is an employee or partner or Associate of any Person referred to at paragraph 1.1.7(f) of this definition;
- (h) any Person who has an agreement with any Person listed referred to in paragraphs 1.1.7(a)-(g) in relation to the exercise of their voting power in the Club or the holding or disposal of their interests in the Club;
- (i) a Person who holds and/or has possession of the beneficial interest in, and/or the ability to exercise the voting rights applicable to, shares or other securities in the Club (whether directly, indirectly, by means of holding such interests in one or more other person) or by contract or otherwise including without limitation by way of any Concert Party) which confer in aggregate on the holder(s) thereof 5 per cent or more of the total voting rights exercisable at general meetings of the Club;

- (j) any Person who holds a loan interest or other debt or security interest of any kind in the Club or an entity in the same group of companies as the Club, with the exception of any such interest held:
- (i) as part of regulated banking services provided by a Financial Institution;
  - (ii) in the form of bonds, notes or other securities held by professional investors; or
  - (iii) pursuant to a debenture providing the holder with access to tickets to events at the Club's stadium;
- (k) where a government, public or state funded body has Control of a Club, any Person who that government, public or state funded body also has Control of.

When considering where a Person is an Associated Party, The League will direct its attention to the substance of the relationship and not merely the legal form.

1.1.8 **Associated Party Transaction** means any transaction, whether directly or indirectly, between a Club and an Associated Party. In considering whether a transaction is an Associated Party Transaction, The League will direct its attention to the substance of the transaction and not merely the legal form.

Guidance

*If the accounting standards applied by the Club do not require the Club to disclose Associated Party Transactions within the notes to the Annual Accounts, the transactions should be detailed in a separate schedule and submitted to The League.*

1.1.9 **Cash Losses** means aggregate Adjusted Earnings Before Tax after write back of:

- (a) COVID-19 Costs; and
- (b) amortisation and/or impairment of Players' registrations; and
- (c) profit or loss on the transfer of Players' registrations; and
- (d) inclusion of net cash flow in respect of transfers of Players' registrations.

Guidance

*Covid-19 Costs have the effect of reducing losses for the purposes of 'Adjusted Earnings Before Tax' but that relates only to compliance (or otherwise) with P&S Rules. Clubs will still require such losses to be funded by way of a Secure Funding Agreement when losses exceed the Lower Loss Threshold.*

*This amendment therefore ensures that obligation applies with effect from the current Season. Clubs that wish to add-back Covid-19 Costs for prior Seasons based on the proposed updated definition of Covid-19 Costs may be required to provide evidence of injections of Secured Funding up to and including T, acknowledging the updated Cash Losses definition.*

1.1.10 **Community Development Expenditure** 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.

1.1.11 **COVID-19 Costs** means lost revenues and/or exceptional costs incurred by a Club that are directly attributable to the COVID-19 pandemic and that are identified and calculated in accordance with such guidance as issued by The League. Claims of COVID-19 Costs of up to:

- (a) £2,500,000 in Season 2021/22,

shall be accepted by the League based on Club submissions alone. For any claim for COVID-19 Costs which in aggregate has an impact of more than £2,500,000 on the Club's P&S Calculation. The League shall assess whether in order to be excluded from the calculation of Adjusted Earnings Before Tax, any part or all of the claim needs to be separately disclosed:

- (b) by way of notes to the Annual Accounts; or
- (c) by way of supplementary information which has been identified and calculated in accordance with such guidance as issued by The League and reconciles to the Annual Accounts or agreed upon procedures and which has been subject to independent audit.

Guidance (Season 2023/24)

*The express intention of the above is to permit an allowance of up to £2.5m in Season 2021/22 or any reporting periods to which that Season relates. Where a Club has claimed Covid-19 Costs which are in excess of the £2.5m limit, the League will require a full breakdown of all Covid-19 Costs for review. In the scenario where one single addback is material to the £2.5m limit, a Club may apply to the EFL for only this element of the addback to be subject to the independent audit, providing that the remainder are otherwise in accordance with the issued COVID19 Costs guidance and within the relevant amounts above.*

1.1.12 **Earnings Before Tax** means profit or loss before tax, as shown in the Annual Accounts.

1.1.13 **Fair Market Value** 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.

1.1.14 **Group** for the purposes of these Rules, has the meaning set out in Section 474(1) of the 2006 Act save that it shall also include any other entity that carries on any material aspect of the football operations of the Club.

1.1.15 **P&S Calculation** means, save as indicated below, the aggregation of a Club's Adjusted Earnings Before Tax for T, T-1 and T-2.

- (a) Season 2020/21 only, the P&S Calculation shall be the aggregation of:
  - (i) the mean of the Adjusted Earnings Before Tax of T and T-1; and
  - (ii) the Adjusted Earnings Before Tax of T-2; and
- (b) Season 2021/2022 only, the P&S Calculation shall be the aggregation of:
  - (i) the Adjusted Earnings Before Tax of T; and
  - (ii) the mean of the Adjusted Earnings Before Tax of T-1 and T-2. Season 2022/23 only, the P&S Calculation shall be the aggregation of:
    - (v) the Adjusted Earnings Before Tax of T; and
    - (vi) the Adjusted Earnings Before Tax of T-1; and
    - (vii) the mean of the Adjusted Earnings Before Tax of T-2.

1.1.16 **Player Registration Schedule** means a table (in such a format which shall be agreed by The League with each Club from time to time) which provides such information which is required to be disclosed in accordance with Annex 2 of this Appendix 5.

- 1.1.17 **Premier League Competition** means the annual league competition for Premier League clubs organised by the Premier League.
- 1.1.18 **Relevant Player** means:
- (a) all Players whose registration is held by the Club at any time during the period covered by the P&S Calculation (**Relevant Period**); and
  - (b) all Players in respect of whom some income/expense/profit (or loss) has been recognised at some point in time in the Relevant Period.
- 1.1.19 **Secure Funding** 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 or is forecast to make up to the end of T+2. Secure Funding may not be a loan and shall consist of:
- (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; or
  - (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 League so requires be secured by one of the following:
    - (i) a personal guarantee from the ultimate beneficial owner of the Club, provided that The League is satisfied that
      - 1) he is of sufficient standing; and
      - 2) the terms of the guarantee are satisfactory;
    - (ii) a guarantee from the Club's Parent Undertaking or another company in the Club's Group, provided that The League is satisfied that
      - 1) the guaranteeing company is of sufficient standing; and
      - 2) the terms of the guarantee are satisfactory;
    - (iii) a letter of credit from a Financial Institution of sufficient standing and an undertaking from the Club's Directors to The 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 League; or
    - (v) such other form of security as The League considers satisfactory; or
  - (c) such other form of secure funding as The League considers satisfactory.
- 1.1.20 **T** means the Club's Accounting Reference Period ending in the year in which assessment pursuant to Rules 2.2 to 2.9 takes place, and:
- (a) **T-1** means the Club's Accounting Reference Period immediately preceding T;
  - (b) **T-2** means the Club's Accounting Reference Period immediately preceding T-1;
  - (c) **T+1** means the Club's Accounting Reference Period immediately following T; and

- (e) **T+2** means the Club's Accounting Reference Period immediately following T+1.

1.1.21 **Women's Football Expenditure** 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);

1.1.22 **Youth Development Expenditure** means expenditure by a Club directly attributable to activities to train, educate and develop Academy Players net of any youth development grant income received by the Club from any of the football governing bodies. Acquisition Registration Costs of an Academy Player cannot be included as Youth Development Expenditure.

## 2 Profitability and Sustainability

2.1

Each Club shall by 1 March in each Season submit to The League:

2.1.1 copies of its Annual Accounts for T-1 (and T-2 if these have not previously been submitted to The League) together with copies of the Directors' report(s) and auditor's report(s) and agreed upon procedures (where relevant), on those accounts;

2.1.2 a Player Registration Schedule;

2.1.3 its estimated profit and loss account and balance sheet for T which shall:

- (a) be prepared in all material respects in a format similar to the Club's Annual Accounts; and
- (b) 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
- (c) if Rule 2.5 applies to the Club its P&S Calculation in a form approved by The League from time to time and which as at the date of these Rules is set out in Annex 1; and

2.1.4 full details of each and any Associated Party Transaction.

### Guidance

*The League will in due course consider the Annual Accounts for the Accounting Reference Period in respect of which information pursuant to Rule 2.2 is submitted and in particular examine whether any material variances indicate that the estimated financial information was not prepared in accordance with Rule 2.1.3(b).*

2.2A Each Club shall by 15 October in each Season submit a Player Registration Schedule based on existing registrations as at the 30 September in that Season).

2.2 The League shall determine whether consideration included in the Club's Earnings Before Tax arising from an Associated Party Transaction is recorded in the Club's Annual Accounts at a Fair Market Value. If it is not, The League shall restate it to Fair Market Value.

2.3 The Club will indemnify The League for any associated costs incurred by The League when assessing whether an Associated Party Transaction is recorded at Fair Market Value (including but not limited to costs incurred by instructing a third party to provide a valuation).

### Guidance

*The League will likely only require an independent fair market valuation where it disagrees with the valuation provided by the Club.*

2.4 The League shall not exercise its power set out in Rule 2.2 without first having given the Club reasonable opportunity to make submissions as to:

- 2.4.1 whether the said consideration should be restated; and/or
- 2.4.2 what constitutes its Fair Market Value.

- 2.5 If the aggregation of a Club's Earnings Before Tax for T-1 and T-2 results in a loss, any consideration from Associated Party Transactions having been adjusted (if appropriate) pursuant to Rule 2.3, then the Club must submit to the Secretary its P&S Calculation.
- 2.6 If the P&S Calculation results in a loss of up to the Lower Loss Threshold (calculated in accordance with Rule 3), then The League shall determine whether the Club will, until the end of T+1, be able to fulfil its obligations as set out in 16.20.8 (a) to (d).
- 2.7 Where The League determines, in its reasonable opinion and having considered any information provided to it by the Club, that the Club may not be able to fulfil its obligations as set out in Regulations 16.19.1, 16.19.2 or 16.19.3, The League shall have the powers set out in Regulation 16.21.
- 2.8 If the P&S Calculation results in a loss that exceeds the Lower Loss Threshold, then the following shall apply:
- 2.8.1 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 2006 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;
- 2.8.2 the Club shall provide such evidence of Secure Funding as The League considers sufficient; and
- 2.8.3 if the Club is unable to provide evidence of Secure Funding as set out in Rule 2.8.2, The League shall have the powers set out in Regulation 16.21.
- 2.9 Where The League determines, in its reasonable opinion and having considered the Future Financial Information provided by the Club in accordance with Rule 2.7, that the Club is forecasting to breach the Upper Loss Threshold in T+1 and/or T+2 then The League shall have the powers set out in Regulation 16.21.

#### Guidance

*In the event that a Club, based on the information provided by the Club to The League, is forecasting to exceed the Upper Loss Threshold in T+1 and/or T+2, The League will consider whether it is necessary to require the Club to operate in accordance with the terms of a business plan (to include, by way of example, requirements relating to player acquisitions, disposals, reduction in player costs (i.e. wages) and, where the Club thinks it is achievable, uplifts in revenue) in order to bring the Club back into compliance with Upper Loss Threshold for T+1 and/or T+2.*

*The League recognises that T+2 is so far in the future it would be difficult for Clubs and The League to accurately forecast for the purpose of P&S and the potential exercise of these powers needs to be considered in that context.*

#### *General Approach*

*The purpose of this Rule is to give Clubs and The League the opportunity to work together to develop the terms of a business plan which will include remedial measures to allow the Club to bring itself back into compliance with these Rules.*

*The following paragraphs detail The League's general approach in respect of forecasted breaches in T+1 and/or T+2.*

#### *Forecasting Breaches in T+1*

*The League's key focus in respect of utilising the powers given to it under Rule 2.9 is those Clubs that are forecasting a breach in T+1.*

*Usually, the Club who is forecasting a breach in T+1 will be required to submit a business plan which evidences the remedial measures to enable the Club to be compliant with these Rules by the end of T+1. The League will then monitor the Club's performance in accordance with the approved business plan and take actions as appropriate.*

*If the Club is not performing or forecasting to perform in accordance with the business plan (including actioning the remedial measures contained within it) then The League will then consider utilising the more restrictive powers available to it such as refusing*

*new registration applications until the Club can demonstrate that it is complying with its business plan.*

#### *Forecasting Breaches in T+2*

*Where a Club is forecasting a non-material breach only occurring in T+2, The League's general approach will usually be to request further information in order to gain comfort that the Club has the necessary plans in place to work towards compliance. The League, generally, in these circumstances will not seek to utilise the more restrictive powers afforded to it unless a change in circumstances deems this necessary. The League will then reassess the Club's position in T+1 based on the updated results posted as part of the usual March submission process.*

*If a Club is forecasting a material breach occurring in T+2, The League's general approach would be to require the Club to provide a significantly more detailed plan than would be the case if the forecasted breach was not material. The League would likely treat such instances in the similar manner it would for a forecasted breach in T+1. Again, The League will then reassess the Club's position in T+1 based on the updated results posted as part of the usual March submission process.*

*Clubs will note that this guidance sets out The League's general approach and that The League will need to determine each set circumstances based on the merits whilst also ensuring that all Clubs are treated consistently. This may lead to The League diverging from its general approach where it is appropriate to do so and nothing in this guidance will affect The League's right to do so.*

- 2.10 If the P&S Calculation results in a loss that exceeds the Upper Loss Threshold (calculated in accordance with Rule 3) then:
- 2.10.1 the Club shall be subject to a Player registration embargo such that The League shall have the right to refuse any application made by that Club to register any Player or any new contract of an existing Player with that Club; and
- 2.10.2 the League may exercise its powers set out in Regulation 16.21; and
- 2.10.3 the Club shall be treated as being in breach of these Rules and accordingly the CFRU shall refer the breach to the CFRP in accordance with Appendix 6 of the Regulations.
- 2.11 The CFRU shall submit copies of all P&S Calculations (after any adjustments performed by the CFRU, together with any reasons for those adjustments), to the CFRP.
- 2.12 Without prejudice to any right of a Club to have a decision of the CFRU reviewed, under these Rules the CFRP shall have the right to conduct a review into any determination of the CFRU made under these Rules (and for the purposes of Appendix 6, this power shall be referred to as a '**Call-in Review**').

### **3 Loss Thresholds**

- 3.1 The Lower Loss Threshold and Upper Loss Threshold for each Club shall be calculated based on the aggregation of the Annual Lower Loss Thresholds and Annual Upper Loss Thresholds set out in the following table, by reference to the league of which the Club was a member in the Season covered by the applicable Accounting Reference Period:

	<b>Annual Lower Loss Threshold</b>	<b>Annual Upper Loss Threshold</b>
<b>Premier League</b>	Subject to Rule 3.2, £5 million	Subject to Rule 3.2, £35 million
<b>The League</b>	Subject to Rule 3.3, £5 million	Subject to Rule 3.3, £13 million

#### Guidance

*By way of example a Club that was a member of The League in 2021/22, the Premier League in 2022/23 and The League in 2023/24, will have:*

- (a) *a Lower Loss Threshold of £15m; and*
- (b) *an Upper Loss Threshold of £61m (using the figures set out in Rule 3.1).*

3.2 The Loss Thresholds for any Accounting Reference Periods relating to Seasons when Clubs were members of the Premier League shall be calculated on the basis of the three year aggregated figures set out in Premier League Rules E.57 and E.59 respectively (as amended, extended or replaced from time to time in accordance with the Rules of the Premier League) divided into three equal annual instalments.

3.3 Where there is an adjustment to the Premier League's Annual Lower Loss Threshold and/or Annual Upper Loss Threshold, as described in Rule 3.2, then The League's Annual Lower Loss Threshold and/or Annual Upper Loss Threshold for the equivalent period shall be adjusted by a percentage equal to the percentage change applied by the Premier League.

**Guidance**

*By way of example, if for Season 2022/23 the Premier League introduce an Annual Lower Threshold of £6m and an Annual Upper Threshold of £36m then the Thresholds for The League in that Season will be £6m and £13.37m. For ease, threshold figures will be rounded up to the nearest £10,000.*

**4 Duty of Disclosure**

4.1 The League may require a Club to provide such further information as The League deems necessary (acting reasonably) for the purposes of enabling The League to assess whether a Club has met (as applicable) the Profitability and Sustainability Rules or not. By way of example, and without limitation, additional information may be requested where:

- 4.1.1 any submission is incomplete;
- 4.1.2 there are insufficient assumptions; or
- 4.1.3 additional evidence is required to support certain assumptions.

4.2 Any such request shall be made in writing (including by email to the Finance Director or equivalent) and shall be responded to in full within 5 Normal Working Days of any such request being made.

4.3 Without prejudice to the right of The League to refer any breach of rules to the Disciplinary Commission in accordance with section 8 of the Regulations, where any Club is in breach of any requirement of these Rules relating to the provision of information, The League may refuse any application by that Club to register any Player or any new contract of an existing Player of that Club.

4.4 Each Club shall, at all times and in all matters within the scope of these Rules, behave with the utmost good faith both towards The League and the other Clubs (provided always that only The League shall have the right to bring any action whatsoever for any alleged breach of this requirement). Without prejudice to the generality of the foregoing, Clubs shall not manage their affairs or submit information which is intended to seek to or take any unfair advantage in relation to the assessment of fulfilment (or non-fulfilment) of the requirements of the Rules.

**5 Clubs Ceasing to be Members of the Championship**

5.1 If a Club is promoted or relegated out of the Championship Division that Club shall, notwithstanding promotion or relegation, remain bound by these as if it were still a Championship Club, until such time as it has complied with all of its obligations relating to its last Season as a Championship Club.

**6 Review Applications**

6.1 Where in these Rules there is any reference to The League making a determination, including by way of example and without limitation:

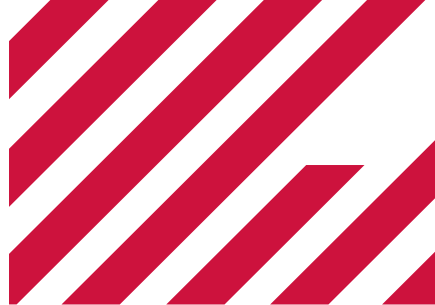
- 6.1.1 assessment of Secured Funding; and
- 6.1.2 determinations by The League in accordance with Rule 2,

the Club shall subject to the provisions of Appendix 6, Rules 6.1 to and 6.7, have a right to have such decision reviewed by the CFRP in accordance with Appendix 6 of the Regulations (a Review Application).

**7 Confidentiality**

7.1 Information provided by a Club to the CFRU in accordance with these Rules shall only be made available to such members of The League as are required to know such information in order to fulfil their duties to The League (and who are bound by obligations of confidentiality as part of their contract of employment).

7.2 Notwithstanding the provisions of Rule 8.1, the CFRU is expressly permitted to make available to the Premier League any and all information received by the League in relation to any Club that becomes a Promoted Club to enable the Premier League to exercise its rights under Regulation 86.4 and 86.5. This Rule will take precedence over any purported attempt by a Club to disclose information to the League on a private or confidential basis.



# ANNEX 1 PROFITABILITY AND SUSTAINABILITY CALCULATION

## Part 1 – Profitability and Sustainability Calculation

Reporting Period: 36 months ending on ..... 20XX

	T-2 £	T-1 £	T £	£
Actual /Forecast Profit / (Loss) before tax	X	X	X	X
<b>Add back:</b>				
Depreciation / impairment of tangible fixed assets				
Amortisation / impairment of intangible fixed assets (excluding Players)				
Transaction(s) with Related Party(ies) (above) / below fair value				
Youth Development Expenditure				
Community Development Expenditure				
Women's and Girls' Expenditure				
COVID 19 Costs				
<b>Adjusted Earnings Before Tax</b>	Y	Y	Y	Y
Lower Loss Threshold				
Upper Loss Threshold				
<b>Adjusted Earnings results in a loss of up to the Lower Loss Threshold</b>				Y/N
<b>Lower Loss Threshold but up to the Upper Loss Threshold</b>				Y/N
<b>Adjusted Earnings results in a loss in excess of the Upper Loss Threshold</b>				Y/N



**Part 2 – Board Statement**

In accordance with the requirements of the Championship Profitability and Sustainability Rules of The League, we, the Directors of XYZ Football Club Limited (the Club), hereby report in respect of the [Club's] OR [the Group's (of which the Club is a member)] accounting period of  $\diamond$  months ended on  $\diamond$  20  $\diamond$  that [with the exception(s) noted below]:

- (1) the [Club / Group] has operated internal financial control policies and procedures which are designed to meet the Championship Profitability and Sustainability rules of The League (the Rules);
- (2) the Profitability and Sustainability Calculation of the Directors of the [Club / Group] (the Calculation) as set out above has been prepared in accordance with the Rules;
- (3) the other information provided by the [Club/Group] has been prepared in accordance with the Rules.

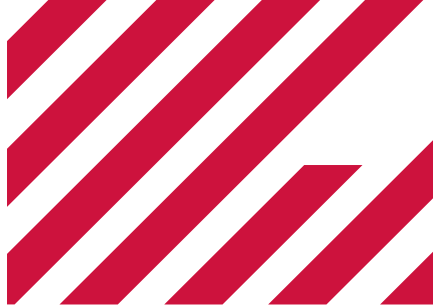
[The exception(s) referred to above is/are as follows: •.....]

For and on behalf of the Board of XYZ Football Club Limited:

[Signature of Director and date of signing]

**ANNEX 2****PLAYER REGISTRATION SCHEDULE**

- 1 In accordance with Rule 2.1.2 and Rule 2.2A, each Club must submit a Player Registration Schedule to The League by 15 October and by 1 March in each Season.
- 2 Each Club shall, as a minimum, include the following information for each Relevant Player within the Player Registration Schedule:
  - 2.1.1 name and date of birth;
  - 2.1.2 start date of each Relevant Player's first contract with the Club;
  - 2.1.3 whether the Club is claiming that the Player was at any time during the Relevant Period an Academy Player;
  - 2.1.4 the start and end date of each Relevant Player's current contract;
  - 2.1.5 all payments to the Player contained in Schedule 2 of the Standard Contract;
  - 2.1.6 Acquiring Registration Costs;
  - 2.1.7 accumulated amortisation brought forward and as at the end of the Accounting Reference Period;
  - 2.1.8 expense/amortisation in the Accounting Reference Period;
  - 2.1.9 impairment cost in the Accounting Reference Period;
  - 2.1.10 disposals (cost and accumulated amortisation);
  - 2.1.11 net book value (carrying amount);
  - 2.1.12 profit/(loss) from disposal of Player's registration; and
  - 2.1.13 sell-on rights (or similar), description and (if possible) quantification of any sell-on rights to a football club that formerly held the Player's registration, excluding training compensation and/or solidarity contributions.
- 3 The aggregate figures in the Player Registration Schedule to be submitted on 1 March must reconcile to the relevant figures in the balance sheet and profit and loss account in the Annual Accounts and Future Financial Information on a brought forward and carried forward basis. The Player Registration Schedule does not need to be disclosed within the Annual Accounts.
- 4 If a Club has restated Relevant Player accounting figures to meet the accounting requirements of this Annex 2, the Club must provide to The League such additional information as The League requires to enable The League to reconcile those figures to the Annual Accounts.



## ANNEX 3

# REPORT REQUIREMENTS IN RELATION TO PLAYER REGISTRATIONS

### 1 Acquisition

- 1.1 Clubs must capitalise the costs of acquiring a Player's registration as an intangible asset and must apply certain minimum accounting requirements as follows:
- 1.1.1 The acquisition of a Player's registration must be first recognised in the Annual Accounts when all significant conditions for the registration of the Player have been satisfied, i.e. it is effectively unconditional, which means that there must be a legally binding agreement between the two clubs (or other arrangement as approved in accordance with Regulation 50.2) and between the acquiring club and the Player.
  - 1.1.2 Only Acquiring Registration Costs can be capitalised. For accounting purposes, the carrying value of an individual Player must not be revalued upwards, even though Officials may believe market value is higher than carrying value. In addition, whilst it is acknowledged that a Club may be able to generate some value from the use and/or transfer of locally trained Players, for accounting purposes costs relating to a Club's own Academy must not be included in the balance sheet – as only the cost of Players purchased is to be capitalised.
  - 1.1.3 All forms of consideration to and/or for the benefit of Players (such as sign-on fees) must be treated as employee benefits expenses and not costs of acquiring a Player's registration.
  - 1.1.4 Finance costs arising in respect of borrowings are treated as finance costs and are not costs of acquiring a Player's registration even if the borrowings were obtained to help finance the acquisition of Player registrations.
  - 1.1.5 Amortisation must begin when the Player's registration is acquired. Amortisation ceases when the asset is fully amortised or derecognised (i.e. the registration is considered as being permanently transferred to another Club or club or the Player is no longer registered with the relevant Club, whichever comes first).
  - 1.1.6 In respect of each individual Player's registration, the depreciable amount must be allocated on a straight-line basis equally over its useful life down to zero. Clubs may not use non-zero residual values or expected value of future sale.
  - 1.1.7 Capitalised Player values must be reviewed each year by Club Officials for impairment. If the recoverable amount for the capitalised playing squad is lower than the carrying amount on the balance sheet, the carrying amount of the capitalised playing squad must be adjusted to the recoverable amount and the adjustment charged to the profit and loss account as an impairment cost.

### 2 Renewal

- 2.1 If the period of a Player's contract with the Club is extended or renewed, then the intangible asset carrying value of the Player's registration (if any) plus any additional directly attributable contract negotiation costs (e.g. agent/intermediary fees) are to be amortised equally over the extended period of the Player's contract or over the remaining period of the original contract.

### 3 Impairment

- 3.1 In exceptional circumstances when it becomes clear by the end of the Accounting Reference Period that a Player will not be able to play again with the Club, for example if he suffers a career-threatening injury or he is permanently unable to play professional football, then the net book value of the Player's registration on the balance sheet must be fully impaired in that Accounting Reference Period. In this regard, future wages of Players



suffering from a career-threatening injury or he is permanently unable to play professional football must continue to be recognised as employee benefits expenses throughout the duration of the Player's contract.

#### Guidance

*Where a Player has suffered a career-threatening injury but remains contracted to the Club via a Standard Contract, the Club may recognise the employee benefits expenses in accordance with the Standard Contract for the purpose of the P&S Rules even if the Club is required to make a provision for the full employee benefits expenses of the Standard Contract immediately due to it being deemed an onerous contract.*

- 3.2 The following events do not represent a cause for recognising impairment loss:
- 3.2.1 a Player suffers an injury in a Relevant Period and is temporarily unable to play professional football with the Club; or
- 3.2.2 a Player suffers a decline in fitness or ability and is not selected for participation in first-team matches.
- 4 Disposal**
- 4.1 The profit/(loss) on:
- 4.1.1 the disposal of a Player's registration to another Club or club; or
- 4.1.2 the cancellation of the Player's registration prior to its expiry,
- to be recognised in the profit and loss account is the difference between the disposal proceeds (net of any sales costs) and the residual carrying value of the Player's registration in the balance sheet as at the date of the transfer or cancellation.
- 4.2 Subject to paragraph 4.3, the disposal of a Player's registration must be recognised in the Club's financial statements when all significant conditions for the transfer or cancellation to take place have been satisfied, i.e. it is effectively unconditional, and the risks and rewards have been transferred.
- 4.3 If the Club is committed to permanently transfer the registration of a Player and the transfer occurs just after the Accounting Reference Period (e.g. during the relevant summer transfer window), then the net book value of the Player's registration on the balance sheet can be impaired if the disposal proceeds for the permanent transfer of the Player's registration to the new club is lower than his net book value. The accounting principle must be disclosed in the Annual Accounts and must be applied consistently from one Accounting Reference Period to another.

## PART 2

# LEAGUE ONE SALARY COST MANAGEMENT PROTOCOL (SCMP) GUIDANCE NOTES

- 1 SCMP Requirement**
- 1.1 All League One Clubs (hereafter Clubs or Club) are required to meet the SCMP Requirement (as defined in Note 1.2) for each Reporting Period (as defined in Note 1.3).
- 1.2 The SCMP Requirement is a measure whereby a Club's Player Related Expenditure (as defined in Appendix B) shall not exceed the sum of:
- 1.2.1 60% of the Club's Relevant Turnover (as defined in Paragraph 1 of Appendix A) for the Reporting Period, plus
- 1.2.2 100% of the club's Football Fortune Income (as defined in Paragraph 2 of Appendix A) for the Reporting Period.
- 1.3 The Reporting Period in respect of which a Club is assessed for the purpose of the SCMP Requirement is (subject to Note 2) the 12 month period recorded in the Club's Annual Accounts.
- Guidance
- For those Clubs with a financial year ending in the period May, June or July in any year the Reporting Period for the 20xx/yy Season is the 12 month period ending May, June or July 20yy.*
- 1.4 Measurement of a Club's compliance with the SCMP Requirement is based on the submission by the Club of the Pre-Season SCMP Submission and Mid-Season SCMP Submission (each as defined in Note 3 below) (together the SCMP Submissions).
- 2 Variations From 'Standard' Reporting Periods**
- 2.1 Clubs may not adjust Reporting Periods for subsequent Seasons without the prior written consent of The League (acting via the CFRU), such consent not to be unreasonably withheld.
- 2.2 If any Club has a financial year ending other than during the period May, June or July, then that Club must prepare its SCMP Submissions for a 12 month period ending on 30 June so as to provide the CFRU with an SCMP Submission aligned to the Reporting Period as defined in Note 1.3.
- 2.3 If any Club has a financial year end other than in June, then that Club may opt to prepare its SCMP Submission for a 12 month period ending June so as to provide the CFRU with an SCMP Submission aligned to Player Contracts.
- 3 SCMP Submissions**
- 3.1 By 16 June each year, each Club must submit its Pre-Season SCMP Submission for the immediately following Reporting Period. The Pre-Season SCMP Submission will be in the form of an Excel workbook setting out the information required therein (and including the requirements set out in Note 5 below) and will be in such format as The League (acting via the CFRU) may prescribe from time to time. For the current Season this requires submission of the following Worksheets:
- 3.1.1 Assumptions
- 3.1.2 Key Indicators;
- 3.1.3 Relevant Turnover;
- 3.1.4 Turnover Reconciliation;
- 3.1.5 Player Related Expenditure; and
- 3.1.6 Player Salary Costs.

Guidance

*By 5 July each Club must submit its Pre-Season SCMP Submission for the next financial year ending May, June or July (exactly which date will be determined in accordance with Note 2).*

3.2 For the avoidance of doubt, the Pre-Season SCMP Submission must be supplied notwithstanding the fact that during the preceding Season the Club was either a Championship Club relegated into League One (Former Championship Club) or a League Two Club which was then promoted into League One (Promoted League Two Club).

3.3 By 1 December each year, each Club must submit its Mid-Season SCMP Submission for the current Reporting Period. The Mid-Season SCMP Submission will be in the form of an Excel workbook setting out the information required therein (and including the requirements set out in Note 6 below) and will be in such format as The League (acting via the CFRU) may prescribe from time to time. For the current Season this requires submission of the following Worksheets:

- 3.3.1 Assumptions;
- 3.3.2 Key Indicators;
- 3.3.3 Relevant Turnover;
- 3.3.4 Turnover Reconciliation;
- 3.3.5 Player Related Expenditure; and
- 3.3.6 Player Salary Costs.

Guidance

*By the 1 December each Club must submit its Mid-Season SCMP Submission for the next financial year ending May, June or July (exactly which date will be determined in accordance with Note 2).*

3.4 The SCMP Submission must relate to the Club or if applicable and agreed with The League (acting via the CFRU) (as detailed in Regulation 16.5), the Group of which the Club is a member.

3.5 All SCMP Submissions must be sent to the CFRU by e-mail. In the event that an e-mail submission is not possible, the SCMP Submission should be posted to the Office so as to arrive not later than the relevant deadlines set out in this Note 3.

**4 Duty of Disclosure**

4.1 The League (acting via the CFRU) may at any time require a Club to provide such further information as The League (acting via the CFRU) deems necessary (acting reasonably) for the purposes of enabling The League (acting via the CFRU) to assess whether a Club has fulfilled (or not) the SCMP Requirement. By way of example, and without limitation, additional information may be requested where:

- 4.1.1 any SCMP Submission is incomplete;
- 4.1.2 there are insufficient assumptions; or
- 4.1.3 additional evidence is required to support certain assumptions.

4.2 Any such request shall be made in writing (including by email from CFRU) and shall be responded to in full within 5 Normal Working Days of any such request being made.

4.3 Each Club shall, at all times and in all matters within the scope of these Guidance Notes, behave with the utmost good faith both towards The League and the other Clubs (provided always that only The League (acting via the CFRU) shall have the right to bring any action whatsoever for any alleged breach of this requirement). Without prejudice to the generality of the foregoing, Clubs shall not manage their affairs or submit a SCMP Submission which is intended to seek to or does take any unfair advantage in relation to the assessment of fulfilment (or non-fulfilment) of the SCMP Requirement.

**5 Completion of the Pre-Season SCMP Submission**

5.1 For the purposes of these Notes:

5.1.1 Aggregate Player Salary Costs shall mean the sum total of all the Individual Player Salary Costs;

5.1.2 Individual Player Salary Costs shall, in respect of each Contract Player (as defined by Note 5.9.2) and Temporary Contract Player (as defined by Note 5.9.3), include such sums as are required to be disclosed in or annexed to the Standard Contract including, by way of example and without limitation:

- (a) gross basic salaries;
- (b) signing on fees;
- (c) appearance fees;
- (d) individual player bonuses; and
- (e) accommodation / relocation / travel / motor costs;

5.1.3 Headroom means the amount by which Player Related Expenditure is less than the amount equal to:

- (a) 60% of Relevant Turnover; plus
- (b) 100% of Football Fortune Income;

5.1.4 Football Fortune Income is defined in Paragraph 2 of Appendix A;

5.1.5 Relevant Turnover is defined in Paragraph 1 of Appendix A;

5.1.6 Player Related Expenditure is defined in Appendix B;

5.1.7 the following years shall be given the following references:

- (a) Reporting Period means the financial year / Season in which the Club is required to report in accordance with these Notes;
- (b) RP-1 means the financial year / Season prior to the Reporting Period; and
- (c) RP-2 means the financial year / Season prior to RP-1.

Guidance

*For the 2023/24 Reporting Period, RP-1 means the 2022/23 financial year/Season and RP-2 means the 2021/22 financial year/Season.*

5.2 All of the Worksheets within the Pre-Season SCMP Submission must:

- 5.2.1 be completed prior to submission to The League (acting via the CFRU); and
- 5.2.2 include any and all adjustments necessary to ensure the Club complies with the requirements of Note 2.

5.3 Key assumptions are to be detailed within the Assumptions Worksheet to support the estimated figures throughout the Worksheets for the Reporting Period.

5.4 The Key Indicator Worksheet feeds information through from the relevant Worksheets in order to calculate the Club's SCMP percentage. This will indicate the level of Relevant Turnover, Football Fortune Income and Player Related Expenditure and, if any, the Headroom the Club has available.

5.5 When completing the Relevant Turnover Worksheet, and having regard to any adjustments required to comply with the requirements of Note 2:

5.5.1 Column 1 of the Relevant Turnover Worksheet should replicate, where relevant, the figures in the Club's Annual Accounts and supporting management account schedules, for RP-2. In the event that the Club's Annual Accounts have not been finalised by the Club's auditor, unaudited figures should be used;

5.5.2 Column 2 should replicate the Club's latest forecast (or actual unaudited figures, if available) for RP-1;

- 5.5.3 Column 3 should reflect the Club's budget for the Reporting Period; and
- 5.5.4 if there are any variances, a separate written explanation should be provided.
- 5.6 Claims for any item of income to be treated as Football Fortune Income are subject to the prior written approval of The League (acting via the CFRU).
- 5.7 A reconciliation between Relevant Turnover, Football Fortune Income (i.e. Column 1 in the Relevant Turnover Worksheet) and Reported Turnover per the latest Club Annual Accounts (or actual unaudited figures) is required to be performed on the Turnover Reconciliation Worksheet.
- 5.8 When completing the Player Related Expenditure Worksheet:
- 5.8.1 Column 1 of the Player Related Expenditure Worksheet should, where relevant, replicate the figures in the Club's Annual Accounts and supporting management account schedules, for RP-2. In the event that the Club's Annual Accounts have not been finalised by the auditor, unaudited figures should be used;
- 5.8.2 Column 2 should replicate the Club's latest forecast (or actual unaudited figures, if available) for RP-1;
- 5.8.3 Column 3 should reflect the Club's budgeted Aggregate Player Salary Costs and other Player Related Expenditure for the Reporting Period;
- 5.8.4 Columns 1, 2 and 3 feed directly through from the Player Salary Costs Worksheet. Where any other figures in the Player Related Expenditure Worksheet do not feed through from the Player Salary Costs Worksheet these must be completed by the Club, where relevant; and
- 5.8.5 if there are any variances, a separate written explanation should be provided.
- 5.9 When completing the Player Salary Costs Worksheet:
- 5.9.1 completion of all sections is to be on a Player by Player basis and be the Club's current best estimate of Individual Player Salary Costs that have been and/or must be paid during the relevant Reporting Period;
- 5.9.2 Section 1 is to be completed in full for all Contract Players, which term means for the purposes of these Notes, Players registered with the Club who are not classified as Temporary Contract Players (as defined by Note 5.9.3) or Professional Under 21 Players (as defined by Note 7.1).
- 5.9.3 Section 2 is to be completed for all Players who are registered with the Club on an:
- Emergency Goalkeeper Loan;
  - Standard Loan;
  - Multiplicity Contract;
  - Monthly Contract;
  - Monthly Extension Contract; and
  - Non-Contract basis,
- (Temporary Contract Players).
- 5.9.4 Section 3 is to be completed in full for all Players classified as Professional Under 21 Players.
- 5.9.5 For the avoidance of doubt, Players registered as Youth Players or Scholars are not subject to the requirements of these Notes.
- 6 Completion of the Mid-Season SCMP Submission**
- 6.1 All of the Worksheets within the Mid-Season SCMP Submission must:
- 6.1.1 be completed prior to submission to The League (acting via the CFRU); and
- 6.1.2 include any and all adjustments necessary to ensure the Club complies with the requirements of Note 2.

- 6.2 Any material variances from the Pre-Season SCMP Submission are to be detailed within the Assumptions Worksheet.
- 6.3 When completing the Relevant Turnover Worksheet:
- 6.3.1 Column 1 of the Relevant Turnover Worksheet should, where relevant, replicate the figures in the Club's Annual Accounts and supporting management account schedules for RP-1. In the event that the Club's Annual Accounts have not been finalised by the Club's auditor, unaudited figures should be used;
- 6.3.2 Column 2 should replicate Column 3 in the Relevant Turnover Worksheet of the Pre-Season SCMP Submission for that Reporting Period;
- 6.3.3 Column 3 should reflect the Club's actual Relevant Turnover figures up to the date of the Mid-Season SCMP Submission and any revised budget for the Reporting Period; and
- 6.3.4 if there are any variances a separate written explanation should be provided.
- 6.4 A reconciliation between Relevant Turnover, Football Fortune Income (i.e. Column 1 in the Relevant Turnover Worksheet) and Reported Turnover per the latest Club Annual Accounts (or actual unaudited figures) is required to be performed on the Turnover Reconciliation Worksheet.
- 6.5 When completing the Player Related Expenditure Worksheet:
- 6.5.1 Column 1 of the Player Related Expenditure Worksheet should, where relevant, replicate the figures in the Club's Annual Accounts for RP-1. In the event that the Club's Annual Accounts have not been finalised by the auditor, unaudited figures should be used;
- 6.5.2 Column 2 should replicate Column 3 in the Player Related Expenditure Worksheet of the Pre-Season SCMP Submission for that Reporting Period;
- 6.5.3 Column 3 should reflect the Club's actual Player Related Expenditure up to the date of the Mid-Season SCMP Submission and any revised budget for the Reporting Period;
- 6.5.4 Columns 1, 2 and 3 feed directly through from the Player Salary Costs Worksheet. Where any other figures in the Player Related Expenditure Worksheet do not feed through from the Player Salary Costs Worksheet these must be completed by the Club, where relevant; and
- 6.5.5 if there are any variances a separate written explanation should be provided.
- 6.6 When completing the Player Salary Costs Worksheet for the Mid-Season SCMP Submission, the Club is required to update the Player Salary Costs Worksheet for any Player movements and re-negotiated contracts since the preparation of the Pre-Season SCMP Submission.
- 7 Professional Under 21 Players**
- 7.1 The Individual Player Salary Costs of an Under 21 Player registered with the Club (save for an Under 21 Player registered with the Club on a Temporary Loan Transfer) are excluded from the Club's total Player Related Expenditure for the purposes of assessing whether that Club has complied with the SCMP Requirement. However, the Individual Player Salary Costs for Under 21 Players shall be separately reported in the Player Salary Costs Worksheet of any SCMP Submission in accordance with Note 5.9.4 and/or Note 6.5.

Guidance

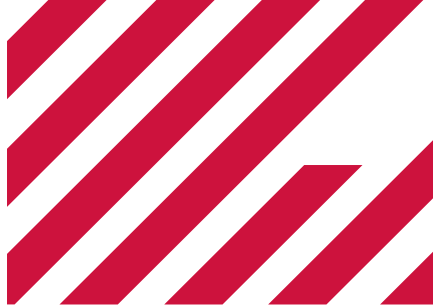
*The definition of an Under 21 Player is a Player under the age of 21 as at the 1 January in the year in which the Season concerned commences (e.g. for Season 2023/24, born on or after 1 January 2002).*

*All Under 21 Players need to be disclosed in Section 3 of the submission.*

*Those Under 21 Players who are registered on loan at the Club need to be disclosed in section 2 of the submission and their cost is included in the assessment of Player Related Expenditure.*

- 8 On-going Monitoring**
- 8.1 Each Club is responsible for keeping their SCMP Submission updated at all times and (without prejudice to Note 9 below) reporting any variances to The League (acting via the CFRU).
- 8.2 The League will also monitor Player registrations made by Clubs.
- 9 Notifiable Events**
- 9.1 Where:
- 9.1.1 the Player Related Expenditure of a Club exceeds, or is likely to exceed (having regard to all the circumstances), 95% of the maximum amount of Player Related Expenditure permitted under Rule 1.2(Additional Reporting Threshold); and /or
- 9.1.2 any Club fails, or is likely to fail (having regard to all the circumstances), to meet the SCMP Requirement,
- that Club shall forthwith notify The League (acting via the CFRU) to that effect in writing (by email or fax) (Notification).
- 9.2 Where The League (acting via the CFRU) considers, acting reasonably, that the Club may be subject to an obligation to notify under Note 9.1.1 and the Club itself has not so notified, The League (acting via the CFRU) may serve notice on the Club to that effect in writing (by email or fax). Nothing in this Note 9.2 discharges the Club of any obligation under Note 9.1.
- 9.3 Where:
- 9.3.1 the Club serves Notification; and/or
- 9.3.2 The League (acting via the CFRU) serves notice under Note 9.2, the provisions of Notes 10 and/or 11 (as applicable) apply.
- 10 Consequences of Notification / Other Failure to Comply**
- 10.1 A Club which:
- 10.1.1 does not file any SCMP Submission by the required date;
- 10.1.2 does not provide information where requested to do so by The League; and/or
- 10.1.3 fails to fulfil the SCMP Requirement,
- shall be subject to a Player registration embargo (the "Embargo") such that The League may refuse any application made by that Club to register any Player or any new contract of an existing Player with that Club.
- 10.2 The Embargo will be effective:
- 10.2.1 in the case of a Club which is in default of any obligation to provide information in accordance with this Part 2 of Appendix 5, from the date of default until such time as the default is remedied to the reasonable satisfaction of The League (acting via the CFRU); and
- 10.2.2 in the case of a Club which fails to fulfil the SCMP Requirement, until The League (acting via the CFRU) has been provided with the necessary information in order to be satisfied that the Club is no longer in breach of the SCMP Requirement.
- 10.3 For the avoidance of doubt, where the registration of any Player(s) will in the opinion of The League (acting via the CFRU), acting reasonably, result in a Club failing to meet the SCMP Requirement, such registrations will be refused.
- 11 Clubs Subject to the Additional Reporting Threshold**
- 11.1 If a Club becomes aware, or if a Club is informed by The League (acting via the CFRU) that, the Player Related Expenditure of that Club exceeds, or is likely to exceed (having regard to all the circumstances including for the avoidance of doubt the Player Related Expenditure in respect of any Proposed Registration (as defined below)) the Additional Reporting Threshold, then that Club will be subject to the requirements of this Note 11 (a Threshold Club).

- 11.2 Any Threshold Club that wishes to register a new Player (each a Proposed Registration) must prior to the lodging of the Proposed Registration, submit a duly completed Self Certification on Club letterhead (in accordance with Appendix C).
- 11.3 Where any Proposed Registration will, in the opinion of The League (acting via the CFRU), acting reasonably, result in the Club failing to meet the SCMP Requirement, that Proposed Registration will be refused.
- 12 Former Championship Clubs**
- 12.1 The SCMP requirement for a Former Championship Club shall, in its first season as a League One Club, be amended such that the Club's Player Related Expenditure (as defined in Appendix B) shall not exceed:
- 12.1.1 75% of the Club's Relevant Turnover (as defined in paragraph 1 of Appendix A) for the Reporting Period, plus
- 12.1.2 100% of the Club's Football Fortune Income (as defined in Paragraph 2 of Appendix A) for the Reporting Period.
- 13 Confidentiality**
- 13.1 Information provided by a Club to The League (acting via the CFRU) in accordance with these Notes shall only be made available to such members of The League (acting via the CFRU) as are required to know such information in order to fulfil their duties to The League (acting via the CFRU) (and who are bound by obligations of confidentiality as part of their contract of employment) and shall not be disclosed to the Board in any manner so as to enable Clubs to be identified provided always that:
- 13.1.1 generic management reporting to the Board and Clubs is permitted; and
- 13.1.2 The League shall be entitled to publish reports of any decisions relating to any breaches.



## APPENDIX A

# DEFINITION OF RELEVANT TURNOVER AND FOOTBALL FORTUNE INCOME

### 1 Relevant Turnover – Definitions

Relevant Turnover can be summarised as shown below, with explanatory note to explain the various treatments of different sources of income.

- 1.1 League Distributions – All League distributions, including facility fees for TV and Radio, as included in the profit and loss account.
- 1.2 Premier League Distributions – Include Premier League Solidarity and Parachute payments relating to the Reporting Period.
- 1.3 Match Revenue, Season Tickets – Include only in the relevant season. Where season tickets are sold covering more than one season, income should be declared pro-rata for the relevant season.
- 1.4 Match Revenue, League Gate Receipts – Actual receipts before deduction of match day expenditure and any levies.
- 1.5 Match Revenue, Cup Gate Receipts – The home club should declare actual receipts net of away club's expenses but before other match day expenditure and budgets should assume the Club does not progress past Round 1 of any competition. The away club should include actual receipts received.
- 1.6 Match Revenue, Friendlies Gate Receipts – The Club should declare actual receipts net of direct match day costs.
- 1.7 Commercial Net Income, Hospitality – The actual receipts less the cost of purchases of materials and any directly attributable costs (e.g. labour) required to supply hospitality, or where hospitality is outsourced, the actual amount received by the Club.
- 1.8 Commercial Net Income, Commercial - The actual receipts less the cost of purchases of materials and any directly attributable costs (e.g. labour) required to supply commercial activities, or where commercial activities are outsourced, the actual amount received by the Club.
- 1.9 Commercial Net Income, Sponsorship - The actual receipts less the cost of purchases of materials and any directly attributable costs (e.g. labour) required to supply sponsorship, or where sponsorship is outsourced, the actual amount received by the Club.
- 1.10 Commercial Net Income, Programmes - The actual receipts less the cost of purchases of materials and any directly attributable costs (e.g. labour) required to supply programmes, or where programmes is outsourced, the actual amount received by the Club.
- 1.11 Commercial Net Income, Shop Merchandise - The actual receipts less the cost of purchases of materials and any directly attributable costs (e.g. labour) required to supply shop merchandise, or where shop merchandise is outsourced, the actual amount received by the Club.
- 1.12 Commercial Net Income, Club Lottery - The actual receipts less the cost of purchases of materials and any directly attributable costs (e.g. labour) required to supply the club lottery, or where the club lottery is outsourced, the actual amount received by the Club.
- 1.13 Commercial Net Income, Catering - The actual receipts less the cost of purchases of materials and any directly attributable costs (e.g. labour) required to supply catering, or where catering is outsourced, the actual amount received by the Club.
- 1.14 Stadium Revenue, Rental Income – Rental due on stadium and facilities in the relevant Reporting Period.
- 1.15 Stadium Revenue, Share of Stadium Revenue – Include actual receipts.
- 1.16 Other Football Income – To be assessed on a case by case basis.

- 2 Football Fortune Income – Definitions**
- Football Fortune Income includes the following revenue streams on the basis that they can reasonably be regarded as a “bonus” to Clubs during the Reporting Period.
- 2.1 EFL Cup and EFL Trophy Distributions – Include any EFL Cup or EFL Trophy prize money and facility fees on an actual basis. Budgets should assume the Club does not progress past Round 1 of any competition.
- 2.2 Football Association Distributions – Include any FA Cup prize money and facility fees on an actual basis. Budgets should assume the Club does not progress past Round 1 of any competition.
- 2.3 League Parachute Income – Include all Parachute income receivable from The League for the relevant Reporting Period.
- 2.4 Net Transfer Income – means:
- 2.4.1 in respect of amounts which are contracted to be received or paid in accordance with any contract (transfer agreement or compensation agreement) originally entered into and registered with The League on or before 6 May 2022, actual cash received in the year from other Clubs or clubs by way of Compensation Fee, Transfer Fee and / or Loan Fee (in these Notes, “Transfer Fees”), less any actual cash paid to other Clubs or clubs by way of Transfer Fees. Any advances of Transfer Fees from organisations such as Close Leasing can only be included where the instalments being advanced against fall due within the Reporting Period covered by the relevant SCMP Submission; and
- 2.4.2 in respect of amounts which are contracted to be received or paid by Clubs in accordance with any contract (transfer agreement or compensation agreement) originally entered into and registered with The League after 6 May 2022, Transfer Revenue less Transfer Expenditure.
- 2.5 Transfer Revenue means any monies which are contracted to be received by the Club from other Clubs (or clubs) by way of Compensation Fee, Transfer Fee and/or Loan Fee (in these Rules, “Transfer Amounts”) during the Relevant Transfer Period. Clubs must actually receive the monies in order to meet the definition of Transfer Revenue. Transfer Amounts received in a different Relevant Transfer Period to that in which it was contracted to be received will be treated as being received in accordance with the contract submitted to The League.
- 2.6 Transfer Expenditure means any monies which are contracted to be paid to other Clubs (and/or clubs) by way of Transfer Amounts during the Relevant Transfer Period. Transfer Amounts paid in a different Relevant Transfer Period to that in which it was contracted to be paid will be treated as being paid in accordance with the contract submitted to The League. Any advances of Transfer Amounts received by the Club from a Financial Institution can only be included in the Reporting Period in which the Transfer Amount is contracted to be received from the Financial Institution.
- 2.7 Relevant Transfer Period means the period of time commencing on 1 May in the immediately preceding Reporting Period and ending on 30 April in the current Reporting Period.
- Guidance**
- For example, if Club A entered into a transaction 1 June 2021 to sell Player 1 with the following instalments, paragraph 2.4.1 applies and would be recognised in SCMP as follows:*
- 1 June 2021 - £10k – captured in SCMP for Season 2020/21
  - 1 January 2022 - £10k – captured in SCMP for Season 2021/22
  - 1 June 2022 - £10k – captured in SCMP for Season 2021/22
  - 1 January 2023 - £10k – captured in SCMP for Season 2022/23
  - 1 June 2023 - £10k – captured in SCMP for Season 2022/23

*If the Club entered into a similar transaction on 1 June 2022, paragraph 2.4.2 applies and it would be treated as follows for SCMP:*

- 1 June 2022 - £10k – captured in SCMP for Season 2022/23
- 1 January 2023 - £10k – captured in SCMP for Season 2022/23
- 1 June 2023 - £10k – captured in SCMP for Season 2023/24
- 1 January 2024 - £10k – captured in SCMP for Season 2024/25
- 1 June 2024 - £10k - captured in SCMP for Season 2024/25

*In the event that a Club was contracted to receive a payment on 1 May 2023 but was paid on 30 April 2023, the Club would be required to include this in Season 2023/24’s SCMP Submission.*

*Note that any variations to contracts to which 2.4.1 applies which take place after 6 May 2022 will be treated in accordance with 2.4.2.*

- 2.8 Donations – Donations from independently run lotteries, PFA contributions for Private Medical Insurance, small gifts from benefactors, donations towards Player salary costs, payment for taxation losses etc. are allowable. Significant donations must be evidenced by a bank receipt or statement to show funds have been credited to the Club’s bank account by the end of the relevant Reporting Period. To be included in the Club’s SCMP Submission, a signed Letter of Guarantee (in the format required by The League from time to time and which as at the date of these Rules, is as set out in Appendix D) must be received by The League to confirm that there is no interest linked to the donation or any requirement for future repayment of the donation by the Club.
- 2.9 Cash Injections – Significant cash injections from companies or benefactors must be evidenced by a bank receipt or statement to show funds have been credited to the Club’s bank account by the end of the relevant Reporting Period. To be included in the Club’s SCMP Submission, a signed Letter of Guarantee (in the format required by The League from time to time and which as at the date of these Rules, is as set out in Appendix D) must be received by The League to confirm that there is no interest linked to the cash injection or any requirement for future repayment by the Club of the cash injection.
- 2.10 Equity Injections – Only include non-redeemable Equity investments received (or to be received) in the relevant Reporting Period. The:
- 2.10.1 conversion to Equity of any debt; and/or
- 2.10.2 writing off of any debt,
- 2.11 where such debt was created in any prior Reporting Period, does not constitute a form of revenue as no cash is provided to the Club to finance wages in the current Reporting Period. Further, any linked transactions whereby loans are repaid followed by an injection of cash in exchange for Equity, will not be allowed. Any injection of cash as Equity must be evidenced by a bank receipt or statement to show funds have been credited to the Club’s bank account, and a copy of the signed Companies House forms confirming the issue of new share capital must be received by The League by the end of the relevant Reporting Period. To be included in the Club’s SCMP Submission, a signed Letter of Guarantee (in the format required by The League from time to time and which as at the date of these Rules, is as set out in Appendix D) must be received by The League to confirm that the Club’s shareholder(s) will inject the necessary Equity into the Club prior to the end of the relevant Reporting Period.
- 2.12 Accumulated Profit – Only include reserves extracted from audited Annual Accounts that have been filed with Companies House. For the avoidance of doubt any revaluation reserves do not qualify for inclusion.
- 2.13 Other Income – To be assessed on a case by case basis.

- 3 Other Notes**
- 3.1 All amounts should be shown net of attributable VAT.
- 3.2 Where a Club enters into a contra deal with a sponsor (e.g. perimeter advertising in exchange for the provision of motor vehicles to a Club) then, provided there is an independent third party valuation attaching to the supply being provided to the Club, this amount can be incorporated in Relevant Turnover (e.g. within Sponsorship income)
- 3.3 Where a Club offers equity to investors then that equity is included in the year in which that offer becomes unconditional.
- 3.4 No loan funding, from whatever source and on whatever terms, should be included.
- 3.5 Youth Development funding should NOT be included as part of Relevant Turnover or Football Fortune Income for the purposes of the Salary Cost Management Documentation.
- 3.6 Bad debts should be netted off against the Relevant Turnover line in the period in which any claim for bad debt relief is made.
- 3.7 Management charges received from any group companies should also be netted off income in the year in which the charges are levied. This income should be specified as other income.

## APPENDIX B

### DEFINITION OF PLAYER RELATED EXPENDITURE

1. Player Related Expenditure includes all expenses that are due during a Reporting Period to a Contract Player, Temporary Contract Player or Under 21 Player under the terms of his contract (save for any payments made in accordance with clause 19.2 of the Standard Contract), calculated in accordance with the following paragraphs.  
*Guidance*  
*Clubs will note that clause 19.2 relates to Severance payments made following the expiry of the Player's contract. Any amount paid to the Player in accordance with the terms of that agreement do not need to be included within a Club's SCMP Submission.*
2. Those Players transferred out on loan should be excluded for any period that they are out on loan. As Clubs have the ability to share the wages of Players sent out on loan, then the treatment of wages should be treated proportionately.
3. Clubs should include all Players registered with them at any point during the current Reporting Period, along with their associated costs for the period of registration.
4. Any salary, fees or remuneration due under the terms of the Player's contract and any image rights contract (if any) should be included. This would include not only basic salaries but also any additional salary payments which may become due dependent upon age etc.
5. Clubs should include any signing on fees due to be paid on registration of a Player.
6. Any additional payments which may become dependent upon appearances, either full or substitute appearances should be included.
7. Clubs should include any match, win, loyalty, promotion or other kind of bonus, save that promotion bonuses would be treated as expenditure in the following Reporting Period.
8. Include any accommodation, holiday, or relocation expenses in relation to a Player (to include all expenses met on behalf of the Player whether the expenses are legal, removal, travel or other associated costs).
9. Include the cost to the Club of providing any benefit in kind, such as the cost of vehicles used privately (the P11d benefit figure should be used in calculating the cost to the Club) and any hotel expenses (other than those directly relating to matches). It is not proposed to include training/fitness Player Related Expenditure.
10. Clubs should include National Insurance Contributions and taxes accrued in respect of the Player.
11. Include any agents' fees payable by the Club, as well as any settled by the Club on the Player's behalf.
12. Pension contributions due in respect of any Player in relation to the current Reporting Period.
13. Clubs should include any insurance premiums paid in respect of any Player. Personal accident, health and life insurance etc., whether or not these are specifically provided for under the terms of any employment contract should be included.
14. Any personal expenses paid as well as other expenses ordinarily and necessarily incurred in connection with complying in full with the obligations under the terms of any employment contract should be included within the Player Related Expenditure.
15. Any loan made, or to be made to a Player which is not repaid within the same Reporting Period should be included as other Player Related Expenditure.
16. Exclusions may apply in respect of any Players who are declared permanently unfit to play at any point during the Reporting Period, for the period after such declaration, but not for any other period of incapacity (e.g. short term injury and short term illness etc.).
17. Redundancy and/or Compromise payments made to Players (e.g. the payment of the balance of the contract as a lump sum which has been discounted to represent accelerated

receipt) should also be included for the purposes of determining Player Related Expenditure. Where redundancy payments are staged they should be allocated into the SCMP Documentation for the Reporting Period in which the payments fall due.

18. Some Clubs appoint Players to other roles e.g. manager or coach. So as to avoid Clubs seeking to load salary payments in favour of the second role, the payments under both roles will be amalgamated and the total will be attributed as Player Related Expenditure for the purposes of determining compliance with the SCMP Requirement. Clubs will have the right to apply to The League (acting via the CFRU) to exclude the payments relating to the individual's secondary role.

**Guidance**

*The CFRU's general approach will be to require the Club to demonstrate that the sums paid in relation to the coaching role are bona fide and is not being used a device to load salary payments in favour of the second role. The CFRU may ask the Club to provide:*

- *details of the work being undertaken by the Player in respect of the second role;*
- *the relevant coaching contract;*
- *where relevant, evidence of the coaching badges being completed by the Player; and*
- *any other information that the CFRU may require.*

19. All of the Player Related Expenditure definitions will be described as being made to a Player or any third party on his behalf, either directly or indirectly, whether in this country or elsewhere.

## APPENDIX C SELF-CERTIFICATION FORM

### SALARY COST MANAGEMENT PROTOCOL

#### LEAGUE ONE

On behalf of \_\_\_\_\_ Football Club I enclose the necessary registration documents in respect of the permanent / loan / loan extension / signing of \_\_\_\_\_  
(Player name).

I confirm that having made due enquiry of the Club's current and anticipated financial outturn for the current Reporting Period (as detailed in the most recent SCMP Submission) this registration will not result in the Club breaching the SCMP Requirement.

Signed: \_\_\_\_\_ (duly authorised official)

Position: \_\_\_\_\_

Date: \_\_\_\_\_





## APPENDIX D LETTER OF GUARANTEE TEMPLATE

[To be drafted on Company/Personal Letterhead]

[Addressed to the Football Club]

[Date]

Dear Sirs,

Re: [Equity/Cash Injection / Donation] to [Football Club Full Company Name] (Club)

This letter is to confirm that [I/We] have reviewed the Salary Cost Management Protocol submission prepared for the Board of the Club in respect of the [20XX/20YY] Reporting Period (SCMP Forecasts), copies of which are attached to this letter.

In consideration of the Club agreeing to enter into financial commitments as outlined in the SCMP Forecasts, [I/we] confirm that [I/we] intend to, and will, support the Club [and its subsidiaries] by making available up to [£X] as [Equity/Cash Injection / Donation] as set out in the SCMP Forecasts to enable the Club to meet the SCMP Requirement until at least [30 June 20YY].

This letter is to confirm that the [Equity/Cash Injection / Donation] of up to £[x] will be made in full to [Football Club Full Company Name] prior to the end of the [20XX/20YY] Reporting Period.

[I/We] confirm that:

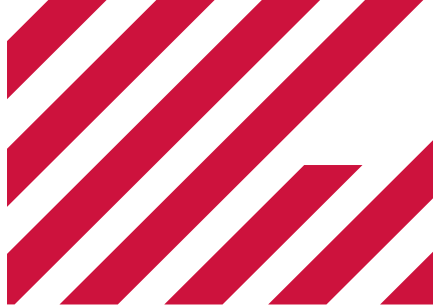
- the [Equity/Cash Injection / Donation] is a permanent [injection / donation] to the Club with no linked interest payable by the Club to [me/us] or any other third party at any time; and
- there is no future requirement for the Club to repay the [Equity/Cash Injection / Donation].

Yours faithfully

[Printed Name]

[Position]

[Address]



## PART 3

# LEAGUE TWO SALARY COST MANAGEMENT PROTOCOL (SCMP) GUIDANCE NOTES

### 1 SCMP Requirement

- 1.1 All League Two Clubs (hereafter Clubs or Club) are required to meet the SCMP Requirement (as defined in Note 1.2) for each Reporting Period (as defined in Note 1.3).
- 1.2 The SCMP Requirement is a measure whereby a Club's Player Related Expenditure (as defined in Appendix B) shall not exceed the sum of:
- 1.2.1 50% of the Club's Relevant Turnover (as defined in Paragraph 1 of Appendix A) for the Reporting Period; plus
  - 1.2.2 100% of the Club's Football Fortune Income (as defined in Paragraph 2 of Appendix A) for the Reporting Period.
- 1.3 The Reporting Period in respect of which a Club is assessed for the purpose of the SCMP Requirement is (subject to Note 2) the 12 month period recorded in the Club's Annual Accounts.

#### Guidance

*For those Clubs with a financial year ending in the period May, June or July the Reporting Period for the 20xx/yy Season is the 12 month period ending May, June or July 20yy.*

*Measurement of a Club's compliance with the SCMP Requirement is based on the submission by the Club of the Pre-Season SCMP Submission and Mid-Season SCMP Submission (each as defined in Note 3 below) (together the SCMP Submissions).*

### 2 Variations From 'Standard' Reporting Periods

- 2.1 Clubs may not adjust Reporting Periods for subsequent Seasons without the prior written consent of The League (acting via the CFRU) , such consent not to be unreasonably withheld.
- 2.2 If any Club has a financial year ending other than during the period May, June or July, then that Club must prepare its SCMP Submissions for a 12 month period ending on 30 June so as to provide the CFRU with an SCMP Submission aligned to the Reporting Period as defined in Note 1.3.
- 2.3 If any Club has a financial year end other than in June, then that Club may opt to prepare its SCMP Submission for a 12 month period ending June so as to provide the CFRU with an SCMP Submission aligned to Player Contracts.

### 3 SCMP Submissions

- 3.1 By 5 July each year, each Club must submit its Pre-Season SCMP Submission for the immediately following Reporting Period. The Pre-Season SCMP Submission will be in the form of an Excel workbook setting out the information required therein (and including the requirements set out in Note 5 below) and will be in such format as The League (acting via the CFRU) may prescribe from time to time. For the current Season this requires submission of the following Worksheets:
- 3.1.1 Assumptions
  - 3.1.2 Key Indicators;
  - 3.1.3 Relevant Turnover;
  - 3.1.4 Turnover Reconciliation;
  - 3.1.5 Player Related Expenditure; and
  - 3.1.6 Player Salary Costs.

Guidance

*By 17 June 2021 each Club must submit its Pre-Season SCMP Submission for the financial year ending May, June or July 2022 (exactly which date will be determined in accordance with Note 2).*

3.2 For the avoidance of doubt, the Pre-Season SCMP Submission must be supplied notwithstanding the fact that during the preceding Season the Club was either a League One Club relegated into League Two or a National League Premier Division Club which was then promoted into League Two.

3.3 By 1 December each year, each Club must submit its Mid-Season SCMP Submission for the current Reporting Period. The Mid-Season SCMP Submission will be in the form of an Excel workbook setting out the information required therein (and including the requirements set out in Note 6 below) and will be in such format as The League (acting via the CFRU) may prescribe from time to time. For the current Season this requires submission of the following Worksheets:

- 3.3.1 Assumptions;
- 3.3.2 Key Indicators;
- 3.3.3 Relevant Turnover;
- 3.3.4 Turnover Reconciliation;
- 3.3.5 Player Related Expenditure; and
- 3.3.6 Player Salary Costs.

Guidance

*By the 10 December 2021 each Club must submit its Mid-Season SCMP Submission for the financial year ending May, June or July 2022 (exactly which date will be determined in accordance with Note 2).*

3.4 The SCMP Submission must relate to the Club or if applicable and agreed with The League (acting via the CFRU) (as detailed in Regulation 16.5), the Group of which the Club is a member.

3.5 All SCMP Submissions must be sent to the CFRU by e-mail. In the event that an e-mail submission is not possible, the SCMP Submission should be posted to the Office so as to arrive not later than the relevant deadlines set out in this Note 3.

**4 Duty of Disclosure**

4.1 The League (acting via the CFRU) may at any time require a Club to provide such further information as The League (acting via the CFRU) deems necessary (acting reasonably) for the purposes of enabling The League (acting via the CFRU) to assess whether a Club has fulfilled (or not) the SCMP Requirement. By way of example, and without limitation, additional information may be requested where:

- 4.1.1 any SCMP Submission is incomplete;
- 4.1.2 there are insufficient assumptions; or
- 4.1.3 additional evidence is required to support certain assumptions; or
- 4.1.4 an application is made for a revenue stream to be included as Football Fortune Income.

4.2 Any such request shall be made in writing (including by email from CFRU) and shall be responded to in full within 5 Normal Working Days of any such request being made.

4.3 Each Club shall, at all times and in all matters within the scope of these Guidance Notes, behave with the utmost good faith both towards The League and the other Clubs (provided always that only The League (acting via the CFRU) shall have the right to bring any action whatsoever for any alleged breach of this requirement). Without prejudice to the generality of the foregoing, Clubs shall not manage their affairs or submit a SCMP Submission which is intended to seek to or does take any unfair advantage in relation to the assessment of fulfilment (or non-fulfilment) of the SCMP Requirement.

**5 Completion of the Pre-Season SCMP Submission**

5.1 For the purposes of these Notes:

5.1.1 Aggregate Player Salary Costs shall mean the sum total of all the Individual Player Salary Costs;

5.1.2 Individual Player Salary Costs shall, in respect of each Contract Player (as defined by Note 5.9.2) and Temporary Contract Player (as defined by Note 5.9.3), include such sums as are required to be disclosed in or annexed to the Standard Contract including, by way of example and without limitation:

- (a) gross basic salaries;
- (b) signing on fees;
- (c) appearance fees;
- (d) individual player bonuses; and
- (e) accommodation / relocation / travel / motor costs;

5.1.3 Headroom means the amount by which Player Related Expenditure is less than the amount equal to:

- (a) 50% of Relevant Turnover; plus
- (b) 100% of Football Fortune Income;

5.1.4 Football Fortune Income is defined in Paragraph 2 of Appendix A;

5.1.5 Relevant Turnover is defined in Paragraph 1 of Appendix A;

5.1.6 Player Related Expenditure is defined in Appendix B;

5.1.7 the following years shall be given the following references:

- (a) Reporting Period means the financial year / Season in which the Club is required to report in accordance with these Notes;
- (c) RP-1 means the financial year / Season prior to the Reporting Period; and
- (d) RP-2 means the financial year / Season prior to Reporting Period-1.

Guidance

*For the 2023/24 Reporting Period, RP-1 means the 2022/23 financial year/Season and RP-2 means the 2021/22 financial year/Season.*

5.2 All of the Worksheets within the Pre-Season SCMP Submission must:

- 5.2.1 be completed prior to submission to The League (acting via the CFRU); and
- 5.2.2 include any and all adjustments necessary to ensure the Club complies with the requirements of Note 2.

5.3 Key assumptions are to be detailed within the Assumptions Worksheet to support the estimated figures throughout the Worksheets for the Reporting Period.

5.4 The Key Indicator Worksheet feeds information through from the relevant Worksheets in order to calculate the Club's SCMP percentage. This will indicate the level of Relevant Turnover, Football Fortune Income and Player Related Expenditure and, if any, the Headroom the Club has available.

5.5 When completing the Relevant Turnover Worksheet, and having regard to any adjustments required to comply with the requirements of Note 2:

5.5.1 Column 1 of the Relevant Turnover Worksheet should replicate, where relevant, the figures in the Club's Annual Accounts and supporting management account schedules, for RP-2. In the event that the Club's Annual Accounts have not been finalised by the Club's auditor, unaudited figures should be used;

5.5.2 Column 2 should replicate the Club's latest forecast (or actual unaudited figures, if available) for RP-1;

- 5.5.3 Column 3 should reflect the Club's budget for the Reporting Period; and
- 5.5.4 if there are any variances, a separate written explanation should be provided.
- 5.6 Claims for any item of income to be treated as Football Fortune Income are subject to the prior written approval of The League (acting via the CFRU).
- 5.7 A reconciliation between Relevant Turnover, Football Fortune Income (i.e. Column 1 in the Relevant Turnover Worksheet) and Reported Turnover per the latest Club Annual Accounts (or actual unaudited figures) is required to be performed on the Turnover Reconciliation Worksheet.
- 5.8 When completing the Player Related Expenditure Worksheet:
- 5.8.1 Column 1 of the Player Related Expenditure Worksheet should, where relevant, replicate the figures in the Club's Annual Accounts and supporting management account schedules, for RP-2. In the event that the Club's Annual Accounts have not been finalised by the auditor, unaudited figures should be used;
- 5.8.2 Column 2 should replicate the Club's latest forecast (or actual unaudited figures, if available) for RP-1;
- 5.8.3 Column 3 should reflect the Club's budgeted Aggregate Player Salary Costs and other Player Related Expenditure for the Reporting Period;
- 5.8.4 Columns 1, 2 and 3 feed directly through from the Player Salary Costs Worksheet. Where any other figures in the Player Related Expenditure Worksheet do not feed through from the Player Salary Costs Worksheet these must be completed by the Club, where relevant; and
- 5.8.5 if there are any variances, a separate written explanation should be provided.
- 5.9 When completing the Player Salary Costs Worksheet:
- 5.9.1 completion of all sections is to be on a Player by Player basis and be the Club's current best estimate of Individual Player Salary Costs that have been and/or must be paid during the relevant Reporting Period;
- 5.9.2 Section 1 is to be completed in full for all Contract Players, which term means for the purposes of these Notes, Players registered with the Club who are not classified as Temporary Contract Players (as defined by Note 5.9.3) or Professional Under 21 Players (as defined by Note 7.1).
- 5.9.3 Section 2 is to be completed for all Players who are registered with the Club on an:
- (a) Emergency Goalkeeper Loan;
  - (e) Standard Loan;
  - (f) Multiplicity Contract;
  - (g) Monthly Contract;
  - (h) Monthly Extension Contract; and
  - (i) Non-Contract basis, (Temporary Contract Players).
- 5.9.4 Section 3 is to be completed in full for all Players classified as Professional Under 21 Players.
- 5.9.5 For the avoidance of doubt, Players registered as Youth Players or Scholars are not subject to the requirements of these Notes.
- 6 Completion of the Mid-Season SCMP Submission**
- 6.1 All of the Worksheets within the Mid-Season SCMP Submission must:
- 6.1.1 be completed prior to submission to The League (acting via the CFRU); and
- 6.1.2 include any and all adjustments necessary to ensure the Club complies with the requirements of Note 2.

- 6.2 Any material variances from the Pre-Season SCMP Submission are to be detailed within the Assumptions Worksheet.
- 6.3 When completing the Relevant Turnover Worksheet:
- 6.3.1 Column 1 of the Relevant Turnover Worksheet should, where relevant, replicate the figures in the Club's Annual Accounts and supporting management account schedules for RP-1. In the event that the Club's Annual Accounts have not been finalised by the Club's auditor, unaudited figures should be used;
- 6.3.2 Column 2 should replicate Column 3 in the Relevant Turnover Worksheet of the Pre-Season SCMP Submission for that Reporting Period;
- 6.3.3 Column 3 should reflect the Club's actual Relevant Turnover and Football Fortune Income figures up to the date of the Mid-Season SCMP Submission and any revised budget for the Reporting Period; and
- 6.3.4 if there are any variances a separate written explanation should be provided.
- 6.4 A reconciliation between Relevant Turnover, Football Fortune Income (i.e. Column 1 in the Relevant Turnover Worksheet) and Reported Turnover per the latest Club Annual Accounts (or actual unaudited figures) is required to be performed on the Turnover Reconciliation Worksheet.
- 6.5 When completing the Player Related Expenditure Worksheet:
- 6.5.1 Column 1 of the Player Related Expenditure Worksheet should, where relevant, replicate the figures in the Club's Annual Accounts for RP-1. In the event that the Club's Annual Accounts have not been finalised by the auditor, unaudited figures should be used;
- 6.5.2 Column 2 should replicate Column 3 in the Player Related Expenditure Worksheet of the Pre-Season SCMP Submission for that Reporting Period;
- 6.5.3 Column 3 should reflect the Club's actual Player Related Expenditure up to the date of the Mid-Season SCMP Submission and any revised budget for the Reporting Period;
- 6.5.4 Columns 1, 2 and 3 feed directly through from the Player Salary Costs Worksheet. Where any other figures in the Player Related Expenditure Worksheet do not feed through from the Player Salary Costs Worksheet these must be completed by the Club, where relevant; and
- 6.5.5 if there are any variances a separate written explanation should be provided.
- 6.6 When completing the Player Salary Costs Worksheet for the Mid-Season SCMP Submission, the Club is required to update the Player Salary Costs Worksheet for any Player movements and re-negotiated contracts since the preparation of the Pre-Season SCMP Submission.
- 7 Professional Under 21 Players**
- 7.1 The Individual Player Salary Costs of an Under 21 Player registered with the Club (save for an Under 21 Player registered with the Club on a Temporary Loan Transfer) are excluded from the Club's total Player Related Expenditure for the purposes of assessing whether that Club has complied with the SCMP Requirement. However, the Individual Player Salary Costs for Under 21 Players shall be separately reported in the Player Salary Costs Worksheet of any SCMP Submission in accordance with Note 5.9.4 and/or Note 6.5.5.

Guidance

*The definition of an Under 21 Player is a Player under the age of 21 as at the 1 January in the year in which the Season concerned commences (e.g. for Season 2023/24, born on or after 1 January 2002).*

*All Under 21 Players need to be disclosed in Section 3 of the submission.*

*Those Under 21 Players who are registered on loan at the Club need to be disclosed in section 2 of the submission and their cost is included in the assessment of Player Related Expenditure.*

- 8 On-going Monitoring**
- 8.1 Each Club is responsible for keeping their SCMP Submission updated at all times and (without prejudice to Note 9 below) reporting any variances to The League (acting via the CFRU).
- 8.2 The League will also monitor Player registrations made by Clubs.
- 9 Notifiable Events**
- 9.1 Where:
- 9.1.1 the Player Related Expenditure of a Club exceeds, or is likely to exceed (having regard to all the circumstances), 95% of the maximum amount of Player Related Expenditure permitted under Rule 1.2(Additional Reporting Threshold); and /or
- 9.1.2 any Club fails, or is likely to fail (having regard to all the circumstances), to meet the SCMP Requirement,
- that Club shall forthwith notify The League (acting via the CFRU) to that effect in writing (by email or fax) (Notification).
- 9.2 Where The League (acting via the CFRU) considers, acting reasonably, that the Club may be subject to an obligation to notify under Note 9.1.1 and the Club itself has not so notified, The League (acting via the CFRU) may serve notice on the Club to that effect in writing (by email or fax). Nothing in this Note 9.2 discharges the Club of any obligation under Note 9.1.
- 9.3 Where:
- 9.3.1 the Club serves Notification; and/or
- 9.3.2 The League (acting via the CFRU) serves notice under Note 9.2,
- the provisions of Notes 10 and/or 11 (as applicable) apply.
- 10 Consequences of Notification / Other Failure to Comply**
- 10.3.1 A Club which:
- 10.3.2 does not file any SCMP Submission by the required date;
- 10.3.3 does not provide information where requested to do so by The League; and/or
- 10.3.4 fails to fulfil the SCMP Requirement,
- shall be subject to a Player registration embargo (the "Embargo") such that The League may refuse any application made by that Club to register any Player or any new contract of an existing Player with that Club.
- [Guidance](#)
- A copy of the EFL's Embargo Policy can be found on the Club Portal.*
- 10.1 The Embargo will be effective:
- 10.1.1 in the case of a Club which is in default of any obligation to provide information in accordance with this Part 2 of Appendix 5, from the date of default until such time as the default is remedied to the reasonable satisfaction of The League (acting via the CFRU); and
- 10.1.2 in the case of a Club which fails to fulfil the SCMP Requirement, until The League (acting via the CFRU) has been provided with the necessary information in order to be satisfied that the Club is no longer in breach of the SCMP Requirement.
- 10.2 For the avoidance of doubt, where the registration of any Player(s) will in the opinion of The League (acting via the CFRU), acting reasonably, result in a Club failing to meet the SCMP Requirement, such registrations will be refused.
- 11 Clubs Subject to the Additional Reporting Threshold**
- 11.1 If a Club becomes aware, or if a Club is informed by The League (acting via the CFRU) that, the Player Related Expenditure of that Club exceeds, or is likely to exceed (having regard to all the circumstances including for the avoidance of doubt the Player Related Expenditure

in respect of any Proposed Registration (as defined below)) the Additional Reporting Threshold, then that Club will be subject to the requirements of this Note 11 (a Threshold Club).

- 11.2 Any Threshold Club that wishes to register a new Player (each a Proposed Registration) must prior to the lodging of the Proposed Registration, submit a duly completed Self Certification on Club letterhead (in accordance with Appendix C).
- 11.3 Where any Proposed Registration will, in the opinion of The League (acting via the CFRU), acting reasonably, result in the Club failing to meet the SCMP Requirement, that Proposed Registration will be refused.

**12 Confidentiality**

- 12.1 Information provided by a Club to The League (acting via the CFRU) in accordance with these Notes shall only be made available to such members of The League (acting via the CFRU) as are required to know such information in order to fulfil their duties to The League (acting via the CFRU) (and who are bound by obligations of confidentiality as part of their contract of employment) and shall not be disclosed to the Board in any manner so as to enable Clubs to be identified provided always that:
- 12.1.1 generic management reporting to the Board and Clubs is permitted; and
- 12.1.2 The League shall be entitled to publish reports of any decisions relating to any breaches.



## APPENDIX A

# DEFINITIONS OF RELEVANT TURNOVER AND FOOTBALL FORTUNE INCOME

### 1 Relevant Turnover – Definitions

Relevant Turnover can be summarised as shown below, with explanatory notes to explain the various treatments of different sources of income.

- 1.1 League Distributions – All League distributions, including facility fees for TV and Radio relating to the Reporting Period.
- 1.2 Premier League Distributions – Include Premier League Solidarity and Parachute payments relating to the Reporting Period.
- 1.3 Match Revenue, Season Tickets – Include only in the relevant season. Where season tickets are sold covering more than one season, income should be declared pro-rata for the relevant season.
- 1.4 Match Revenue, League Gate Receipts – Actual receipts before deduction of match day expenditure and any levies.
- 1.5 Match Revenue, Cup Gate Receipts – The home club should declare actual receipts net of away club's expenses but before other match day expenditure and budgets should assume the Club does not progress past Round 1 of any competition. The away club should include actual receipts received.
- 1.6 Match Revenue, Friendlies Gate Receipts – The Club should declare actual receipts net of direct match day costs.
- 1.7 Commercial Net Income, Hospitality – The actual receipts less the cost of purchases of materials and any directly attributable costs (e.g. labour) required to supply hospitality, or where hospitality is outsourced, the actual amount received by the Club.
- 1.8 Commercial Net Income, Commercial - The actual receipts less the cost of purchases of materials and any directly attributable costs (e.g. labour) required to supply commercial activities, or where commercial activities are outsourced, the actual amount received by the Club.
- 1.9 Commercial Net Income, Sponsorship - The actual receipts less the cost of purchases of materials and any directly attributable costs (e.g. labour) required to supply sponsorship, or where sponsorship is outsourced, the actual amount received by the Club.
- 1.10 Commercial Net Income, Programmes - The actual receipts less the cost of purchases of materials and any directly attributable costs (e.g. labour) required to supply programmes, or where programmes is outsourced, the actual amount received by the Club.
- 1.11 Commercial Net Income, Shop Merchandise - The actual receipts less the cost of purchases of materials and any directly attributable costs (e.g. labour) required to supply shop merchandise, or where shop merchandise is outsourced, the actual amount received by the Club.
- 1.12 Commercial Net Income, Club Lottery - The actual receipts less the cost of purchases of materials and any directly attributable costs (e.g. labour) required to supply the club lottery, or where the club lottery is outsourced, the actual amount received by the Club.
- 1.13 Commercial Net Income, Catering - The actual receipts less the cost of purchases of materials and any directly attributable costs (e.g. labour) required to supply catering, or where catering is outsourced, the actual amount received by the Club.
- 1.14 Stadium Revenue, Rental Income – Rental due on stadium and facilities in the relevant Reporting Period.
- 1.15 Stadium Revenue, Share of Stadium Revenue – Include actual receipts.
- 1.16 Other Football Income – To be assessed on a case by case basis.

## 2 Football Fortune – Definitions

Football Fortune Income includes the following revenues streams on the basis that they can reasonably be regarded as a “bonus” to Clubs during the Reporting Period.

2.1 EFL Cup and EFL Trophy Distributions – Include any EFL Cup or EFL Trophy prize money and facility fees on an actual basis. Budgets should assume the Club does not progress past Round 1 of any competition.

2.2 Football Association Distributions – Include any FA Cup prize money and facility fees on an actual basis. Budgets should assume the Club does not progress past Round 1 of any competition.

2.3 League Parachute Income – Include all Parachute income receivable from The League for the relevant Reporting Period.

2.4 Net Transfer Income – means:

2.4.1 in respect of amounts which are contracted to be received or paid in accordance with any contract (transfer agreement or compensation agreement) originally entered into and registered with The League on or before 6 May 2022, actual cash received in the year from other Clubs or clubs by way of Compensation Fee, Transfer Fee and / or Loan Fee (in these Notes, “Transfer Fees”), less any actual cash paid to other Clubs or clubs by way of Transfer Fees. Any advances of Transfer Fees from organisations such as Close Leasing can only be included where the instalments being advanced against fall due within the Reporting Period covered by the relevant SCMP Submission; and

2.4.2 in respect of amounts which are contracted to be received or paid by Clubs in accordance with any contract (transfer agreement or compensation agreement) originally entered into and registered with The League after 6 May 2022, Transfer Revenue less Transfer Expenditure.

2.5 **Transfer Revenue** means any monies which are contracted to be received by the Club from other Clubs (or clubs) by way of Compensation Fee, Transfer Fee and/or Loan Fee (in these Rules, “Transfer Amounts”) during the Relevant Transfer Period. Clubs must actually receive the monies in order to meet the definition of Transfer Revenue. Transfer Amounts received in a different Relevant Transfer Period to that in which it was contracted to be received will be treated as being received in accordance with the contract submitted to The League.

2.6 **Transfer Expenditure** means any monies which are contracted to be paid to other Clubs (and/or clubs) by way of Transfer Amounts during the Relevant Transfer Period. Transfer Amounts paid in a different Relevant Transfer Period to that in which it was contracted to be paid will be treated as being paid in accordance with the contract submitted to The League. Any advances of Transfer Amounts received by the Club from a Financial Institution can only be included in the Reporting Period in which the Transfer Amount is contracted to be received from the Financial Institution.

2.7 **Relevant Transfer Period** means the period of time commencing on 1 May in the immediately preceding Reporting Period and ending on 30 April in the current Reporting Period.

### Guidance

*For example, if Club A entered into a transaction 1 June 2021 to sell Player 1 with the following instalments, paragraph 2.4.1 applies and would be recognised in SCMP as follows:*

- 1 June 2021 - £10k – captured in SCMP for Season 2020/21
- 1 January 2022 - £10k – captured in SCMP for Season 2021/22
- 1 June 2022 - £10k – captured in SCMP for Season 2021/22
- 1 January 2023 - £10k – captured in SCMP for Season 2022/23
- 1 June 2023 - £10k – captured in SCMP for Season 2022/23

*If the Club entered into a similar transaction on 1 June 2022, paragraph 2.4.2 applies and it would be treated as follows for SCMP:*

- 1 June 2022 - £10k – captured in SCMP for Season 2022/23
- 1 January 2023 - £10k – captured in SCMP for Season 2022/23
- 1 June 2023 - £10k – captured in SCMP for Season 2023/24
- 1 January 2024 - £10k – captured in SCMP for Season 2024/25
- 1 June 2024 - £10k - captured in SCMP for Season 2024/25

*In the event that a Club was contracted to receive a payment on 1 May 2023 but was paid on 30 April 2023, the Club would be required to include this in Season 2023/24’s SCMP Submission.*

*Note that any variations to contracts to which 2.4.1 applies which take place after 6 May 2022 will be treated in accordance with 2.4.2.*

2.8 Donations – Donations from independently run lotteries, PFA contributions for Private Medical Insurance, small gifts from benefactors, donations towards Player salary costs, payment for taxation losses etc. are allowable. Significant donations must be evidenced by a bank receipt or statement to show funds have been credited to the Club’s bank account. Before being included in the Club’s SCMP Submission, a signed Letter of Guarantee (in accordance with Appendix D) must also be received by The League to confirm that there is no interest linked to the donation or any requirement for future repayment of the donation by the Club.

2.9 Cash Injections – Significant cash injections from companies or benefactors must be evidenced by a bank receipt or statement to show funds have been credited to the Club’s bank account. Before being included in the Club’s SCMP Submission, a signed Letter of Guarantee (in accordance with Appendix D) must also be received by The League to confirm that there is no interest linked to the donation or any requirement for future repayment of the injection by the Club.

2.10 Equity Injections – Only include non-redeemable equity investments received in the relevant period. The conversion of debt to equity does not constitute a form of revenue as no cash injection is provided to the Club to finance wages in the future. Further, any linked transactions whereby loans are repaid followed by a cash injection in exchange for equity, will not be allowed. All equity cash injections must be evidenced by a bank receipt or statement to show funds have been credited to the Club’s bank account. Before being included in the Club’s SCMP Submission, a copy of the signed Companies House forms confirming the issue of new share capital must also be received by The League.

2.11 Accumulated Profit – Only include reserves extracted from audited Annual Accounts that have been filed with Companies House. For the avoidance of doubt any revaluation reserves do not qualify for inclusion.

2.12 Other Income – To be assessed on a case by case basis.

2.13 Clubs are required to apply to The League (providing supporting evidence) in order to utilise the Football Fortune Income streams shown below within their SCMP Submission.

## 3 Other Notes

3.1 All amounts should be shown net of attributable VAT.

3.2 Where a Club enters into a contra deal with a sponsor (e.g. perimeter advertising in exchange for the provision of motor vehicles to a Club) then, provided there is an independent third party valuation attaching to the supply being provided to the Club, this amount can be incorporated in Relevant Turnover (e.g. within Sponsorship income)

3.3 Where a Club offers equity to investors then that equity is included in the year in which that offer becomes unconditional.

3.4 No loan funding, from whatever source and on whatever terms, should be included.

3.5 Youth Development funding should NOT be included as part of Relevant Turnover or Football Fortune Income for the purposes of the Salary Cost Management Documentation.

3.6 Bad debts should be netted off against the Relevant Turnover line in the period in which any claim for bad debt relief is made.

- 3.7 Management charges received from any group companies should also be netted off income in the year in which the charges are levied. This income should be specified as other income.

## APPENDIX B

### DEFINITION OF PLAYER RELATED EXPENDITURE

1. Player Related Expenditure includes all expenses that are due during a Reporting Period to a Contract Player, Temporary Contract Player or Under 21 Player under the terms of his contract (save for any payments made in accordance with clause 19.2 of the Standard Contract), calculated in accordance with the following paragraphs.

#### *Guidance*

*Clubs will note that clause 19.2 relates to Severance payments made following the expiry of the Player's contract. Any amount paid to the Player in accordance with the terms of that agreement do not need to be included within a Club's SCMP Submission.*

2. Those Players transferred out on loan should be excluded for any period that they are out on loan. As Clubs have the ability to share the wages of Players sent out on loan, then the treatment of wages should be treated proportionately.
3. Clubs should include all Players registered with them at any point during the current Reporting Period, along with their associated costs for the period of registration.
4. Any salary, fees or remuneration due under the terms of the Player's contract and any image rights contract (if any) should be included. This would include not only basic salaries but also any additional salary payments which may become due dependent upon age etc.
5. Clubs should include any signing on fees due to be paid on registration of a Player.
6. Any additional payments which may become dependent upon appearances, either full or substitute appearances should be included.
7. Clubs should include any match, win, loyalty, promotion or other kind of bonus, save that promotion bonuses would be treated as expenditure in the following Reporting Period.
8. Include any accommodation, holiday, or relocation expenses in relation to a Player (to include all expenses met on behalf of the Player whether the expenses are legal, removal, travel or other associated costs).
9. Include the cost to the Club of providing any benefit in kind, such as the cost of vehicles used privately (the P11d benefit figure should be used in calculating the cost to the Club) and any hotel expenses (other than those directly relating to matches). It is not proposed to include training/fitness Player Related Expenditure.
10. Clubs should include National Insurance Contributions and taxes accrued in respect of the Player.
11. Include any agents' fees payable by the Club, as well as any settled by the Club on the Player's behalf.
12. Pension contributions due in respect of any Player in relation to the current Reporting Period.
13. Clubs should include any insurance premiums paid in respect of any Player. Personal accident, health and life insurance etc., whether or not these are specifically provided for under the terms of any employment contract should be included.
14. Any personal expenses paid as well as other expenses ordinarily and necessarily incurred in connection with complying in full with the obligations under the terms of any employment contract should be included within the Player Related Expenditure.
15. Any loan made, or to be made to a Player which is not repaid within the same Reporting Period should be included as other Player Related Expenditure.
16. Exclusions may apply in respect of any Players who are declared permanently unfit to play at any point during the Reporting Period, for the period after such declaration, but not for any other period of incapacity (e.g. short term injury and short term illness etc.).
17. Redundancy and/or Compromise payments made to Players (e.g. the payment of the balance of the contract as a lump sum which has been discounted to represent accelerated receipt)



should also be included for the purposes of determining Player Related Expenditure. Where redundancy payments are staged they should be allocated into the SCMP Documentation for the Reporting Period in which the payments fall due.

18. Some Clubs appoint Players to other roles e.g. manager or coach. So as to avoid Clubs seeking to load salary payments in favour of the second role, the payments under both roles will be amalgamated and the total will be attributed as Player Related Expenditure for the purposes of determining compliance with the SCMP Requirement. Clubs will have the right to apply to The League (acting via the CFRU) to exclude the payments relating to the individual's secondary role.

**Guidance**

*The CFRU's general approach will be to require the Club to demonstrate that the sums paid in relation to the coaching role are bona fide and is not being used a device to load salary payments in favour of the second role. The CFRU may ask the Club to provide:*

- *details of the work being undertaken by the Player in respect of the second role;*
- *the relevant coaching contract;*
- *where relevant, evidence of the coaching badges being completed by the Player; and*
- *any other information that the CFRU may require.*

19. All of the Player Related Expenditure definitions will be described as being made to a Player or any third party on his behalf, either directly or indirectly, whether in this country or elsewhere.

## APPENDIX C SELF-CERTIFICATION FORM

### SALARY COST MANAGEMENT PROTOCOL

#### LEAGUE TWO

On behalf of \_\_\_\_\_ Football Club I enclose the necessary registration documents in respect of the permanent / loan / loan extension / signing of \_\_\_\_\_ (Player name).

I confirm that having made due enquiry of the Club's current and anticipated financial outturn for the current Reporting Period (as detailed in the most recent SCMP Submission) this registration will not result in the Club breaching the SCMP Requirement.

Signed: \_\_\_\_\_ (duly authorised official)

Position: \_\_\_\_\_

Date: \_\_\_\_\_

## APPENDIX D

## LETTER OF GUARANTEE TEMPLATE

[To be drafted on Company/Personal Letterhead]

[Addressed to the Football Club]

[Date]

Dear Sirs,

Re: Non-Repayment of Cash Injection to [Football Club FC Ltd] (Club)

This letter is to confirm that [I/We] have made a cash injection of £[x] to [Football Club FC Ltd]

(Donation)

[I/We] confirm that:

- the Donation is a permanent donation to the Club with no linked interest payable by the Club to [me/us] or any other third party at any time; and
- there is no future requirement for the Club to repay the Donation.

Yours faithfully

[Printed Name]

[Position]

[Address]

## APPENDIX 6

## CLUB FINANCIAL REVIEW PANEL

## 1 Definitions

1.1 **Additional Member** means a person who:

1.1.1 meets the criteria set out at paragraph 2.3; and

1.1.2 is appointed by Sports Resolutions or such other body as The League may determine from time to time.

1.2 **Business Plan** means the terms of a business plan prepared in accordance with Regulation 16.21.

1.3 **CFRU Decision Review** means:

1.3.1 a dispute brought by a Club arising from a decision of The League in the context of the Financial Regulations; and/or

1.3.2 Review Applications (as defined in Appendix 5 part 1);

1.4 **Chair** means a person who:

1.4.1 meets the criteria set out at paragraph 2.2; and

1.4.2 is nominated by Sports Resolutions or such other body as The League may determine from time to time.

1.5 **Compliance Matters** means:

1.5.1 any allegation brought by CFRU that a Club is in default of any obligation or other requirement as set out in any Financial Regulation(s) (whether such allegation was made by the CFRU (or The League) prior to the creation of the CFRP);

1.5.2 ratification of Agreed Decisions proposed by a Club and CFRU in relation to matters concerning the Financial Regulations in accordance with the procedures set out in Regulation 85 as if the same were set out in this Appendix 6;

1.5.3 disciplinary cases brought by CFRU in relation to a Club's alleged non-compliance with any decision made pursuant to any of the Financial Regulations prior to the date of the adoption of this Appendix 6.

1.6 **Financial Regulations** means:

1.6.1 Regulation 16 (**Club Financial Records**);

1.6.2 Regulation 17 (**HMRC Reporting**); and

1.6.3 the Financial Fair Play Regulations.

1.7 **Vice-Chair** means an Additional Member elected to that position in accordance with Paragraph 2.4.

## 2 Composition of the CFRP

2.1 The CFRP will comprise of:

2.1.1 a Chair; and

2.1.2 no less than 4 Additional Members but no more than 6 Additional Members, of which 1 will be the Vice-Chair.

2.2 The Chair must meet the following criteria:

2.2.1 be qualified in accordance with the provisions of Regulation 97;

2.2.2 have extensive knowledge of best practice in the area of sports related dispute resolution;

- 2.2.3 have recent, relevant experience in sports regulatory proceedings, including acting as chair of any:
- Disciplinary Commission; or
  - League Arbitration Panel; or
  - commission or panel of an equivalent standing that was established in accordance with the rules or regulations of any Sports Governing Body (as defined in Appendix 3 of the Owners' and Directors' Test); or
  - ordinary and/or appeal arbitration panel of the Court of Arbitration for Sport; and
- 2.2.4 have recent, relevant experience in financial regulatory matters in a sector or industry outside of professional sport; and
- 2.2.5 have been ratified by an ordinary resolution.
- 2.3 An Additional Member must meet the following criteria:
- 2.3.1 be either:
- qualified in accordance with the provisions of Regulation 97 (a '**Legally Qualified Person**');
  - hold an appropriate qualification awarded by a qualifying body (as defined in part 16 of the Companies Act 2006) with 10 years post qualification experience inclusive of both accountancy and auditing (an '**Audit Person**'); and/or
  - have extensive and demonstrable experience in football administration (a '**Football Person**'); and
- 2.3.2 have a working knowledge and awareness of the obligations of:
- the Financial Regulations; and
  - a Club and its auditor pursuant to Parts 15 and 16 of the Companies Act 2006 and any applicable reporting standards.
- 2.4 The Vice-Chair:
- 2.4.1 must be an Additional Member; and
- 2.4.2 a Legally Qualified Person; and
- 2.4.3 have been ratified by an ordinary resolution.
- 2.5 The Chairperson and Additional Members must not:
- 2.5.1 be a representative or employee of The League, Premier League or the Football Association (other than by virtue of their appointment under this Appendix 6 or any equivalent panel constituted under the rules of either the Premier League or Football Association);
- 2.5.2 be a Director, Official or Associated Party of a Club (or hold any equivalent position in respect of any Premier League club);
- 2.5.3 accept any instruction, whether appearing as advocate or otherwise, from a party to any proceedings or process before the CFRP; and
- 2.5.4 be appointed or to continue to be appointed where they are subject to a Disqualifying Condition (as defined in Appendix 3 – Owners' and Directors' Test).
- 2.6 The Chair, Vice Chair and Additional Members forming the CFRP have already been approved by ordinary resolution for a term ending in June 2024.
- 2.7 The term of:
- 2.7.1 the Chair's appointment shall (subject to ratification by Clubs in accordance with the principles of paragraph 2.2.5) extend by three years from June 2024 (and they shall be eligible to serve up to two further terms of three years (again subject to ratification));

- 2.7.2 the Vice Chair's appointment shall extend by two years to June 2024, and they shall be eligible to serve up to two further terms of three years;
- 2.7.3 Additional Members shall be fixed at two or three Season from June 2023, as determined by the Chair, with the objective of ensuring that the terms of the Audit Persons and Football Persons stagger to ensure continuity of membership, and thereafter they shall be eligible to serve up to two further terms of three years.

### 3 Matters reserved to the CFRP

- 3.1 The CFRP will have jurisdiction over Compliance Matters, Call-in Reviews and CFRU Decision Reviews.

### 4 Referral of Compliance Matters to the CFRP

- 4.1 The CFRU will be responsible for referring Compliance Matters to the CFRP.
- 4.2 When referring a Compliance Matter to the CFRP the CFRU will be required to submit a report to the Chair and the Club concerned which will include the following as a minimum requirement:
- the CFRU's results of its review and questions that it has put to the Club;
  - the Club's responses to any questions raised by the CFRU; and
  - the CFRU's recommendation, (the '**Report**').
- 4.3 Within 14 days of receiving the report, the Club will confirm whether it agrees with the Report and any recommendations contained therein or not.
- 4.4 Where the Club confirms that it does not agree with the Report (or any part of the Report), the Club will at the same time, provide the CFRP and the CFRU with its written observations, together with any supporting documentation.
- 4.5 The Club will not be permitted to submit any further documents to the CFRP after that deadline save:
- in exceptional circumstances and with the consent of the CFRP; or
  - where the CFRU consents; or
  - where the CFRP request additional documentation from the Club.
- 4.6 If the Club does not agree with the recommendation of the CFRU, both the CFRU and the Club will have the right to request a hearing before the CFRP. The Chair also has the right to order that a hearing take place where it deems appropriate.
- ### 5 Call-in Reviews
- 5.1 In accordance with Rule 2.12 of Part 1 of Appendix 5, the CFRP has the power to undertake a Call-in Review.
- 5.2 There is no time limit on the right to exercise a Call-in Review.
- Guidance**
- Whilst no formal limit is set for any Call-in Review, the CFRP will ordinarily seek to exercise any right to undertake a Call-in Review within 28 days of submission of a Club's P&S Calculation in accordance with Appendix 5, Rule 2.11.*
- 5.3 Where the CFRP decides to conduct a Call-in Review:
- the CFRP shall give notice to that effect on both the Club and the CFRU;
  - at the same time provide details of those matters where the CFRP requires further evidence and/or submissions from the Club and/or CFRU; and
  - shall set directions for the determination of the Call-in Review.
- 5.4 Following the determination of the Call-in Review, the CFRP shall have the power to:
- confirm the original decision of the CFRU; or

5.4.2 annul the original decision and issue its own decision with written reasons ('Call-In Review Decision').

5.5 The relevant Club shall have the right to appeal a Call-in Review Decision made pursuant to Rule 5.4.2, to a League Arbitration Panel ('CFRP Dispute').

5.6 In the case of a CFRP Dispute, the League Arbitration Panel sits as a review body exercising a supervisory jurisdiction and this section of the Regulations shall not operate to provide an appeal against the Call-in Review Decision and shall operate only as a forum and procedure for a challenge to the validity of such a decision under English law on the grounds of:

5.6.1 ultra vires (including error of law if that error of law makes such a decision ultra vires); or

5.6.2 irrationality; or

5.6.3 procedural unfairness.

#### Guidance

*If the original CFRU decision is confirmed by the CFRP Call-in Review, then the Club shall have no additional right of appeal pursuant to Appendix 6, Rule 5.5 and Rule 5.6 above.*

## **6 Referral of CFRU Decision Reviews to the CFRP**

6.1 A Club will be responsible for referring CFRU Decision Reviews to the CFRP.

6.2 When referring a CFRU Decision Review to the CFRP a Club will be required to submit a report to the Chair and the CFRU which will include the following as a minimum requirement:

6.2.1 details of the decision made by the CFRU;

6.2.2 the Club's submissions to the CFRU to date which relate to the decision of the CFRU and any responses received by the CFRU;

6.2.3 a statement describing the nature of the Club's dispute and the relief claimed, a 'CFRU Decision Review Report'.

6.3 A Club must submit a CFRU Decision Review Report within 14 days of the relevant decision of the CFRU being made.

6.4 Within 7 days of receiving the CFRU Decision Review Report, the CFRU will either:

6.4.1 confirm whether it agrees with the CFRU Decision Review Report; or

6.4.2 confirm that it does not agree with the CFRU Decision Review Report (or any part of the CFRU Decision Review Report) and will at the same time provide the Club and CFRP with its written observations, together with any supporting documentation.

6.5 Neither party will be permitted to submit any further documents to the CFRP after the relevant deadlines save:

6.5.1 in exceptional circumstances and with the consent of the CFRP; or

6.5.2 where the other party consents; or

6.5.3 where the CFRP request additional documentation from the Club.

6.6 Both the CFRU and the Club will have the right to request a hearing before the CFRP. The Chair also has the right to order that a hearing take place where it deems appropriate.

6.7 In respect of CFRU Decision Reviews, the CFRP sits as a review body exercising supervisory jurisdiction and this Rule shall not operate to provide an appeal against the decision and shall operate only as a forum and procedure for a challenge to the validity of such decision under English law on the grounds of:

6.7.1 ultra vires (including error of law); or

6.7.2 irrationality; or

6.7.3 procedural unfairness,

and where the decision directly and foreseeably prejudices the interests of a person or persons who were in contemplation of The League.

## **7 Hearings**

7.1 Any hearing must take place within 28 days of the Chair receiving the Report or the CFRU Decision Review Report.

7.2 All hearings shall take place in front of the Chair (or Vice-Chair) and at least 1 Additional Member who is an Audit Person and at least 1 Additional Member who is a Football Person.

7.3 The Club Financial Report Panel sits as an expert panel and not as an arbitral panel or an Applicable Tribunal. Appendix 2 therefore does not apply.

7.4 Hearings may be attended by:

7.4.1 the Club and its Officials; and

7.4.2 The League; and

7.4.3 any other person with the permission of the Chair.

7.5 The CFRP may at any time make a decision, and make more than one decision at different times on different aspects of the matters to be determined.

7.6 The Chair will have overall control of the conduct of the hearing and shall decide all procedural matters and will not be bound by any judicial or evidential rules in relation to such matters.

7.7 Subject to paragraph 12, all hearings are confidential and the content may not be disclosed or published.

## **8 Duties of participants**

8.1 The League (including its officers) and the Club (including any Official or Director of the Club) must fully co-operate with any matter referred to the CFRP.

8.2 Any failure to fulfil a duty of co-operation will allow the CFRP to draw adverse inferences.

8.3 Any member of the CFRP must disclose any circumstance that might give rise to a conflict of interest in respect of any matter that is referred to the CFRP. In the event of any dispute the matter shall be finally determined by the Chair (or, if the matter relates to the Chair, the Vice-Chair).

## **9 Decisions**

9.1 Save for those matters reserved to the Chair, the CFRP will make its final decision on all matters by a majority with abstentions being taken into account and in the event of a tie the Chair will have the casting vote. Where the Chair has removed themselves from deliberations, the Vice-Chair will have the casting vote.

9.2 Where a hearing has taken place, any Additional Member who did not attend the hearing will abstain from voting on any decisions relating to that matter.

9.3 Following deliberations, the CFRP has the power to:

9.3.1 determine whether the Club has breached any requirements set out in the Financial Regulations;

9.3.2 require the Club to provide further information;

9.3.3 exercise the powers of The League as set out in Regulation 16.21;

9.3.4 impose any sanction that could be imposed by a Disciplinary Commission in accordance with Regulation 93;

9.3.5 ratify the terms of an Agreed Decision;

9.3.6 ratify the terms of a Business Plan;

9.3.7 where a Club has failed to comply with its obligations under the Financial Regulations to provide information to the CFRU, without prejudice to any other sanction that the CFRP deems appropriate:

- (a) direct The League to suspend making interim payments from the Pool Account to the Club (in accordance with Article 44); and/or
- (b) order the withdrawal or loss of benefit otherwise available to the Club by way of basic award or ladder payment,
- for such a period of time until the Club complies in full with its obligations under the Financial Regulations (following which the withheld basic award will be provided to the Club in full) or such other period of time as the CFRP deems appropriate;
- 9.3.8 determine any question of law or fact arising;
- 9.3.9 determine any question as to its own jurisdiction;
- 9.3.10 make any other decision as the CFRP may think fit.
- 9.4 Decisions of the CFRP will be binding on the Club and The League.
- 10 Costs**
- 10.1 The League and the Club will bear its own costs in relation to proceedings before the CFRP unless provided for in the Financial Regulations.
- Guidance*
- For example the costs associated with assessment of Fair Market Value in accordance with P&S Rule 2.2.*
- 10.2 The CFRP will have the power to make an order that the Club pays the costs (or a proportion thereof) of the CFRP.
- 11 Publication**
- 11.1 Any CFRP may publish any decisions subject to appropriate redaction to protect third party confidentiality.
- Guidance*
- The starting position is that all decisions will be published but it is not the intention that all P&S and SCMP results will be published having been referred to the Panel as passes.*
- 12 Appeal**
- 12.1 Either The League (acting via the CFRU) or the Club may appeal a decision made by the CFRP in respect of a Compliance Matter relating to that Club only (a 'CFRP Appeal').
- 12.2 A decision made by the CFRP in respect of a CFRU Decision Review is final and binding may not be subject to an appeal.
- 12.3 A preliminary or procedural decision of the CFRP may not be subject to a CFRP Appeal unless:
- 12.3.1 the decision is dispositive (i.e. it amounts to a final resolution of the matter); or
- 12.3.2 the decision though not dispositive of itself, is subsequently incorporated into a final decision.
- 12.4 A CFRP Appeal shall be heard and determined by the League Arbitration Panel sitting as an appeal body in accordance with the provisions of:
- 12.4.1 in the context of decisions made by the CFRP in relation to charges of Misconduct, Regulation 96.5;
- 12.4.2 in all other matters, Regulation 96.4,
- supplemented by the provisions of Section 9 and this Appendix 6. In the event of any conflict between Section 9 and this Appendix 6, this Appendix 6 will prevail.
- 12.5 Any party wishing to bring a CFRP Appeal must, within 14 days of the making of the final order by the CFRP, serve on The League (acting via the CFRU) and any other party to the original proceedings:
- 12.5.1 written notice of the intention to bring a CFRP Appeal; and

- 12.5.2 a statement setting out the grounds of the CFRP Appeal.
- 12.6 A Club wishing to bring a CFRP Appeal shall also lodge with The League (acting via the CFRU) a deposit of:
- 12.6.1 £10,000 for a Club in the Championship division;
- 12.6.2 £3,000 for a Club in League One; and
- 12.6.3 £1,500 for a Club in League Two,
- in respect of the costs of the CFRP Appeal.
- 12.7 Unless otherwise agreed by the parties or so ordered by the League Arbitration Panel, the League Arbitration Panel shall hear any CFRP Appeal within 28 days of the documents referred to at paragraph 12.3 being served in accordance with that paragraph 12.
- 12.8 Any party against whom penalties were imposed under this Appendix 6 may apply, initially in writing, to the League Arbitration Tribunal for an order that such penalties be suspended pending the resolution of the CFRP Appeal. The League Arbitration Tribunal shall determine any such application having regard to the merits of the CFRP Appeal and the representations of the other parties.
- 12.9 No new evidence shall be admitted in respect of a CFRP Appeal unless the League Arbitration Panel determines that:
- 12.9.1 the evidence was not available at the time of the hearing before notwithstanding the exercise of reasonable diligence by the person seeking to introduce it;
- 12.9.2 the evidence is credible; and
- 12.9.3 the evidence is relevant.
- 12.10 Following a CFRP Appeal, the League Arbitration Tribunal shall have the power to:
- 12.10.1 confirm the decision; or
- 12.10.2 set aside the decision in whole or in part and substitute a new decision; or
- 12.10.3 order a rehearing in front of the CFRP.
- 13 Indemnity**
- 13.1 Each Club acknowledges and agrees that a member of the CFRP (or any League Arbitration Panel hearing a CFRP Appeal) shall not be liable for anything done or omitted in the discharge or purported discharge of his/her functions as a member of the CFRP (or any League Arbitration Panel hearing a CFRP Appeal) unless the act or omission is proven to have been in bad faith.

**APPENDIX 7****STANDARD CLAUSES FOR MANAGER CONTRACTS**

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.
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.

**APPENDIX 8****RETURN TO PLAY PROTOCOLS**

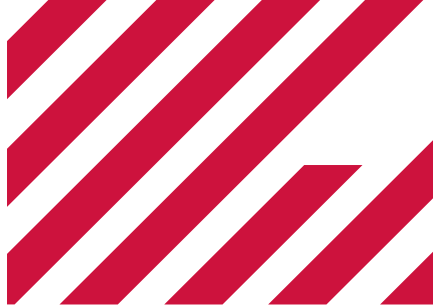
Available on the EFL SharePoint site accessed via the Club Portal system.

EFL HANDBOOK  
2023/24



SECTION  
07

# YOUTH DEVELOPMENT RULES



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## GENERAL

Note: throughout this document binding Rules are shaded in light blue. Guidance and other notes are also included for the assistance of Clubs. Such guidance and notes do not, however, form part of the Rules.

### Definitions

Rule 1 sets out definitions used in the Youth Development Rules. All other capitalised terms used in this section of the Rules are defined in Regulation 1 of the League Regulations.

1. In this Section of the Rules the following terms shall have the following meanings:
  - 1.1. **“Academy”** means an establishment for the coaching and education of Academy Players operated by a Club in accordance with the requirements of this Section of the Rules and licensed by the Professional game Board of the Football Association (**“PGB”**) pursuant to Rule 17;
  - 1.2. **“Academy Doctor”** means the Official referred to in Rule 106;
  - 1.3. **“Academy Expenses Information”** means the following information, in the format to be prescribed by the League, and signed by a Club’s finance director:
    - (a) details of all amounts paid (directly or indirectly) over the preceding 12 months to or in respect of each of the Club’s Academy Players (in the Under 9 to Under 16 age groups) or their families, and each of the Club’s prospective Academy Players or their families, in each case whether or not those amounts relate to reimbursement or pre-payment of expenses or otherwise;
    - (b) confirmation that all expenses paid in the preceding year have been paid in accordance with the Club’s Academy expenses policy required by Rule 344.
  - 1.4. **“Academy Expenses Policy”** means the Club’s policy in respect of reimbursement or prepayment of legitimately incurred expenses to its current and prospective Academy Players (in the Under 9 to Under 16 age groups), which must:
    - (a) comply with any guidance issued by the League;
    - (b) be signed off by the Club’s board; and
    - (c) be submitted to the League.
  - 1.5. **“Academy Financial Information”** means a budget for the following season, together with a comparison of the budgeted and actual figures for the previous season, all of which information shall be set out in the format to be prescribed by the League;
  - 1.6. **“Academy Management Team”** has the meaning set out in Rule 57;
  - 1.7. **“Academy Manager”** means the person responsible for the strategic leadership and operation of a Club’s Academy, whose role and responsibilities are more particularly defined at Rules 59 to 65;
  - 1.8. **“Academy Nutritionist”** means the Official referred to in Rule 95;
  - 1.9. **“Academy Operations Manager”** means the Official referred to in Rule 67;

1.10. **“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;

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

- (a) the Board is satisfied has developed technical, tactical, physical, psychological and social skills of such a level that he would not benefit from continued coaching in the Academy or participating or continuing to participate in its Games Programme (which includes, for the purpose of this definition, the league competition referred to in Rules 178 to 185; and
- (b) has entered into a Standard Contract with that Club;

**Guidance**

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

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

*Clubs’ attention is drawn to Rule 80 which requires Clubs to develop and implement a procedure to enable the transition of Academy Players to the senior squad, and also to Rule 125.1 which provides that each Academy Player has access to coaching tailored to his individual needs. Any decision by a Club to cease treating an Academy Player as such where it is not reasonable to do so in the light of his overall development and skill level may be treated as a breach of this Rule.*

1.12. **“Academy Psychologist”** means the Official referred to in Rule 117;

1.13. **“Academy Secretary”** means the Official referred to in Rule 68;

1.14. **“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.*

1.15. **“Academy Standards Application”** means the online system :

- (a) through which Clubs are required to complete the self-assessment referred to in Rule 8, 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 10.2; and
- (c) through which quantitative data can be provided to Clubs;

1.16. **“Applicant Club”** has the meaning set out in Rule 345.

1.17. **“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 rating under the FIFA Quality Programme for Football Turf.*

1.18. **“Authorised Games”** means:

- (a) international matches arranged by a national association including preparation and trials therefor;
- (b) matches in which the Academy Player plays for the Club holding his registration:
  - (i) in its first teams;
  - (ii) which are comprised in a Games Programme; or
  - (iii) which are comprised in Festivals or Tournaments, participation in which is limited to Academy teams or which are sanctioned by The Football Association or by a foreign national association;
- (c) friendly matches organised by the Club holding the Academy Player’s registration and played at an Academy, participation in which is limited to Academy Players registered at an Academy or Trialists but excluding matches between two teams consisting of one Club’s Academy Players;
- (d) friendly matches against any opposition played outside the season dates set out in the Games Programme Schedule in which the Academy Player plays for the Club holding his registration;
- (e) matches organised by the English Schools Football Association or Independent Schools Football Association or an association affiliated to either of such Associations in which the Academy Player plays with the prior agreement of his Parent(s) (in the case of an Academy Player under the age of 18 years), all participation in such matches to be notified by the Academy Player to the Club holding his registration;
- (f) trial matches for other Clubs or Premier League clubs in which the Academy Player plays with the prior written permission of the Club holding his registration; or
- (g) in respect of the Foundation Phase only, matches played for teams at the grassroots level, outside the Academy system; or
- (h) any other match authorised by the Board;

**Guidance**

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

- 1.19. **“Basic First Aid for Sport Qualification”** means the qualification of that name issued by or on behalf of The Football Association;

Guidance

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

- 1.20. **“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;
- 1.21. **“Chief Executive”** means the Official referred to in Regulation 16.15.1(c) (in the case of Championship Clubs) and the equivalent Official (for League One and Two Clubs);
- 1.22. **“Club Board”** means those Directors of the Club whose particulars are registered under section 162 of the Act;
- 1.23. **“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;
- 1.24. **“Coaching Curriculum”** means a Club’s coaching curriculum which must be set out in writing and include:
- the technical, tactical, physical, psychological and social skills that the Club wishes its Academy Players to develop;
  - the appropriate means of coaching Academy Players in order that they develop those skills (having due regard to their age); and
  - specific coaching curricula for each Development Phase;
- 1.25. **“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;
- 1.26. **“Continued Professional Development”** means ongoing training for Academy Staff, relevant to their discipline, of such quality, content and frequency as is necessary to ensure that each member of Academy Staff has the necessary knowledge and expertise in order to fulfil their role;
- 1.27. **“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;
- 1.28. **“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 84 to 87.*

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

- 1.30. **“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;

- 1.31. **“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:
- Education (see Rules 190 to 206);
  - Personal development and life skills (see Rules 207 to 210);
  - Inductions and transitions (see Rules 211 to 215);
  - Academy Player and Parent(s) voice (see Rules 216 to 217);
  - Safeguarding and mental and emotional wellbeing (see Rules 218 to 221);
  - Health and safety (see Rules 222 and 223);
  - Inclusion, diversity and equality (see Rules 224 and 225); and
  - Injury and medical (see Rules 226 to 233);

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

- 1.33. **“Education Programme”** has the meaning set out in Rule 190;

- 1.34. **“EHOC”** means the ‘Elite Heads of Coaching’ programme provided by the Premier League for Heads of Coaching at Category 1, Category 2 and Category 3 Academies and in respect of which additional funding is available from the League in the event of Club participation;

- 1.35. **“Elite Academy Managers Development Programme”** or **“EAM”** means the development programme provided by the League for Academy Managers;

- 1.36. **“Elite Player Performance Plan”** means the document of that name dated May 2011;

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

- 1.38. **“Emergency First Aid in Football”** or **“EFAiF”** means the qualification of that name issued by or on behalf of the Football Association;

- 1.39. **“FA Advanced Youth Award”** means the advanced qualification for Academy coaches which is awarded by The Football Association;

Guidance

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

- 1.40. **"FA Youth Award"** means the non-age specific qualification for Academy coaches awarded by The Football Association;
- 1.41. **"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;
- 1.42. **"Foundation Phase"** means the Under 9 to Under 11 age groups inclusive;
- 1.43. **"Foundation Phase Games Programme"** means the games programmes organised by the Premier League and the League for teams in each of the Under 9 to Under 11 age groups as set out in Rules 150 to 155;
- 1.44. **"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 51 and the guidance thereunder.*

- 1.45. **"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;

- 1.46. **"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 125;
    - (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;
- 1.47. **"Futsal"** means the variant of association football that is played in accordance with the Futsal Laws of the Game as published from time to time by FIFA (with any such variation thereto as the League may from time to time determine), the current such Laws being available at: [FIFA Futsal Laws of the Game Link](#)
- 1.48. **"Games Programme"** means the Foundation Phase Games Programme, the Youth Development Phase Games Programme, or the Professional Development Phase Games Programme;
- 1.49. **"Games Programme Schedule"** means the period during which matches in the Games Programmes shall take place;

#### Guidance

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

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

- 1.50. **"Head of Academy Coaching"** means the Official referred to in Rule 70;

- 1.51. **"Head of Education"** means the Official referred to in Rule 111;
- 1.52. **"Head of Recruitment"** means the Official referred to in Rule 113;
- 1.53. **"Hybrid Training Model"** means a programme of coaching and education whereby the coaching of an Academy Player primarily takes place outside the Core Coaching Time save that, subject to the provisions of these Rules, Academy Players in the Youth Development Phase may be released from attendance at school during the School Day for the maximum equivalent duration of two days a week which, for the avoidance of doubt, may occur over more than two days in a week (for example, one full day and two half days);

Guidance

*Clubs' attention is drawn to Rule 198.2, 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.*

- 1.54. **"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;
- 1.55. **"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;
- 1.56. **"Intermediate Trauma Medical Management in Football" or "ITMMiF"** means the qualification of that name issued by or on behalf of The Football Association;
- 1.57. **"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;
- 1.58. **"ISO Audit"** means the process of independent auditing of Clubs' Academies in accordance with Rule 7 to Rule 15, including a process of self-assessment by each Club, and a multi-disciplinary assessment by the ISO;
- 1.59. **"Junior Training Centre"** means a Development Centre operated by a Club in accordance with Rules 129 to 141 to provide opportunities for young players in between their Under 9 Year and their Under 16 year (inclusive), who are not registered Academy Players but who have the potential to become registered Academy Players;
- 1.60. **"Learning Management System" or "LMS"** means the online system provided by the League for the upload and storage of educational data and information regarding Academy Players (currently known as the 'Education Management System');

- 1.61. **"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:
- reports from all relevant Academy Staff (including from the coaching, education and sports science and medicine/performance support disciplines);
  - 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);
  - self-assessment by the Academy Player; and
  - short, medium and long-term targets for the Academy Player's football, athletic and personal development ;
- 1.62. **"Parent Handbook"** means the information to be provided by the League to the Parent(s) of each Academy Player upon each occasion of his registration for a Club and which will contain:
- information about the consequences of the Academy Player becoming registered with a Club; and
  - a summary of the Club's obligations to the Academy Player, and the Academy Player's obligations to the Club;
- 1.63. **"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 51 and the Guidance thereunder.*

- 1.64. **"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;
- 1.65. **"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;
- 1.66. **"Performance Analysts"** means the Officials referred to in Rules 107 and 108;
- 1.67. **"Performance Clock"** means the application utilised for recording, measuring, monitoring and evidencing all aspects of an Academy Player's progression and development in accordance with the format and procedures to be set by the League;

- 1.68. **"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):
- each Academy Player's Performance Clock;
  - such information as the League may from time to time require for the purposes of national or Category-wide benchmarking; and
  - data received from The Football Association in respect of an Academy Player who plays for, or who is coached by The Football Association with a view to playing for, an England representative side;
- 1.69. **"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:
- mental and emotional wellbeing;
  - health and nutrition;
  - careers and further education advice;
  - transition support;
  - financial management;
  - use of social media;
  - dealing with the media;
  - anti-doping;
  - gambling, anti-corruption and sporting integrity;
  - personal integrity; and
  - social skills;

#### Guidance

*In addition to the above, Rule 225 requires all Clubs to deliver training to Academy Players and Academy Staff on equality, diversity and inclusion.*

- 1.70. **"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;
- 1.71. **"Playing Philosophy"** means a written statement which sets out:
- the principles, values, playing style and tactical approach of all of the Club's teams (including its first team); and
  - 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;
- 1.72. **"Pre-Academy Training Centre"** means a Development Centre operated by a Club in accordance with Rules 129 to 141 to identify young players who have the potential to become registered Academy Players upon the commencement of their Under 9 year;
- 1.73. **"Premier League 2"** means the League of that name managed, organised and controlled by The Premier League;

- 1.74. **"Productivity Data"** means an analysis, produced by the Premier League using the Productivity Methodology, as to the track record of Academies in developing Academy Players;
- 1.75. **"Productivity Methodology"** means the methodology developed by the Premier League for analysing the registration and playing history of Players and, as a consequence thereof, for producing the Productivity Data and each Club's Productivity Profile;
- 1.76. **"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:
- the extent to which Academy Players coached by or at its Academy have progressed to become established professional Players; and accordingly; and
  - the extent to which the Club is successful in contributing to the development of established professional Players;
- 1.77. **"Professional Development Leagues"** means the leagues of that name managed, organised and controlled by the Premier League (in the case of Clubs operating Category 1 and Category 2 Academies) or by the League (in the case of Clubs operating Category 3 and Category 4 Academies) and "Professional Development League 1", "Professional Development League 2" and "Professional Development League 3" shall be construed accordingly;
- 1.78. **"Professional Development Phase"** means the Under 17 to Under 21 age groups inclusive;
- 1.79. **"Professional Development Phase Games Programme"** means the games programmes organised by the Premier League and League for teams in the Professional Development Phase as set out in Rules 171 to 177;
- 1.80. **"Qualified Teacher Status"** means the accreditation which an individual must obtain in order to teach in state-maintained schools in England and Wales;
- 1.81. **"Scholarship Agreement"** means an agreement made between a Club and an Academy Player in YD11;
- 1.82. **"School Day"** means the times when the pupils of a school are required to attend that school as determined by its governors;
- 1.82A **"Scout"** means any person employed or engaged by a Club (whether on a Full Time or Part Time basis and whether or not they are remunerated in any way for their services) whose duties include identifying to their Club players whose registration as Academy Players the Club may wish to secure;
- 1.82B **"Scout Identification Card"** means a formal means of identification to be issued by each Club to each of its registered Scouts which shall include:
- the name of the Club which employs the Scout; and
  - a photograph of the Scout.
- 1.83. **"Senior Academy Physiotherapist"** means the Official referred to in Rule 102;
- 1.84. **"Senior Professional Development Coach"** means the Official referred to in Rule 78;

1.85.	<b>“Senior Training Centre”</b> means a Development Centre operated by a Club in accordance with Rules 129 to 144 to provide opportunities for young players in between their Under 17 year and Under 23 year (inclusive), who are not registered Academy Players but who have the potential to become registered Academy Players or Contract Players;
1.86.	<b>“Sports Science and Medicine/Performance Support Programme”</b> means an integrated, interdisciplinary programme for the provision of sports science, medical services, performance support and analysis as more particularly described in Rules 234 to 239;
1.87.	<b>“Sports Therapist”</b> means a Person who holds at least an undergraduate degree in sports therapy;
1.88.	<b>“Staff Registration System”</b> means the online platform maintained by the leagues and updated by the Clubs to ensure an up to date record of those Academy Staff who are engaged in specific recognised disciplines (as communicated by the League from time to time) exists for the purpose of the Academy audit and league analysis;
1.89.	<b>“Technical Board”</b> has the meaning set out in Rules 33 to 35;
1.90.	<b>“Tournament”</b> 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);
1.91.	<b>“Training Camp”</b> 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;
1.92.	<b>“Training Club”</b> has the meaning set out in Rule 345;
1.93.	<b>“Training Model”</b> means the Full Time Training Model, the Hybrid Training Model or the Part Time Training Model;
1.94.	<b>“Trialist”</b> means a player playing in age groups Under 9 to Under 21 (inclusive) who is attending an Academy on trial under the provisions of Rules 252 or 253;
1.95.	<b>“Vision Statement”</b> 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;
1.96.	<b>“Youth Development Phase”</b> means the Under 12 to Under 16 age groups inclusive; and
1.97.	<b>“Youth Development Phase Games Programme”</b> means the games programmes organised by the Premier League and League for teams in each of the Under 12 to Under 16 age groups, full details of which are set out in Rules 156 to 170.
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 2023/24 born on or after 1 January 2002).

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.
6.	The League may publish a list of Clubs operating an Academy, broken down by Category.
Applications to Operate Academies	
7.	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.
8.	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:
8.1	the ‘safe to operate’ conditions implemented by the ISO from time to time;
8.2	the Rules; and
8.3	the standards issued by the ISO from time to time in respect of the areas set out in Rule 10.2 below (the ‘Standards’).
9.	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 8) 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.

10. The PGB shall determine that a Club either:
- 10.1 does not comply with the ISO'S 'safe to operate' conditions, these Rules, the Regulations and the Standards, in which case the ISO 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, but subject to any action taken pursuant to Rules 11, 12 and 23) 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
- 10.2 does comply with the ISO's 'safe to operate' conditions, these Rules, the Regulations 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):
- 10.2.1 leadership and management;
- 10.2.2 coaching;
- 10.2.3 medicine/performance support;
- 10.2.4 education and Player Care;
- 10.2.5 pathway and productivity; and
- 10.2.6 safeguarding.
11. Where during or following the completion of the multi-disciplinary assessment referred to at Rule 10 above, the ISO determines that the Club is failing to or has failed to adequately fulfil any element of the assessment criteria, the ISO will issue an action plan to the Club for it to address any such failure(s), which must be followed by the Club.
12. Should a Club fail to promptly comply with any action plan issued pursuant to Rule 11, the ISO may:
- 12.1 refer the Club to the League or the Premier League (where applicable) to take action, as a breach of these Rules; or
- 12.2 refer the Club to the PGB who may take any of the steps set out in Rules 10 and/or 23.
13. Subject to Rule 14, where a Club wishes to apply for its Academy to obtain a higher Category status:
- 13.1 it must indicate the same in the submission referred to at Rule 8, above; and
- 13.2 the assessment processes referred to in Rules 8 and 10 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 Rule 13.2 is undertaken.
14. A Club that has its Academy status downgraded by the PGB may not re-apply for the same or higher Category status from which it was downgraded within one year of the PGB's determination unless:
- 14.1 the PGB is satisfied that there are exceptional circumstances which justify an application; and
- 14.2 the Club bears any costs of the League, ISO and PGB reasonably incurred by any of those bodies in assessing and determining the Club's application.

15. 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.
16. Prior to any element of an ISO Audit being presented to the PGB, the ISO shall:
- 16.1 give to the Club a copy of it and of the ISO's recommendation;
- 16.2 thereafter, if requested by the Club, hold a meeting with Officials of the Club and representatives of the League to discuss it; and
- 16.3 consider any representations made by the Club or the League about the Club's ISO Audit and make all appropriate amendments to the ISO Audit consequent upon those representations.

#### Guidance

*It is expected that the Club Officials who will attend the meeting with the ISO and the League referred to in Rule 16.2 will include the Academy Manager and the Chief Executive.*

17. 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.
18. 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.
19. 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:
- 19.1 reached as a result of fraud, malice or bad faith;
- 19.2 reached as a result of procedural errors so great that the rights of the Club have been clearly and substantially prejudiced;
- 19.3 reached as a result of a perverse interpretation of the law; or
- 19.4 one which could not reasonably have been reached by any tribunal which had applied its mind properly to the facts of the case.
20. Any appeal by a Club pursuant to Rule 19 shall be dealt with in accordance with Rule K (Arbitration) of the Rules of The Football Association.
21. 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:
- 21.1 the PGB is satisfied that there are exceptional circumstances which justify a further application; and
- 21.2 the Club bears any costs of the League, ISO and PGB reasonably incurred by any of those bodies in assessing and determining the Club's further application.

#### Guidance

*The circumstances referred to above include a change in ownership or strategic priority within the Club leading to a significantly 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.*



22. Any Club or Official making a false statement (whether made verbally or in writing) or falsifying a document in connection with:
- 22.1 an application for a licence to operate an Academy;
  - 22.2 the League's annual evaluation undertaken pursuant to Rule 36.2;
  - 22.3 an ISO Audit; or
  - 22.4 any other provision of these Rules,
- shall be in breach of these Rules and shall be liable to be dealt with in accordance with the provisions of Section 8 of the League's Rules.
23. 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 22, then the PGB may:
- 23.1 revoke the Club's licence to operate an Academy;
  - 23.2 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;
  - 23.3 determine that the Club's Academy shall have a lower Category than its current Category; or
  - 23.4 withdraw or suspend the Club's entitlement to any central funding provided for the purposes of youth development; and
  - 23.5 in any of the above cases require the ISO to undertake an ISO Audit of the Club's Academy as soon as reasonably practicable.
24. Without prejudice to Rules 23, 239A and 239B, any breach of Rules 3.2, 7, 22, 31.2, 41 to 49, 52, 54 to 56, 115, 116, 123 to 127, 129 to 132, 135 to 148, 153, 154, 168 to 170, 177 to 179, 187, 188, 190 to 206, 211, 214, 232 to 245, 259, 261, 262, 265 to 268, 274, 280, 283, 284, 296, 299, 302 to 304, 314 to 317, 335, 338, 343 or 344 shall be liable to be dealt with under the provisions of Section 8 of the League's Regulations.

#### Guidance

*Failure to comply with any of the Rules in this section, other than those specified in Rule 24 above, will not ordinarily lead to liability to disciplinary action under Section 8. However, such failure to comply may be dealt with pursuant to the terms and conditions of the Club's Academy licence and may lead to the revocation, suspension or downgrading of that licence, or the withdrawal or suspension of central funding, pursuant to Rule 23.*

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

25. Not Used. [The equivalent Premier League Rule mandates Premier League Clubs to operate an Academy to at least Category 3 standard.]
26. Not Used. [The equivalent Premier League Rule prevents a Premier League Club from lowering its category status whilst in the Premier League or in receipt of parachute payments.]

## STRATEGY, LEADERSHIP AND MANAGEMENT OF THE ACADEMY

### Strategic Documents

27. Each Club which operates an Academy shall document and make available to the League and the ISO its Vision Statement, Playing Philosophy and Coaching Philosophy each of which shall be:
- 27.1 drawn up by the Technical Board; and
  - 27.2 annually reviewed and approved by the Club Board.

### Academy Performance Plan

28. Each Club which operates an Academy shall prepare and make available to the League and the ISO, as part of the self-assessment process referred to at Rule 8, its Academy Performance Plan.
29. 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.
30. The Club Board shall:
- 30.1 annually review and approve the Academy Performance Plan;
  - 30.2 ensure that the Academy Performance Plan is communicated to all relevant Officials; and
  - 30.3 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

31. Each Club which operates an Academy shall:
- 31.1 utilise the Performance Management Application from the date of its implementation by the League and record on it the data listed in Rule 1.68;
  - 31.2 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
  - 31.3 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.

32. Each Club which operates an Academy shall ensure that the Performance Management Application is available for access by the following individuals:
- 32.1 relevant Academy Staff; and
  - 32.2 Parent(s) 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

33. Each Club which operates an Academy shall establish a Technical Board.
34. 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:
- 34.1 the Chief Executive;
  - 34.2 the Manager;
  - 34.3 the Academy Manager;
  - 34.4 any technical, football or sporting director employed by the Club;
  - 34.5 such Officials as can give input from the following functional areas:
    - 34.5.1 recruitment;
    - 34.5.2 coaching; and
    - 34.5.3 Professional Development Phase coaching; and
  - 34.6 any other Official that the Club deems appropriate.
35. 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.

## EFFECTIVE MEASUREMENT

#### Monitoring

36. The League shall conduct:
- 36.1 on-going monitoring of each Academy; and
  - 36.2 an annual evaluation of each Academy which shall be made available to the Club, the ISO and, if required, the PGB.
37. A Club shall be entitled to publish the results of its ISO Audit and the Category of its Academy.

#### Productivity Profile

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

#### Guidance

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

## PERFORMANCE MANAGEMENT, PLAYER DEVELOPMENT AND PROGRESSION

### Performance Clock

40. Each Club which operates an Academy:
- 40.1 shall maintain a Performance Clock for each of its Academy Players (updated within seven days of each performance that falls to be recorded) and ensure that it is made available to:
    - 40.1.1 the Academy Player;
    - 40.1.2 his Parent (and without prejudice to the generality of the foregoing the Club shall provide to the Academy Player and his Parent a copy of his Performance Clock if he ceases to be registered with the Club);
    - 40.1.3 the League; and
    - 40.1.4 the ISO and
  - 40.2 shall nominate a member of staff who shall be responsible for:
    - 40.2.1 being the point of contact for the League for the Performance Management Application ("PMA");
    - 40.2.2 supporting and coordinating the training of Club users in using the PMA platform; and
    - 40.2.3 supporting an annual review of data quality.

#### Guidance

1. *The Performance Clock records 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 40, may jeopardise its categorisation.*

### Individual Learning Plans and Multi-disciplinary Reviews

41. Each Club which operates an Academy shall ensure that it undertakes a Multi-disciplinary Review in respect of each Academy Player:
- 41.1 every 12 weeks (if he is in one of the Under 9 to Under 11 age groups);
  - 41.2 every 6 weeks (if he is in one of the Under 12 to Under 18 age groups); and
  - 41.3 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 43, 44 and 46 to 48.*

42. 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.
43. Each Club which operates an Academy shall ensure that it conducts a meeting with each of its Academy Players:
- 43.1 no fewer than four times per Season (if he is in one of the Under 12 to Under 18 age groups); and
  - 43.2 with such frequency as is necessary according to his development needs (if he is one of the Under 19 to Under 21 age groups).
44. At the meetings referred to in Rule 43, the Club shall:
- 44.1 discuss with the Academy Player his Individual Learning Plan; and
  - 44.2 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).
45. Each Multi-disciplinary Review shall be recorded on the Academy Player's Performance Clock.
46. Each Club which operates an Academy shall meet with the Parent(s) of each Academy Player under the age of 18 at least twice a year and provide to and discuss with the Parent(s) a detailed review of all aspects of the Academy Player's performance and development based on his most recent Multi-disciplinary Reviews.
47. A written record of the discussion referred to in Rule 46 shall be given to the Parent(s) and noted on the Academy Player's Performance Clock.
48. Each Club which operates an Academy shall, between 1 May and 30 June in each year, provide to the Parent(s) of each Academy Player under the age of 18 an annual written report on all aspects of the Academy Player's performance and development over the preceding Season.
49. Each Club shall permit a representative of the League to attend and access, via the PMA, Multi-Disciplinary Reviews if so requested by the League.

### Guidance

*It is recommended that one of the meetings referred to in Rule 46 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 48 should form the basis of the end of season meeting.*

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

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

1. *Multi-disciplinary Reviews should not only measure the Academy Player's progression against his own performance targets, but also benchmark his development against that of his peers.*
2. *The procedure for undertaking Multi-disciplinary Reviews with Academy Players should follow a standard protocol. The meeting should involve the head coach for the Academy Player's Development Phase and the Head of Education (particularly if the Club is providing education to the Academy Player), plus any other relevant Academy Staff (e.g. sports scientists) as required.*
3. *Similar protocols may be adopted for the meetings with Parent(s). Thus, it is recommended that the meeting is attended by the head coach for the Academy Player's Development Phase, the Head of Education and any other relevant Academy Staff.*

## STAFF

### General

- |      |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |      |                                                                                                                                      |      |                                                                                               |
|------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------|--------------------------------------------------------------------------------------------------------------------------------------|------|-----------------------------------------------------------------------------------------------|
| 50.  | Each Club which operates an Academy shall establish a staffing structure for its Academy which shall: <table border="0" style="margin-left: 20px;"> <tr> <td style="vertical-align: top; padding-right: 10px;">50.1</td> <td>subject to Rule 51 include the mandatory posts required by this section of the Rules for the Category applicable to its Academy; and</td> </tr> <tr> <td style="vertical-align: top; padding-right: 10px;">50.2</td> <td>have regard to the guidelines and best practice set out in the Elite Player Performance Plan.</td> </tr> </table> | 50.1 | subject to Rule 51 include the mandatory posts required by this section of the Rules for the Category applicable to its Academy; and | 50.2 | have regard to the guidelines and best practice set out in the Elite Player Performance Plan. |
| 50.1 | subject to Rule 51 include the mandatory posts required by this section of the Rules for the Category applicable to its Academy; and                                                                                                                                                                                                                                                                                                                                                                                                                                    |      |                                                                                                                                      |      |                                                                                               |
| 50.2 | have regard to the guidelines and best practice set out in the Elite Player Performance Plan.                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |      |                                                                                                                                      |      |                                                                                               |
| 51.  | Save for the Academy Manager and the coaches described in Rules 72 and 73, 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 72 and 73: a Club must employ a Full Time Academy Manager in accordance with Rules 59 to 65 and coaches in accordance with Rules 72 and 73.*

- |     |                                                                                                                                                                                                                                |
|-----|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 52. | Each Club that operates an Academy shall ensure that the Staff Registration System is updated at the start of each Season, and within seven days of an applicable member of staff changing roles, joining or leaving the Club. |
|-----|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

### Guidance

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

- |      |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |      |                                                                                                |      |                                                                                                |      |                                                         |
|------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------|------------------------------------------------------------------------------------------------|------|------------------------------------------------------------------------------------------------|------|---------------------------------------------------------|
| 53.  | The Club shall document its staffing structure in an organisational chart which shall: <table border="0" style="margin-left: 20px;"> <tr> <td style="vertical-align: top; padding-right: 10px;">53.1</td> <td>show the reporting lines of each member of Academy Staff; and</td> </tr> <tr> <td style="vertical-align: top; padding-right: 10px;">53.2</td> <td>be made available to Academy Staff, the League and the ISO.</td> </tr> </table>                                                                                                                                                                     | 53.1 | show the reporting lines of each member of Academy Staff; and                                  | 53.2 | be made available to Academy Staff, the League and the ISO.                                    |      |                                                         |
| 53.1 | show the reporting lines of each member of Academy Staff; and                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |      |                                                                                                |      |                                                                                                |      |                                                         |
| 53.2 | be made available to Academy Staff, the League and the ISO.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |      |                                                                                                |      |                                                                                                |      |                                                         |
| 54.  | The relationship between a Club and each member of its Academy Staff shall be appropriately documented by way of: <table border="0" style="margin-left: 20px;"> <tr> <td style="vertical-align: top; padding-right: 10px;">54.1</td> <td>an employment contract;</td> </tr> <tr> <td style="vertical-align: top; padding-right: 10px;">54.2</td> <td>a statement of terms of employment pursuant to Section 1 of the Employment Rights Act 1996; or</td> </tr> <tr> <td style="vertical-align: top; padding-right: 10px;">54.3</td> <td>in the case of a non-employee, a contract for services.</td> </tr> </table> | 54.1 | an employment contract;                                                                        | 54.2 | a statement of terms of employment pursuant to Section 1 of the Employment Rights Act 1996; or | 54.3 | in the case of a non-employee, a contract for services. |
| 54.1 | an employment contract;                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |      |                                                                                                |      |                                                                                                |      |                                                         |
| 54.2 | a statement of terms of employment pursuant to Section 1 of the Employment Rights Act 1996; or                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |      |                                                                                                |      |                                                                                                |      |                                                         |
| 54.3 | in the case of a non-employee, a contract for services.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |      |                                                                                                |      |                                                                                                |      |                                                         |
| 55.  | Each member of Academy Staff shall be given: <table border="0" style="margin-left: 20px;"> <tr> <td style="vertical-align: top; padding-right: 10px;">55.1</td> <td>a written job description (which may be contained in the document referred to in Rule 54); and</td> </tr> <tr> <td style="vertical-align: top; padding-right: 10px;">55.2</td> <td>an annual performance appraisal.</td> </tr> </table>                                                                                                                                                                                                         | 55.1 | a written job description (which may be contained in the document referred to in Rule 54); and | 55.2 | an annual performance appraisal.                                                               |      |                                                         |
| 55.1 | a written job description (which may be contained in the document referred to in Rule 54); and                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |      |                                                                                                |      |                                                                                                |      |                                                         |
| 55.2 | an annual performance appraisal.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |      |                                                                                                |      |                                                                                                |      |                                                         |

56. Each Club which operates an Academy shall:
- 56.1 provide Continued Professional Development to members of Academy Staff where required to do so pursuant to these Rules; and
  - 56.2 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**

57. Each Club which operates an Academy shall establish an Academy Management Team which shall:
- 57.1 be led by the Academy Manager; and
  - 57.2 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 115, the Academy's Designated Safeguarding Officer, the Academy Operations Manager and the Academy Secretary.
58. 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 51. If a Club does not employ one of the Officials described in Rule 57.2, Clubs should consider including representation from the relevant functional area on the Academy Management Team.*

**Academy Manager**

59. Each Club which operates an Academy shall employ a Full Time Academy Manager.
60. The Academy Manager's appointment shall be approved by the Club Board.
61. 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.
62. The responsibilities of the Academy Manager shall include (unless otherwise approved by the Board):
- 62.1 guiding the development of the Club's Playing Philosophy, Coaching Philosophy and Coaching Curriculum;
  - 62.2 drawing up the Academy Performance Plan as set out in, and subject to the provisions of, Rule 29;
  - 62.3 implementing the Academy Performance Plan;
  - 62.4 advising the Club Board on:
    - 62.4.1 whether the Academy has met the performance targets set out in the Academy Performance Plan; and
    - 62.4.2 the action to be taken by the Club if the Academy has not met those performance targets;
  - 62.5 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;
  - 62.6 the design, implementation and management of the Academy's Coaching Curriculum;
  - 62.7 ensuring that all Academy Staff undertake the Continued Professional Development required of them by this section of the Rules;
  - 62.8 being the line manager of the Head of Education, Head of Coaching and Head of Recruitment; and
  - 62.9 liaising with the Club's Manager as appropriate.

**Guidance**

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

63. Subject to Rule 64 each Academy Manager must hold:
- 63.1 an up to date UEFA A Licence;
  - 63.2 an FA Youth Award; and
  - 63.3 an FA Advanced Youth Award.
64. A Club may appoint as Academy Manager a person who does not hold the qualifications set out in Rule 63 provided that the Head of Academy Coaching:
- 64.1 holds these qualifications;
  - 64.2 is tasked with overseeing the Coaching Curriculum; and
  - 64.3 is a member of the Academy Management Team and sits on the Technical Board.

65. 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 63, they must attend such training provided by The Football Association as is necessary to maintain the validity of that qualification and at least five hours of in-service training to be provided by the League every year and hold a current Basic First Aid for Sport Qualification, current EFAiF or an equivalent or higher qualification approved by the Board.

**Guidance**

*Any Academy Manager holding the BFAS qualification will be required to attain 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.*

66. 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**

67. 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**

68. 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).

69. The Academy Secretary shall:
- 69.1 provide administrative support to the Academy Manager and the Academy Management Team;
  - 69.2 act as the point of contact between the Academy and the League for all administrative matters, including the submission of required information; and
  - 69.3 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 51.*

**Head of Academy Coaching**

70. Each Club which operates an Academy shall employ a Head of Academy Coaching who shall:
- 70.1 report to the Academy Manager;
  - 70.2 subject to Rule 62.6, have responsibility for delivery of the Academy's Coaching Curriculum;
  - 70.3 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;
  - 70.4 discharge the responsibilities with regard to Development Action Plans set out at Rules 85 to 87;
  - 70.5 hold at least an up to date UEFA A Licence, an FA Youth Award, and an FA Advanced Youth Award;
  - 70.6 hold a current Basic First Aid for Sport Qualification, current EFAiF or an equivalent or higher qualification approved by the Board;
  - 70.7 have recent and relevant experience of coaching Academy Players in an Academy (or of a comparable environment);
  - 70.8 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;
  - 70.9 attend at least five hours of in-service training to be provided by the League each year;
  - 70.10 attend such training to be provided by The Football Association as is necessary to maintain the validity of the qualifications set out in Rule 70.5; and
  - 70.11 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.*

71. In addition to the in-service training referred to in Rule 70.9, the Head of Academy Coaching must:
- 71.1 undertake Continued Professional Development organised by the Club;
  - 71.2 enrol and participate in the Elite Heads of Coaching Scheme operated by the Premier League; and
  - 71.3 complete the European Mentoring and Coaching Council Foundation Award within two years of the commencement of their employment.

**Guidance**

*It is recommended (and mandatory in the circumstances set out in Rule 64) 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 51.*

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

**Coaches**

72. Each Club which operates an Academy shall employ as a minimum the number of Full Time coaches for each Development Phase in accordance with the Category of its Academy as set out in the following table:

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

**Guidance**

*For those Clubs which operate a Category 3 Academy, the Academy Manager may count towards the minimum numbers required under Rule 72.*

*For those Clubs which operate a Category 4 Academy, the Academy Manager and Head of Academy Coaching may count towards the minimum numbers required under Rule 72.*

73. In addition to the coaches set out in Rule 72 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 126 are maintained.

74. 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:

- 74.1 in respect of the Youth Development and Professional Development Phase, hold at least an up-to-date UEFA A Licence; and
- 74.2 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**

75. 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 123, subject to the following minimum requirements:

- 75.1 a Club operating a Category 1 Academy shall employ at least two Full Time goalkeeping coaches; and
- 75.2 a Club operating a Category 2 Academy shall employ at least one Full Time goalkeeping coach.

76. Each goalkeeping coach must:

- 76.1 attend at least five hours of in-service training to be provided by The Football Association each year;
- 76.2 attend the first aid training for Academy coaches provided by The Football Association at least once every three years; and
- 76.3 undertake Continued Professional Development organised by the Club.

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

**Guidance**

*This section of the Rules should be read subject to Rule 51.*

**Senior Professional Development Coach**

78. 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:

- 78.1 for Category 1 and Category 2 Academies only, be full time;
- 78.2 report to the Academy Manager;
- 78.3 liaise with the Manager;
- 78.4 hold a UEFA A Licence and the FA Advanced Youth Award with the age specific specialist element relevant to the Professional Development Phase;
- 78.5 oversee on a day-to-day basis the Coaching Curriculum for the Under 19 to Under 21 age groups;
- 78.6 manage the transition of Academy Players to the Club's senior squad in accordance with the Club's procedure for the same described in Rule 80;
- 78.7 contribute to the Multi-disciplinary Reviews of all Academy Players in the Professional Development Phase; and
- 78.8 manage the Club's team which competes in the Professional Development League.

79. Each Club which operates a Category 3 or Category 4 Academy that does not appoint a Senior Professional Development Coach in accordance with Rule 78 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:

- 79.1 liaise with the Academy Manager;
- 79.2 liaise with the Manager; and
- 79.3 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 80.

80. 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 51.*

**Coaches: Qualifications and Professional Development**

81. Each coach (excluding goalkeeping coaches to whom Rule 76 applies) must from the commencement of and throughout their employment hold:

- 81.1 an up to date UEFA B Licence (save where these Rules require a coach to hold an up to date UEFA A Licence);
- 81.2 an FA Youth Award; and
- 81.3 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 70.5);
- Senior Professional Development Coach (Rule 78.4).

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

83. In addition to the in-service training referred to in Rule 82, each coach must undertake Continued Professional Development organised by the Club.

Guidance

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

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

85. 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 the coach, and agree with the coach the competencies and behaviours which they need to develop, and the activities which they will undertake in order to develop them, and the timeframe within which they will undertake them, and record the same in writing and give a copy to the coach.

86. 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.

87. 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.

**Head of Academy Sports Science and Medicine**

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

89. 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'.

90. 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.

91. The Head of Academy Sports Science and Medicine:

91.1 shall be either:

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

91.1.2 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

91.1.3 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

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

Guidance

Under Rule 91.1.2, 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.

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

92.1 if they are a registered physiotherapist member of the Health and Care Professions Council or a registered medical practitioner, Advanced Trauma Medical Management in Football ('ATMMiF') or an equivalent or higher qualification approved by the League; or

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

93. 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 92.1 and 92.2 respectively) then the primacy of decisions regarding the clinical treatment of Academy Players shall rest with a physiotherapist or registered medical practitioner.

94. 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 51.



**Academy Nutritionist**

95. 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:
- 95.1 shall be Part Time;
  - 95.2 shall be responsible for devising and implementing plans to promote nutrition and a healthy diet amongst Academy Players;
  - 95.3 shall provide advice to Academy Players and Staff on all aspects of nutrition; and
  - 95.4 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**

96. Each Club which operates a Category 1 or Category 2 Academy shall appoint a Full Time Lead Sports Scientist who shall:
- 96.1 hold at least a bachelor’s degree in sports science (or another relevant discipline) from a recognised university;
  - 96.2 have recent and relevant professional experience in a sports performance environment;
  - 96.3 co-ordinate and lead the sports science services for the Academy;
  - 96.4 hold a current Basic First Aid for Sport Qualification, current EFAiF or an equivalent or higher qualification approved by the League; and
  - 96.5 hold or be working towards holding British Association of Sport and Exercise Sciences accreditation.
97. 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.
98. 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 234 to 239.*

*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 51.*

**Lead Strength and Conditioning Coaches**

99. Each Club which operates a Category 1 or 2 Academy shall employ a Lead Strength and Conditioning Coach who shall:
- 99.1 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;
  - 99.2 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;
  - 99.3 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;
  - 99.4 hold a current Basic First Aid for Sport Qualification, current EFAiF or an equivalent or higher qualification approved by the Board; and
  - 99.5 hold or be working towards accreditation by the UK Strength and Conditioning Association (or equivalent workshops run by any equivalent body).
100. 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 51.*

101. In addition to the Lead Sports Scientist and the Lead Strength and Conditioning Coach, each Club which operates a Category 1 Academy shall employ a minimum of one additional Full-Time sports scientist or strength and conditioning coach who shall:
- 101.1 hold at least a bachelor’s degree in sports science (or another relevant discipline) from a recognised university;
  - 101.2 hold a current Basic First Aid for Sport Qualification, current EFAiF or an equivalent or higher qualification approved by the Board; and
  - 101.3 hold or be working towards holding British Association of Sport and Exercise Sciences accreditation.

**Senior Academy Physiotherapist**

102. Each Club which operates an Academy shall appoint a Senior Academy Physiotherapist who shall:
- 102.1 be employed on a Full Time basis;
  - 102.2 be a registered physiotherapist member of the Health and Care Professions Council (save that a Club which operates a Category 3 or 4 Academy may continue to employ as its Senior Academy Physiotherapist any Person so employed at the time of these Rules coming into force who does not hold the qualifications specified in this Rule provided that they have successfully completed the Football Association's Diploma in the Treatment and Management of Injuries course or an equivalent or higher qualification. Any Person appointed thereafter must hold the qualifications specified by this Rule);
  - 102.3 have recent and relevant professional experience in a sports performance environment;
  - 102.4 if employed by a Club which operates a Category 1 or Category 2 Academy hold a current ATMMiF or if employed by a Club which operates a Category 3 or Category 4 Academy hold a current ITMMiF (or in either case an equivalent or higher qualification approved by the Board);
  - 102.5 co-ordinate and lead the physiotherapy service within the Academy;
  - 102.6 ensure that Rules 232.1 and 233 are complied with; and
  - 102.7 undertake Continued Professional Development organised by the Club.

**Guidance**

*This section of the Rules should be read subject to Rule 51.*

**Physiotherapists and Sports Therapists**

103. In addition to the Senior Academy Physiotherapist referred to at Rule 102, each Club which operates a Category 1 Academy shall employ at least two Full Time physiotherapists who shall each be a registered physiotherapist member of the Health and Care Professions Council and (where their duties include clinical leadership at matches) hold a current ATMMiF. Each Club which operates a Category 2 Academy shall employ at least one such Full Time physiotherapist who meets these requirements.
104. 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.
105. Each physiotherapist and Sports Therapist must undertake Continued Professional Development organised by the Club and shall hold a current ITMMiF or an equivalent or higher qualification approved by the Board.

**Guidance**

*This section of the Rules should be read subject to Rule 51.*

**Academy Doctor**

106. Each Club which operates an Academy shall appoint an Academy Doctor who shall:
- 106.1 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);
  - 106.2 [not used];
  - 106.3 be available to assess and, if appropriate, undertake the treatment of any playing injuries suffered by an Academy Player;
  - 106.4 undertake Continued Professional Development;
  - 106.5 be available for consultation at the Academy on at least one occasion per week (in addition to any attendance at matches); and
  - 106.6 be responsible for the preparation of each Club's Emergency Action Plan.

**Guidance**

1. *Whether the Academy Doctor should be Full Time or Part Time has not been specified, it being recognised that the role may be fulfilled by a doctor who also has responsibilities for the professional squad, or who has other professional responsibilities outside the Club.*
2. *See also Rules 232 and 233 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 51.*

**Performance Analysts**

107. Each Club which operates a Category 1 Academy shall employ a minimum of three Full Time Performance Analysts.
108. Each Club which operates a Category 2 Academy shall employ a minimum of two Performance Analysts, one on a Full Time basis, and the other at least Part Time.

**Guidance**

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

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

**Guidance**

*This section of the Rules should be read subject to Rule 51.*

## Head of Education

111. Each Club which operates an Academy shall appoint a Head of Education who shall:
- 111.1 report to the Academy Manager;
  - 111.2 have responsibility for:
    - 111.2.1 the organisation, management and delivery of the Club's Education Programme as set out in Rules 190 to 206;
    - 111.2.2 pursuant to Rule 191.5, the oversight of the Scholar education programmes including attendance at educational programme meetings, ensuring adherence to such programmes and, where required, taking appropriate action in the event that targets are not met;
    - 111.2.3 ensuring that Scholars are appropriately managed and supported in respect of the 'End Point Assessment' on the sporting excellence professional apprenticeship ('SEP');
    - 111.2.4 the educational progression of all Academy Players registered with the Club (subject to the duties of any educational establishment at which an Academy Player's education is taking place);
    - 111.2.5 ensuring that the education of an Academy Player engaged on the Hybrid or Full Time Training Model is not prejudiced as a result of his being so engaged; and
    - 111.2.6 ensuring all documents and records relating to the education of Academy Players required by these Rules are in place and up-to-date;
  - 111.3 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;
  - 111.4 ensure that the Academy's educational provision reflects the strategy and performance targets set out in the Club's Academy Performance Plan;
  - 111.5 hold Qualified Teacher Status (QTS) or Qualified Teacher Learning and Skills (QTLS) and have relevant experience (in the case of Category 1 and 2 Academies) or, as a minimum, possess a teaching qualification or further education teaching qualification (in the case of Category 3 and Category 4 Academies);
  - 111.6 be Full Time (in the case of Category 1 and Category 2 Academies); and
  - 111.7 undertake Continued Professional Development organised by the Club.
112. 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

113. Each Club which operates an Academy shall employ a Head of Recruitment who shall:
- 113.1 report to the Academy Manager;
  - 113.2 have responsibility for the organisation, management and delivery of the Club's policies and procedures for the recruitment of Academy Players;
  - 113.3 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 241);
  - 113.4 be in possession of (or be actively working towards):
    - 113.4.1 the FA Leadership of Talent Identification & Development in Football for a Club operating a Category 1 Academy;
    - 113.4.2 the FA Advanced Principles of Talent Identification & Development in Football for a Club operating a Category 2 Academy; and
    - 113.4.3 the FA National Talent Identification & Scouting in Football for a Club operating a Category 3 or a Category 4 Academy,
  - 113.5 undertake at least five hours of in-service training each year;
  - 113.6 undertake Continued Professional Development organised by the Club; and
  - 113.7 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 113.4 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 51.*

## Interns

114. 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:
- 114.1 name, date of birth and contact details (phone number, address and email address);
  - 114.2 qualifications (both academic and sporting such as coaching qualifications);
  - 114.3 where the intern is a student, details of the intern's current course, including the institution at which they are enrolled, the name of the course, and the name and contact details of his tutor; and
  - 114.4 the contact details of a member of Academy Staff who is responsible for supervising the intern whilst they are at the Academy.

Guidance

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

## Player Care

115. Each Club which operates a Category 1, Category 2 or Category 3 Academy shall employ an individual with the necessary skills and expertise on a Full Time basis who shall be responsible for the management and delivery of the Personal Development and Life Skills 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.

Guidance

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

116. Each Club which operates a Category 4 Academy shall nominate an existing member of Academy Staff to carry out the responsibilities referred to in Rule 115, above in addition to their other duties.

## Academy Psychologist

117. Each Club which operates a Category 1 Academy shall employ one or more Academy Psychologist(s), who shall:
- 117.1 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
  - 117.2 be on the Health & Care Professions Council (HCPC) Register of Health and Care Professionals or on one of the approved training routes/pathways towards HCPC registration.

## Minority Candidates

- 117A Each Club which operates an Academy shall comply with the provisions of Regulation 125 of the League Regulation (Minority Candidates).

## COACHING

## Coaching Curriculum

118. 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:
- 118.1 the Club's Vision Statement, Coaching Philosophy and Playing Philosophy;
  - 118.2 the Club's Academy Performance Plan;
  - 118.3 the minimum hours of coaching delivered; and
  - 118.4 these Rules.
119. The Club's Coaching Curriculum shall be drawn up by the Academy Manager (or, in the circumstances set out in Rule 64, 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).
120. 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 62.6 (role of Academy Manager in the Coaching Curriculum) and Rule 70.2 (role of the Head of Academy Coaching).*

## Coaching Hours

121. 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).
122. All other coaching in Academies shall take place over 40 weeks of each year.

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

		Foundation Phase	Youth Development Phase	Professional Development Phase
Category 1	Coaching hours per week	4 rising to 8 for older Academy Players	8 rising to 12 for older Academy Players	14 reducing to 12 for Academy Players who have commitments to the professional squad during the Professional Development Phase
	Permitted Training Model	Part Time	Part Time, Hybrid, Full Time	Full Time, Hybrid
Category 2	Coaching hours per week	4 rising to 6 for older Academy Players	7 rising to 12 for older Academy Players	14 reducing to 12 for Academy Players who have commitments to the professional squad during the Professional Development Phase
	Permitted Training Model	Part Time	Part Time, Hybrid	Full Time
Category 3	Coaching hours per week	4	5 rising to 7 for older Academy Players (See Guidance below)	12
	Permitted Training Model	Part Time	Part Time	Full Time
Category 4	Coaching hours per week	N/A	N/A	14 reducing to 12 for Academy Players who have commitments to the professional squad during the Professional Development Phase Games Programmes
	Permitted Training Model	N/A	N/A	Full Time

Guidance

1. *The above hours of coaching are the minimum the Rules require per week, subject to the Academy Player's fitness. It is acknowledged, however, that Academies can alter these hours as they see fit, provided that the above stated hours are achieved on average over each six or 12 week Multi-disciplinary Review period (as relevant). As regards "subject to fitness", this includes not only where an Academy Player is recuperating from injury, but also where in the opinion of the coaching staff and/or the medical and sports science staff, his coaching hours need to be reduced for him to receive adequate rest and recovery and/or avoid overuse injuries. Coaching in the above tables refers to on-the-pitch coaching and in matches. It is expected that Clubs will need to spend additional time in other environments off the pitch in order to work with Academy Players to assist them in developing the key technical, tactical, physical and psychological and social skills. Where an Academy falls short of providing its Academy Players with the above hours of coaching, the Academy will need to demonstrate that despite this, its Academy Players are being provided with a proper Coaching Curriculum. This can be demonstrated by the progression of the Academy Player at each stage of the development process.*
2. *For Category 3 Clubs in the Youth Development Phase, the hours stated above should be applied as follows:  
U12 and U13: 5 hours  
U14: 6 hours  
U15 and U16: 7 hours*
3. *A Club may be permitted to operate a Training Model in a particular Development Phase other than as set out in the table in Rule 123 above. This would need to be approved in advance by the League (who may take advice from the Educational Advisor).*

124. The maximum time in which Academy Players in the Foundation Phase can be engaged in a single coaching session is 120 minutes and there will be appropriate rest periods between each such session.
125. Each Club shall ensure that:
  - 125.1 each Academy Player has access to an individual coaching plan tailored to his specific needs;
  - 125.2 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
  - 125.3 all coaching is recorded on the Academy Player's Performance Clock.
126. 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).
127. 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).
128. 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

129. Each Club which operates a Category 1, Category 2, Category 3 or Category 4 Academy may, with the consent of the League and subject to Rules 142 to 144, operate one or more Development Centres, to be located within:
- 129.1 one hour's travelling time of the location of its principal venue for the provision of coaching and education to Academy Players, where the Development Centre will be attended by players in the Foundation Phase age groups or lower; and
- 129.2 90 minutes travelling time of the location of its principal venue for the provision of coaching and education to Academy Players, where the Development Centre will be attended by players in the Youth Development Phase age group (and not by players in the Foundation Phase age groups or lower).
130. A Club may only permit a Child to attend its Development Centre where they reside within the following travel times from the Club's principal venue for the provision of coaching and education:
- 130.1 for Children in the Under 11 age group or below, one hour; and
- 130.2 for Children in the Under 12 to Under 16 age groups inclusive, 1.5 hours.

**Guidance**

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

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

131. A Child being coached at a Club's Development Centre:
- 131.1 may not be registered for that Club;
- 131.2 may not play in matches for that Club and/or participate in training with that Club's Academy unless registered as a Trialist; and
- 131.3 will be free to play for other teams.
132. Clubs which operate Development Centres shall keep an attendance record, proof of home address and date of birth of all Players who participate in coaching sessions thereat, which it shall provide to the League and/or the Football Association on request.
133. Each Development Centre operated by a Club may be inspected from time to time by the League and by the ISO.
134. Without prejudice to the generality of Rule 133, the inspection referred to in that Rule may include:
- 134.1 inspection of the facilities provided; and
- 134.2 assessment of whether the coaching provided at the Development Centre is in accordance with the Club's coaching syllabus.
135. 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.

136. Subject to Rules 142 to 144, below, no Club shall cause or permit a team representing its Development Centre to play football against a team representing another Club (or a Premier League club).
137. Prior to a Child attending a Development Centre for the first time, the Club operating that Development Centre must:
- 137.1 provide details to the Child's Parent(s) of the status and purpose of the Development Centre, the fact that attendance by the Child at the Development Centre does not preclude the Child from playing for or training with any other Development Centre or (subject to Rule 131) any other Club or team and confirmation that his attendance confers no rights on the Club in relation to his registration, and obtain a signed notification from the Parent(s) that they have received and accept such details; and
- 137.2 provide to the Child's Parent(s) a copy of any guidance on Development Centres produced by the League.
138. No Club shall induce or attempt to induce a Child to attend its Development Centre by offering him, or any Person connected with him, whether directly or indirectly, a benefit or payment of any description whether in cash or in kind.

**Guidance**

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

139. No Club is permitted to make payment of any kind to a Child attending a Development Centre or his Parent(s) (whether directly or indirectly).
140. Whereas team travel arrangements will be permitted, no Club is permitted to provide or otherwise arrange for individual transport for a Child attending a Development Centre to travel to or from their home or school and any training or match venue.
141. Clubs that operate Development Centres must comply with the provisions of the League's Safeguarding Standards in respect of each Development Centre they operate.

**Pre-Academy Training Centres**

142. Each Club which operates a Category 1, Category 2 or Category 3 Academy may operate one or more Pre-Academy Training Centres, provided that:
- 142.1 teams representing the Pre-Academy Training Centre:
    - 142.1.1 may participate in matches against teams so long as they are not associated with a Club's Academy, a Premier League club's academy or a Pre-Academy Training Centre (save that matches may be played against other Pre-Academy Training Centre teams from 1 January of the Under 8 season with prior approval of the League, to be requested at least seven days prior to the proposed match);
    - 142.1.2 may not take part in matches or attend tours that require an overnight stay; and
    - 142.1.3 may not wear the Club's first team match kit in any match.
  - 142.2 contact sessions for each Child attending a Pre-Academy Training Centre does not exceed:
    - 142.2.1 for Children in the Under 7 year or below, two per week; and
    - 142.2.2 for Children in the Under 8 year, three per week; and
  - 142.3 matches must comply with the Football Association's Laws of the Game for Small-Sided Football; and such Pre-Academy Training Centres may be located on the same site as the location of its principal venue for the provision of coaching and education to Academy Players and incorporate coaching from coaches employed by the Academy, provided that any individuals delivering such coaching comply with such minimum qualification levels as stipulated by the League from time to time.

**Junior Training Centres**

143. Each Club which operates a Category 1, Category 2 or Category 3 Academy may operate one or more Junior Training Centres, provided that:
- 143.1 teams representing the Junior Training Centre:
    - 143.1.1 may, subject to Rule 143.1.2 below, participate in matches against any teams that are not associated with a Club, Premier League club or Development Centre;
    - 143.1.2 may only participate in matches against teams representing other Junior Training Centres, a Club's Academy or a Premier League club's academy with the prior approval of the League to be requested at least seven days prior to the proposed match;
    - 143.1.3 matches comply with the Football Association's Laws of the Game (for example, in relation to pitch size and number of players on the pitch); and
    - 143.1.4 such Junior Training Centres may be located on the same site as the location of its principal venue for the provisions of coaching and education to Academy Players and incorporate coaching from coaches employed by the Academy, provided that any individuals delivering such coaching comply with such minimum qualification levels as stipulated by the League from time to time; and
  - 143.2 no Club may provide training, coaching, or matches at a Junior Training Centre for any player not in between their Under 9 year and their Under 16 year (inclusive).

**Guidance**

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

**Senior Training Centres**

144. Each Club which operates a Category 1, Category 2, Category 3 or Category 4 Academy may operate one or more Senior Training Centres, provided that:
- 144.1 teams representing the Senior Training Centre may participate in matches against teams that are not associated with a Club's Academy or a Premier League club's academy. For the avoidance of doubt, teams representing the Senior Training Centre may participate in matches against other Senior Training Centres;
  - 144.2 no Club may provide training, coaching, or matches at a Senior Training Centre for any player below the Under 17 age group;
  - 144.3 matches must comply with the FA's Laws of the Game (for example, in relation to pitch size and number of players on the pitch); and
  - 144.4 such Senior Training Centres may not be located on the same site as the location of the Club's principal venue for the provision of coaching and education to Academy Players and should not incorporate coaching from coaches employed by the Academy and other Academy Staff unless it has been approved by the League and provided that any individuals delivering such coaching comply with such minimum qualification levels as stipulated by the League from time to time.

**Guidance**

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

# GAMES PROGRAMME

## General

- 145. 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.
- 146. An Academy Player whose registration is held by a Club which operates an Academy shall play football only in a Games Programme or in Authorised Games and, subject to Rule 155, in coaching and training games (participation in which is limited to registered Academy Players and Trialists) organised by and played at an Academy.
- 147. 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 146.
- 148. Each Club which operates an Academy shall record in each Academy Player's Performance Clock:
  - 148.1 each match in which he has played; and
  - 148.2 his playing time in each match.

### Guidance

*With regard to Rule 148.1, 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.*

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

## Foundation Phase Games Programme

- 150. The Premier League will organise a Games Programme for teams in each of the Under 9 to Under 11 age groups of Clubs operating Category 1 and 2 Academies (and for the avoidance of doubt teams from both Categories shall participate together in this Games Programme).
- 151. The League will organise a Games Programme for teams in each of the Under 9 to Under 11 age groups of Clubs operating Category 3 Academies.

- 152. The Games Programmes referred to in Rules 150 and 151 shall consist of matches which:
  - 152.1 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);
  - 152.2 subject to Rule 152.3 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);
  - 152.3 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;
  - 152.4 shall take place during the Games Programme Schedule;
  - 152.5 may include matches against representative county schoolboy sides (being sides selected by the English Schools' Football Association);
  - 152.6 shall be played outdoors, save in respect of:
    - 152.6.1 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
    - 152.6.2 Clubs operating Category 3 Academies when, during the second half of December and the whole of both January and February, they may be played indoors; and.
  - 152.7 shall consist of matches played in accordance with the following formats (save that some matches played indoors may be played as Futsal games):

Age group	Team size	Pitch size (yards)	Goal size (feet)	Ball size
Under 9	4v4, 5v5, 6v6 or 7v7	30x20 to 40x30 (4v4 and 5v5) 50x30 to 60x40 (7v7)	12x6	3 (or 4 at the Home Club's option)
Under 10	4v4, 5v5, 6v6 and 7v7	30x20 to 40x30 (4v4 and 5v5) 50x30 to 60x40 (7v7)	12x6 (4v4 and 5v5) 12x6 to 16x7 (7v7)	4
Under 11	7v7 or 9v9	50x30 to 60x40 (7v7) 70x40 to 80x50 (9v9)	12x6 to 16x7 (7v7) 16x7 (9v9)	4

The participating Clubs shall endeavour to agree which of the above formats shall be utilised, but in default of agreement the home Club shall decide.



Guidance

For Category 1 and 2 Academies the Premier League will organise a regional indoor programme 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 153.2.

The Premier 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.

The Premier League will stage 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.

153. Each Club which operates a Category 1, Category 2 or Category 3 Academy:
- 153.1 must participate fully in the Foundation Phase Games Programme; and
  - 153.2 may organise and participate in additional Authorised Games of the types listed in paragraphs c), d), f) and h) of that definition only (which shall be notified to the Premier League (if the Club operates a Category 1 or Category 2 Academy) no later than 72 hours before they are scheduled to take place).

Guidance

The Games Programme Schedule will incorporate free weeks (in addition to those referred to in Rule 189) during which no fixtures will be arranged by the League or Premier League. This will allow Clubs to organise additional fixtures pursuant to Rule 153.2. 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.

154. 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 153.2 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 154 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 154 requires that the playing time is spread relatively evenly over the course of the fixture programme. This is to ensure Clubs do not try to backload playing time at the end of the Season simply to ensure the average is met.

For the avoidance of doubt, where a Club permits an Academy Player in the Foundation Phase to participate in matches for a team at grassroots level (see Rule 1.18(g)), such matches shall not count towards the playing time calculation pursuant to Rule 154.

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

Guidance

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

**Youth Development Phase Games Programme**

156. The Premier League will organise a Games Programme for teams in each of the Under 12 to Under 14 age groups of Clubs operating Category 1 and 2 Academies (and for the avoidance of doubt teams from both Categories shall participate together in this Games Programme). The Premier League will also organise a Games Programme for teams in the Under 15 age group of Clubs operating Category 1 Academies and of those Category 2 Academies wishing to participate.
157. The League will organise a Games Programme for teams in each of the Under 12 to Under 14 age groups of Clubs operating Category 3 Academies.
158. The Games Programme for Category 1 Clubs referred to in Rule 156 shall include the Under 13, Under 14 and Under 15 Premier League National Cups, participation in which shall not be mandatory.
159. 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.

160. The Games Programmes referred to in Rules 156 and 157 shall consist of matches which shall:
- 160.1 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);
  - 160.2 (in the case of the Games Programme referred to in Rule 156) 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:
    - 160.2.1 in order that each Club can participate meaningfully in the Games Programme; and
    - 160.2.2 for matches in the Under 13, Under 14 and Under 15 Premier League National Cups.
  - 160.3 (in the case of the Games Programme referred to in Rule 157) 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);
  - 160.4 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 165), with the number of such Festivals and Tournaments increasing for the older age groups in the Youth Development Phase;
  - 160.5 take place during the Games Programme Schedule;
  - 160.6 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
  - 160.7 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.*

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

162. Save for any matches played abroad pursuant to Rule 165, the Games Programme for Category 1 Clubs referred to in Rule 161 shall:
- 162.1 be constituted either on a national basis or, if a majority of those Clubs (and Premier League clubs) which operate Category 1 Academies so determined by no later than 31 March in the preceding Season, on a regional basis (as that term is defined in Rule 163; and
  - 162.2 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).

163. The Games Programme for Category 2 Clubs referred to in Rule 161 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).

164. Matches in the Games Programmes for Category 1 and Category 2 Clubs referred to in Rule 161 shall, unless the board of the Premier League otherwise permits, be played on Saturdays and arranged so that as far as possible a Club's fixtures in it mirror those of its teams in the Professional Development Phase Games Programme.

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

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

167. Matches played pursuant to Rules 161 to 166 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

168. Each Club which operates a Category 1, Category 2 or Category 3 Academy:
- 168.1 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
  - 168.2 may organise and participate in additional Authorised Games of the types listed in paragraphs (c), (d), (f) and (h) of that definition only (which shall be notified to the Premier League (in the case of a Club operating a Category 1 or Category 2 Academy) no later than 72 hours before they are scheduled to take place).

**Guidance**

*The Games Programme Schedule will incorporate free weeks (in addition to those referred to in Rule 189) during which no matches will be arranged by the League or Premier League. This will allow Clubs to organise additional matches pursuant to Rule 168.2.*

169. 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 168.2, the Academy Player's playing time to be reasonably spread over the Season.
170. 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 168.2). 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 169 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 169 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**

171. The Premier League will organise two Games Programmes, one for teams of Clubs operating Category 1 Academies and one for teams of Clubs operating Category 2 Academies.
172. The League will organise a Games Programme for teams of Clubs operating Category 3 and Category 4 Academies, and following such consultation determine with those Clubs in its absolute discretion what Games Programme(s) should be developed for those Clubs, Rules relating to the Games Programme and (subject to Rule 173.3) how that Games Programme should be delivered.

173. The Games Programmes organised by the Premier League and the League pursuant to Rules 171 and 172 will be constituted on the following geographical bases:
- 173.1 Category 1: a national league and a regional league (depending on age group) with some matches played on a national basis and some international matches against teams representing clubs in membership of national associations other than The Football Association or the Football Association of Wales (and such matches may be played either in England or abroad);
- 173.2 Category 2:
- 173.2.1 in two leagues, each of which shall be constituted on a geographical basis (for example one league of northern based teams and one of southern based teams), the exact constitution of each league to be determined by the Board in its absolute discretion having regard to those Clubs (and Premier League clubs) which operate Category 2 Academies;
- 173.2.2 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
- 173.3 Categories 3 and 4:
- 173.3.1 in two or more leagues, each of which shall be constituted on a geographical basis (for example one league of northern based teams and one of southern based teams), the exact number of leagues and their geographical constitution to be determined by the League in its absolute discretion and having regard to those Premier League clubs (and Clubs) which operate Category 3 and 4 Academies.
174. Matches in the Professional Development Phase Games Programme organised under Rule 171:
- 174.1 shall be played in accordance with the Laws of the Game (and for the avoidance of doubt shall be in the 11v11 format);
- 174.2 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;
- 174.3 shall only have five substitutes named on the team sheet (and for the avoidance of doubt up to three substitutes may enter the field of play and, in accordance with the IFAB Protocol, up to two 'concussion substitutes' and/or two 'additional substitutes' (as appropriate) from those substitutes listed on the team sheet);
- 174.4 shall consist of competitive leagues and Tournaments; and
- 174.5 may include an optional Futsal programme organised by the Premier League (for Clubs operating Category 1 and Category 2 Academies) in the months of December, January and February.

**Guidance**

*For the purposes of Rule 174.3, if all three substitutes have entered the field of play and the IFAB Protocol is subsequently activated then the remaining two substitutes and, if necessary, two Players already substituted may be utilised as 'concussion substitutes' and/or 'additional substitutes'.*

175. Matches in the Professional Development Phase Games Programme organised under Rule 172:
- 175.1 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);
- 175.2 shall be for Players in the Under 18 age group (and younger) only, save that up to three Players in the Under 19 age group may be named on the team sheet for a match;
- 175.3 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);
- 175.4 shall consist of competitive leagues and/or Tournaments; and
- 175.5 may include an optional Futsal programme organised by the Premier League in the months of December, January and February.
176. Further provisions binding on Clubs competing in the Leagues referred to in Rule 174.4 shall be set out in the rules of those Leagues.
177. Each Club which operates an Academy:
- 177.1 must participate fully in the Professional Development Phase Games Programme; and
- 177.2 may organise and participate in additional Authorised Games (which shall be notified to the relevant League no later than 72 hours before they are scheduled to take place).

#### Guidance

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

#### Premier League 2 and Professional Development League

178. Each Club which operates a Category 1 Academy shall compete in Premier League 2 as part of the Professional Development Phase Games Programme.
179. Each Club which operates a Category 2 Academy shall compete in the Professional Development League 2 as part of the Professional Development Phase Games Programme, unless it is able to demonstrate to the League that its starting 11s in its first team matches during the preceding Season in the Premier League, the League Competition (including play off matches), the EFL Cup, The Football Association Challenge Cup, the EFL Trophy, the UEFA Europa League and/or UEFA Champions League included on average at least five Players in the Under 21 age group or younger.
180. Each Club which operates a Category 3 or Category 4 Academy may compete in the development league to be organised by The League as part of the Professional Development Phase Games Programme.
181. The Premier League will organise Premier League 2, which shall consist of a national league competition played on a competitive basis.
182. The Premier League will organise the Professional Development League, which shall consist of a league or leagues played on a competitive basis organised on a regional basis, the composition of such regional league(s) to be at the absolute discretion of the board of the Premier League who shall so far as reasonably possible determine the composition of each such league to ensure that each Club has to travel no more than three hours to each match (save that longer travel times may be necessary in order that each Club (or club) can participate meaningfully in the Professional Development League).

183. The League will, if required, organise (or procure the organisation of, for example, through the Football Combination or Central League) Professional Development League 3, which shall consist of a league or leagues played on a competitive basis and organised on a regional basis, the composition of such regional league(s) and the minimum number of matches to be played by each Club to be at the absolute discretion of the League who shall so far as reasonably possible determine the composition of each such league to ensure that each Club (or club) has to travel no more than three hours to each match (save that longer travel times may be necessary in order that each Club (or club) can participate meaningfully in Professional Development League 3). For the avoidance of doubt teams of Clubs operating Category 3 and Category 4 Academies shall compete together in Professional Development League 3.
184. 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.
185. The League will in addition organise international matches (which may take place by way of Tournaments) for teams competing in Premier League 2 and the Professional Development Leagues.

#### Games Programme: Postponement etc. of Matches

186. A match in the Games Programme between Academy teams in age groups Under 9 to Under 16 inclusive shall not be cancelled, postponed or abandoned except with the written consent of the Board or on the instructions of the officiating referee (or if the officiating referee is a minor, the official of the county FA who has accompanied them to the match) who shall be empowered to instruct that such match be cancelled, postponed or abandoned only if they consider that the pitch is unfit for, or if adverse weather conditions preclude, the playing of the match in which event the Club at whose ground the match should have been played shall within seven days give to the League notice in writing to that effect.
187. 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 186, any Club which causes the cancellation, postponement or abandonment of such a match will be in breach of these Rules.
188. The Board shall have power to specify the equipment and facilities to be provided by Clubs for the playing of matches between Academies.
189. In consultation with The Football Association, a minimum of four weekends each Season will be identified by the League upon which there will be no fixtures for Academy teams, such weekends being devoted to international development, selected players' courses and in-service training of coaches and staff.

## DUTY OF CARE

### Education

190. Each Club which operates an Academy shall establish an Education Programme which shall set out the activities to be undertaken by the Club to ensure that the education of its Academy Players and Players up to the Under 21 age group who are not regular members of the Club's first team squad is supported effectively and which:
- 190.1 is appropriate to the Category of its Academy;
  - 190.2 complies with all applicable requirements set out in this section of the Rules; and
  - 190.3 is evaluated by the Club within each Training Model and/or Development Phase to ensure it is meeting its objectives as set out therein.
191. Each Club which operates an Academy shall ensure that each of its Academy Players receives a formal Education Programme which:
- 191.1 is appropriate to his age and Training Model;
  - 191.2 meets his specific academic needs;
  - 191.3 complies with all legal requirements;
  - 191.4 is structured to ensure that his academic development is not compromised as a result of his being coached by the Club's Academy;
  - 191.5 in the case of an Academy Player who is entered into a Scholarship Agreement with the Club, consists of the SEP and an educational programme approved by the League (which must include an academic or vocational qualification approved by the League and be subject to ongoing quality assurance by the League); and
  - 191.6 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

##### In respect of the approval required from the League in Rule 191.5

- Should a Club wish one of its Academy Players to engage in an apprenticeship or education programme outside the SEP framework, it must first obtain the League's permission to do so and agree appropriate measures for monitoring and quality assurance.
- Should a Club wish to enter into an agreement with a training provider that is not the League this must be pre-approved and will be subject to annual monitoring by the League.
- Any other programme of education approved in writing by The Football League will be in conjunction with the PFA.

192. Each Academy Player's educational progression under his Education Programme shall be recorded electronically and be made available to the League.

193. Each Club which operates an Academy shall nominate a member of staff who shall be responsible for:
- 193.1 liaising with the school at which Academy Players are being educated;
  - 193.2 ensuring that any issues concerning an Academy Player's education arising from that liaison are addressed to the satisfaction of the school;
  - 193.3 ensuring that for Academy Players on the Full Time and Hybrid Training Models (and where the League requests, for Academy Players on the Part Time Training Model) each Academy Player's school performance and educational data are obtained from his school, recorded electronically and be made available to the League; and
  - 193.4 co-ordinating and delivering the SEP.

### Reports on Educational Progression

194. Each Club which operates an Academy shall provide progress reports to the Parent(s) of each Academy Player in the Youth Development Phase to whom it provides a Full Time Education Programme.
195. The progress reports shall:
- 195.1 detail the educational progression of the Academy Player; and
  - 195.2 be provided as and when necessary, but as a minimum at least once every 12 weeks.

#### Guidance

*With regard to Rule 195.2, Rule 41.2 states that Academy Players in the Under 12 to Under 18 age groups shall receive a Multi-disciplinary Review every six weeks. The educational progress report need only be undertaken once every 12 weeks (i.e. not for each Multi-disciplinary Review) but must be undertaken as part of a Multi-disciplinary Review.*

### Delivery of the Education Programme

#### Part Time Training Model

196. Each Club which operates an Academy shall, in respect of each of its Academy Players being trained under the Part Time Training Model, make contact in writing with the Academy Player's school on a minimum of three occasions in each academic year to:
- 196.1 inform the Academy Player's school that he is being so trained;
  - 196.2 if the League so requests, obtain from the Academy Player's school his school reports and, where possible, educational attainment data;
  - 196.3 use the information obtained (if any) to monitor the Academy Player's academic progression by reference to his school reports and, where possible, educational attainment data, and record it electronically; and
  - 196.4 liaise with the school on two occasions in each academic year in order to discuss and address any issues concerning the Academy Player's education which have risen or may arise as a consequence of his being trained at the Club's Academy.

Guidance

*The Part Time Training Model may be used by Category 1, 2 and 3 Academies in the Foundation Phase and Youth Development Phase: see further Rule 123.*

*The Part Time Training Model envisages that coaching will take place outside the Core Coaching Time, but Clubs should nevertheless establish good communication with each Academy Player's school.*

*The written communication referred to in Rule 196 should be used by Clubs to obtain reports and educational attainment data (in accordance with Rule 196.2) and/or address any issues (including any conflict between the demands of coaching and education) which have arisen or may arise as a consequence of the Academy Player being trained at the Academy (in accordance with Rule 196.4).*

Hybrid Training Model

197. 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 198.2.
198. Each Club which operates an Academy shall, in respect of each of its Academy Players being trained under the Hybrid Training Model:
- 198.1 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;
  - 198.2 provide to the Academy Player such additional educational support (to be detailed in the written agreement referred to in Rule 198.5) as shall be necessary to compensate for teaching he has missed, and to ensure that his education is not adversely affected, as a result of being released from school to undertake coaching during the Core Coaching Time;
  - 198.3 obtain from the Academy Player's school his school reports and, where possible, educational attainment data;
  - 198.4 monitor the Academy Player's academic progression (including by use of the information obtained from the Academy Player's school pursuant to Rule 198.3) and record the information obtained pursuant to Rule 198.3 electronically in a timely fashion and at least every 12 weeks (to coincide with dates of his Multi-disciplinary Reviews);
  - 198.5 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;
  - 198.6 ensure that the Academy Player follows a curriculum which reflects the 'Progress 8' measurement of educational assessment and attainment (save that where there are educational reasons why an Academy Player requires an amended curriculum to be followed, the League may grant dispensation from this requirement, subject to the approval of an Educational Advisor); and
  - 198.7 liaise with the school at least every 12 weeks in order to discuss and address any issues concerning the Academy Player's education which may arise or have arisen as a consequence of his being so trained.

Guidance

*The Hybrid Training Model may be used by Category 1 and Category 2 Academies in the Youth Development Phase: see further Rule 123.*

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

Full Time Training Model

199. 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 200 to 205 and which is approved in advance by the League.
200. The education element of the Full Time Training Model must comply with these Rules and be structured in accordance with one of the three options set out below or in accordance with such other proposals as the League may approve.

201. Each Club which operates the Full Time Training Model must:
- 201.1 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;
  - 201.2 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;
  - 201.3 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);
  - 201.4 ensure that there is in place a written agreement between the Club, each Academy Player engaged on the Full Time Training Model, his Parent(s) and his school which sets out full details of his education and Coaching Curriculum;
  - 201.5 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;
  - 201.6 ensure that appropriate staff/student ratios are utilised for all educational activity in which the Academy Player is engaged;
  - 201.7 ensure that each Academy Player follows a curriculum which reflects the 'Progress 8' measurement of educational assessment and attainment (save where there are educational reasons why an Academy Player requires an amended curriculum to be followed, the League may grant dispensation from this requirement, subject to the approval of an Educational Advisor);
  - 201.8 obtain from the Academy Player's school his school reports and, where possible, educational attainment data;
  - 201.9 monitor the Academy Player's academic progression (including by use of the information obtained from the Academy Player's school pursuant to Rule 201.8) and record the information obtained pursuant to Rule 201.8 electronically in a timely fashion and at least every 12 weeks (to coincide with dates of his Multi-disciplinary Reviews);
  - 201.10 permit the League to conduct reviews with Academy Players in the Under 12 to Under 18 age groups, as required; and
  - 201.11 pursuant to Rule 191.5, ensure that Scholars are provided with sufficient time and support to prepare for the 'End Point Assessment'.

#### Guidance

*With regard to Rule 201.9, and pursuant to Rule 41.2 Academy Players in the Under 12 to Under 18 age groups must receive a Multi-disciplinary Review every six weeks. The requirement in Rule 201.9 must be undertaken at every second such Multi-disciplinary Review.*

202. Without prejudice to the generality of Rule 36, each Club which operates the Hybrid or Full Time Training Model must in respect of each such Training Model:
- 202.1 not do so unless the League has pre-approved and annually certified its proposed delivery of the Training Model;
  - 202.2 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
  - 202.3 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 202*

*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 203 below would be regarded as a last resort.*

203. If the League is not satisfied that a Club's delivery of the Hybrid or Full Time Training Model complies with these Rules:
- 203.1 it may refuse to an application to register an Academy Player on it; and
  - 203.2 the Board may exercise its powers set out in Rule 291.
204. If a Club wishes to engage an Academy Player on the Full Time Training or Hybrid Model (whether or not the Academy Player is already registered with the Club), it shall complete either Form YD4A or YD4B (as appropriate) signed on behalf of the Club by an Authorised Signatory and submit a copy to the League within five days of it being entered into.
205. If the registration of an Academy Player on the Full Time Training Model is terminated by the Club or by the Board of its own volition, or if he changes to another Training Model, the Club shall, unless his Parent(s) agrees otherwise, continue to provide to him until the end of the academic year in which he reaches the age of 16 education and accommodation in accordance with the arrangements made at the time of he was first engaged on the Full Time Training Model.

**Guidance**

*The Full Time Training Model may be used by Category 1 Academies in the Youth Development Phase, and must be used by all Academies in the Professional Development Phase: see further Rule 123.*

*Form YD 4A must be used for all Academy Players whom the Club wishes to engage on the Full Time Training Model. If the Academy Player is not already registered with the Club, Form YD4 (Academy Player Registration Application) must also be completed and submitted to the League (see Rule 274). If the Academy Player is already registered with the Club, Form YD4 need not also be submitted. Clubs' attention is drawn to the undertakings that they must give under YD4.*

*The four options referred to in Rule 200 are set out below. This list of options is not exhaustive, and Clubs are free to develop other models which deliver the same results as the options set out in the Elite Player Performance Plan.*

*Each Club's proposals for how it will deliver the Full Time Training Model must be approved in advance by the League. The League may also check each Club's delivery of the Full Time Training Model in order to verify that it is in accordance with these Rules and with the pre-approved proposals, and in order to verify that no Academy Player's education is being prejudiced as a result of him being engaged on the Full Time Training Model. Clubs' attention is drawn to Rules 290 and 291 in this regard.*

**Option 1**

*Clubs may enter into a contractual relationship with an identified school (with the option of an alternative school if approved by the League) at which Academy Players receive their education.*

*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.*

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

**Personal Development and Life Skills Plans**

207. 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 and Academy Players up to the age of the Under 21 age group.
208. The programme referred to in Rule 207 shall ensure that each Academy Player and Players up to the age of the Under 21 age group trained under the Full Time Training Model and/or in the Professional Development Phase 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.
209. Each Academy Player shall engage in the activities referred to in Rule 208 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.
210. 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**

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

**Guidance**

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

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

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

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

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



212. The induction meeting referred to in Rule 211 shall provide such information to the Academy Players and their Parent(s) as is necessary in order for them to understand the coaching and, if relevant, education that the Academy Player will receive from the Club.
213. Each Club which operates an Academy shall permit a representative of the League to attend such induction meetings on request.
214. The Code of Conduct set out in Appendix B shall be binding on all Academy Players registered on a YD4, (and their Parent(s)) and on Clubs and Officials and any breach thereof by such Academy Players or by Clubs or Officials shall be treated as a breach of these Rules.
215. Each Club which operates an Academy shall devise and implement an Induction and Transition Strategy.

#### Academy Player and Parent Voice

216. Each Club which operates an Academy shall devise and implement one or more mechanisms to invite and receive feedback from Academy Players and their Parent(s).
217. Clubs shall establish, maintain and, when necessary implement a complaints procedure for Academy Players and Parent(s), a copy of which shall be submitted to the League.

#### Guidance

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

#### Safeguarding and Mental and Emotional Wellbeing

218. Each Club shall take all reasonable steps to ensure that it protects the welfare of each of its Academy Players and Players up to the Under 21 age group who continue to train with the Academy on a regular basis by offering support for his wellbeing and pastoral care generally.
219. 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.
220. The provisions of Section 11 of the Regulations: Safeguarding apply to Academies and Development Centres.
221. Without prejudice to the generality of Rule 220 each Club shall appoint an Academy safeguarding officer who shall:
- 221.1 undertake the functions set out in Regulation 120 specifically with regard to the Academy; and
  - 221.2 liaise with the Club's Head of Safeguarding.

#### Health and Safety

222. Clubs and Academy Staff shall observe and comply with any guidance issued by the League in respect of health and safety management and any breach thereof shall be treated as a breach of these Rules.
223. 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

224. Each Club bound by these Rules must comply with the League Code of Practice regarding equality and diversity. Each Club which operates an Academy and is in membership of the Premier League must comply with Premier League Rule J.4.
225. Each Club which operates an Academy shall deliver training for its Academy Players and Academy Staff on equality, diversity and inclusion each Season.

#### Injury and Medical

226. 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):
- 226.1 age-appropriate medical and physical screening;
  - 226.2 anthropometric assessments;
  - 226.3 physiological/fitness testing;
  - 226.4 movement and posture/functional screening;
  - 226.5 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);
  - 226.6 psychological profiling (Category 1 Academies only);
  - 226.7 cardiac screening for Academy Players in the Under 15 age group and above;
  - 226.8 medical examinations on all its Academy Players registered on Scholarship Agreements in accordance with the requirements laid down in Regulation 59; and
  - 226.9 monitoring of physical exertion (Category 1 Academies only),
- and shall submit to the League such information as it may from time to time require in order to establish a national database of athletic development.

#### Guidance

*Rule 226.7 Cardiac screening requirements are as set out in Regulation 58.*

227. Subject to a Club complying with Rule 226, the Premier League will make available to it (on an anonymised basis) benchmarked data derived from the information provided to it by all Clubs;
228. 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.
229. 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.
230. Subject to a Club complying with Rule 229, the Premier League will make available to it benchmarked data derived from the national audit of injury and rehabilitation.
231. 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

*See Rule 106.6: the Academy Doctor shall be responsible for the preparation of his Club's Emergency Action Plan. The League will assist with the sharing of Emergency Action Plans.*

232. 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;

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

Academy Category	Individuals who must be present
Category 1	<ul style="list-style-type: none"> <li>a doctor who holds a current ATMMiF or an equivalent or higher qualification approved by the Board;</li> <li>a paramedic and ambulance; and</li> <li>a physiotherapist (or Sports Therapist) who holds a current ATMMiF or an equivalent or higher qualification approved by the Board</li> </ul>
Category 2	<ul style="list-style-type: none"> <li>a doctor who holds a current ATMMiF or an equivalent or higher qualification approved by the Board or a paramedic and (for Premier League Clubs) an ambulance; and</li> <li>a physiotherapist (or Sports Therapist) who holds a current ATMMiF or an equivalent or higher qualification approved by the Board</li> </ul>
Category 3	<ul style="list-style-type: none"> <li>a doctor who holds a current ATMMiF or an equivalent or higher qualification approved by the Board; or</li> <li>a physiotherapist (or Sports Therapist) who holds a current ITMMiF or an equivalent or higher qualification approved by the Board</li> </ul>
Category 4	<ul style="list-style-type: none"> <li>a doctor who holds a current ATMMiF or an equivalent or higher qualification approved by the Board; or</li> <li>a physiotherapist (or Sports Therapist) who holds the ITMMiF or an equivalent or higher qualification approved by the Board</li> </ul>

232.2 In respect of each match in the Foundation Phase and Youth Development Phase, the following qualified individuals shall be present at the match venue:

Academy Category	Individuals who must be present
Category 1	<ul style="list-style-type: none"> <li>a doctor, physiotherapist or Sports Therapist who holds a current ATMMiF or an equivalent or higher qualification approved by the Board</li> </ul>
Category 2	<ul style="list-style-type: none"> <li>a doctor, physiotherapist or Sports Therapist who holds a current ITMMiF or an equivalent or higher qualification approved by the Board</li> </ul>
Category 3	<ul style="list-style-type: none"> <li>a doctor, physiotherapist or Sports Therapist who holds a current ITMMiF or an equivalent or higher qualification approved by the Board</li> </ul>

232.3 a defibrillator and trauma equipment are maintained at each venue at which matches are played and at which coaching takes place.

Guidance

*Rule 82 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 232.1 and 232.2.*

*A list of the trauma equipment required by Clubs will be provided prior to the commencement of the Season.*

233. Without prejudice to the requirements of Rule 231, the following qualified individuals shall be present at all venues at which coaching takes place:

Academy Category	Individuals who must be present
Category 1	a physiotherapist or a Sports Therapist with a current ITMMiF or an equivalent or higher qualification approved by the Board.
Category 2	a physiotherapist or a Sports Therapist with a current ITMMiF or an equivalent or higher qualification approved by the Board.
Category 3	a member of staff who holds a current EFAiF or an equivalent or higher qualification approved by the Board.
Category 4	a member of staff who holds a current EFAiF or an equivalent or higher qualification approved by the Board.

## SPORTS SCIENCE AND MEDICINE PERFORMANCE SUPPORT

### Sports Science and Medicine/Performance Support Programme

234. 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.
235. 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).
236. 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:
- 236.1 physical development;
  - 236.2 medical services;
  - 236.3 diet and nutrition;
  - 236.4 Performance Analysis; and
  - 236.5 psychology.
237. 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 226, 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

238. Each Club operating a Category 1 or Category 2 Academy shall:
- 238.1 have such technical facilities as are necessary to undertake the Performance Analysis required of it by Rule 238.2;
  - 238.2 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;
  - 238.3 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
  - 238.4 make available to the League such Performance Analysis data as it reasonably shall require to undertake the benchmarking of data for that Academy against national trends.
239. Each Club operating a Category 3 or Category 4 Academy shall comply with Rule 238 but only in respect of players in the Under 17 to Under 18 age groups.

240. Subject to a Club complying with Rule 238 or 239 (as appropriate depending on the Category of its Academy), and to a sufficient number of Clubs (and Premier League Clubs) likewise complying, the Premier League may make available to it benchmarked data derived from comparing the Performance Analysis data it has submitted to the League with that submitted by other Clubs (on an anonymised basis).

#### Guidance

*The League will produce further detail of the proposed national programme of Performance Analysis for the older Academy age groups. The proposals in this regard will be presented to Clubs in due course. If Clubs approve these proposals, then (subject to Club approval) a requirement will be inserted in the Rules for Clubs to contribute information to this national programme.*

## TALENT IDENTIFICATION AND RECRUITMENT

### Scouts: Qualifications

241. Each Club which operates an Academy shall ensure that each of its Scouts, whose duties include the identification of Academy Players whose registration the Club may wish to secure, in addition to complying with the provisions of this section of these Rules:
- 241.1 is in possession of such qualification as the League may require from time to time;
  - 241.2 understands and complies in full with these Rules and the Code of Conduct for Scouts; and
  - 241.3 undertakes Continued Professional Development each year.

#### Guidance

*Clubs should take steps to provide opportunities for their registered Scouts to undertake relevant qualifications such as the FA National Talent Identification & Scouting in Football qualification.*

- 241A. The League shall register a Scout and shall notify the applicant Club to that effect upon being satisfied that:
- 241A.1 the Scout holds the qualification required by Rule 241.1;
  - 241A.2 the Scout is not currently registered as the Scout of another Club.
- 241B. At the start of each season each Club shall issue a Scout Identification Card to each of its registered Scouts.
- 241C. Except during the period of five days referred to in Rule 242, no Club shall employ a Scout who is not registered with the League pursuant to Rule 241A unless it has made an application to register them which has yet to be determined.
- 241D. Upon a Club which operates an Academy ceasing to employ or engage a registered Scout, it shall within five days thereof:
- 241D.1 give notice to that effect to the League who shall thereupon remove their name from the register; and
  - 241D.2 return their Scout Identification Card to the League.
- 241E. Scouts shall conduct themselves in accordance with the Code of Conduct for Scouts set out in Appendix A.
- 241F. Each Club which operates an Academy shall take all reasonable endeavours to ensure that its Scouts comply in all respects with Rule 241E and the Code of Conduct for Scouts.
242. Each Club shall ensure that, where the relevant Scout's duties include those referred to in Rule 241, in addition to complying with the Scout registration requirements of these Rules, it provides evidence to the League within five days of employing or engaging the Scout that the Scout holds the qualification required by Rule 241.1, and the League shall register the Scout where it is satisfied that the registration requirements of this section of these Rules have been complied with and the Scout holds the qualification required by Rule 241.1.

### Scouts: Attendance at Matches

243. Each Club which operates an Academy shall permit the Scouts of other Clubs to attend matches played in the Games Programmes provided that:
- 243.1 the Club which has employed or engaged the Scout notifies both Clubs involved in the match of the Scout's proposed attendance by no later than 12 noon on the last Normal Working Day before the published date of the match; and
  - 243.2 the Scout is able to produce on demand to the home Club their Scout Identification Card.
244. Each Scout shall inform the home Club of their arrival at a match.
245. Each Club which operates an Academy shall prepare and produce a document setting out the process of how Scouts employed by that Club should approach Academy Players (and other players) and the process thereafter. Such process should comply in full with these Rules and the Code of Conduct for Scouts and should build upon the training that the Scout received while obtaining the relevant scouting qualification referred to in Rule 241.1.

### Scouts: Disciplinary Action

- 243A Any breach by a Scout of Rule 241E shall amount to a breach of these Rules and the League shall be entitled to take disciplinary action against the Scout and/or their Club for such breach in accordance with Section 8 of the League's Regulations. In addition to the sanctions available under Section 8, an additional sanction of the removal of a Scout's registration shall also be available at the conclusion of the disciplinary proceedings, should a breach be held to exist.
- 243B Any breach by a Club of Rule 241C or Rule 241F shall amount to a breach of these Rules and the League shall be entitled to take disciplinary action against the Club for such breach in accordance with Section 8 of the League's Regulations. In addition to the sanctions available under Section 8, an additional sanction of the removal of a Scout's registration shall also be available at the conclusion of the disciplinary proceedings, should a breach be held to exist.

### Registrations and Provision of Information by the League

246. Upon receiving an application by a Club to register an Academy Player, the League shall immediately provide to the Academy Player's Parent(s) a copy of these Rules and the Parent's Charter.
247. Subject to Rule 248, the League will undertake the registration (which shall be backdated to the date of application) of the Academy Player if:
- 247.1 seven days have elapsed from the date the League receives the application referred to above; and
  - 247.2 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 247.1. The provisions of Rules 314 and 317 shall apply during the period referred to in Rule 247.1

248. Without prejudice to its powers of inquiry under Section 8 of the Regulations, prior to undertaking any registration of an Academy Player, the League may, in its absolute discretion, request:
- 248.1 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
- 248.2 such Persons or any Club (or club) to produce documents, in each case, to ensure that there has been no breach of Rules 314 to 317.
249. Where a request is made by the League in accordance with Rule 248, 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 314 to 317 (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).
250. 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 246, the other Club shall be presumed to have breached Rule 314.

**Guidance**

**Rule 246**

The League will where possible send the Rules and Charter to Parent(s) by email with a read-receipt, or by recorded delivery if no email address is provided.

**Rule 250**

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 314.

**Time/Distance Rules**

251. Subject to Rule 281, each Club which operates an Academy shall be permitted to register Academy Players who reside within the travel times measured from the location of the Club's principal venue for the provision of coaching and education set out in the following table.

	Permitted Recruitment time/distance		
	Foundation Phase	Youth Development Phase	Professional Development Phase
Category 1	1 hour	<ul style="list-style-type: none"> <li>No limit for Academy Players engaged in the Full Time Training Model between the Under 14 and Under 16 age groups;</li> <li>1 ½ hours for all other Academy Players in the Youth Development Phase.</li> </ul>	no limit
Category 2	1 hour	1 ½	no limit
Category 3	1 hour	1 ½	no limit
Category 4	N/A	N/A	no limit

Any question or dispute concerning the travelling time requirements in this Rule, and whether permission should be granted to register the relevant Academy Player, shall be determined by the Board.

**Guidance**

When making a determination, the League will consider applicable travel times based on the likely time of day and mode of transport used by the Player when attending the Academy.

Trials	
252.	Subject to the conditions set out in Rules 253 and 259, a Trialist may attend an Academy for up to eight consecutive weeks in any one season without being registered provided that:
252.1	at least seven days' prior written notice to that effect shall be given to any junior club of which such Trialist is a member and the Trialist's school; and
252.2	before the trial commences his particulars shall be notified forthwith to the League by sending to the League:
(a)	Form YD8 duly completed;
(b)	proof of his home address and date of birth in such form as is required by the League; and
(c)	a photographic image of the Trialist in such format as is required by the League.

**Guidance**

The trial provisions in Rules 252-262 refer to a domestic trialist only which means an Academy Player (a registered with a Club in England or to Wales (but participating in the English pyramid) and/or domiciled in England or Wales. The position in respect of an international trialist is governed by the FIFA Regulations on the Status and Transfer of Players.

253. In the case of the Trialist in one of the age groups Under 9 to Under 16, a Club may apply to the League for permission to extend the period of eight weeks referred to in Rule 252 for an additional period of four weeks.
254. An application to extend a trial period must be:
- 254.1 made by the Club at least one week before the Trialist's trial period is due to expire;
- 254.2 accompanied by such information and assurances as the League may require; and
- 254.3 consented to by the Trialist and his Parent(s).
255. 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.
256. 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.
257. Rule 40 (Performance Clocks) and Rule 41 (Multi-disciplinary Reviews) shall apply with regard to Trialists.
258. 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.

259. The conditions referred to in Rule 252 are as follows:
- 259.1 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;
- 259.2 a trial may be offered or given by any Club to anyone in age groups Under 12 and Under 13 who has his permanent residence within one and a half hours' travelling time of the Club's Academy or for a player that a Club proposes to register under Rule 281 ;
- 259.3 a trial may be offered or given by a Club to anyone in age groups Under 14 to Under 16 inclusive;
- 259.4 subject to Rule 259.5.2 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;
- 259.5 a trial may not be offered or given to anyone:
- 259.5.1 who is on trial at another Academy; or
- 259.5.2 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 285, Rule 286 or Rule 287 to seek registration as an Academy Player at the Academy of another Club (or club).
- Any question or dispute concerning the travelling time requirements in this Rule shall be determined by the League in its absolute discretion.

260. If a Trialist attending an Academy is injured so that he cannot be coached or play football or if the period of his trial is interrupted by any other occurrence, application may be made to the League in writing (at least one week before the Trialist's trial period is due to expire) to extend the period of his trial, giving full reasons therefor, and the League shall have power to extend such period in such terms as it may think fit.
261. If before the date upon which a Trialist's trial period is due to end his trial is terminated, notice to that effect shall be given to the League by sending to the League YD8A duly completed.
262. 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.
263. Where a Club makes an application to the League in Form YD4 that an Academy Player who is a Trialist with that Club at the time of the application be registered as an Academy Player with that Club, the relevant trial will be immediately deemed cancelled by the League and the provisions of Rules 246 to 250 shall apply.

#### Pre-Registration Agreements

264. Subject to the provisions of Art. 19 of the FIFA Regulations for the Status and Transfer of Players, on or after 1st January in any season a Club may enter into a pre-registration agreement with a player who does not reside within one and a half hours' travelling time of its Academy provided that such a player is then:
- 264.1 in his Under 16, Under 17 or Under 18 year; and
- 264.2 in Full Time Education; and
- 264.3 not registered with another Club or Premier League club (except in circumstances where the Board grants approval for the player to remain registered at his current Club until the agreement takes effect).

265. A pre-registration agreement shall be in Form YD9 and shall include an undertaking by the Club to enter into a Scholarship Agreement with the player upon the Club having acquired the player's registration and:
- 265.1 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
- 265.2 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.
266. Clubs shall submit to the League copies of all pre-registration agreements within five days of their being entered into, which must include:
- 266.1 Form YD4 signed on behalf of the Club by an Authorised Signatory;
- 266.2 proof of both the player's home address and date of birth in such form as is required by the Board (with any subsequent change(s) of address to be submitted by the Club to the League); and
- 266.3 a photographic image of the player in such format as is required by the Board.
267. 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

268. Each Club shall ensure that only Academy Players registered with that Club, Trialists attending Trials in accordance with Rule 252, and players with whom the Club has entered into a pre-registration agreement in accordance with Rule 264 shall be coached by or at that Club's Academy or participate in matches, tours, Festivals, Training Camps or Tournaments in which the Club operating that Academy is involved.

#### Guidance

*This provision refers to a domestic Trialist only, which means an Academy Player (a) registered with a Club in England or to Wales (but participating in the English pyramid) and/or domiciled in England or Wales. The position in respect of an international trialist is governed by the FIFA Regulations on the Status and Transfer of Players.*

269. 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.
270. Subject to Rule 271, 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.
271. 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:
- 271.1 he is engaged in the Full Time Training Model; or
- 271.2 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.

272.	The registration of Academy Players will be undertaken by the League and all registrations are subject to the approval of the League.								
273.	Registrations of Academy Players undertaken by the Premier League which are held by Clubs relegated to the League shall be treated as having been undertaken by the League provided all circumstances surrounding that registration comply with these Rules, failing which the League shall be at liberty to reject that registration unless otherwise determined by the Board.								
274.	<p>An application for the registration of an Academy Player at an Academy shall be made by completing and submitting to the League:</p> <ol style="list-style-type: none"> <li>Form YD4 signed on behalf of the Club by an Authorised Signatory;</li> <li>a copy of the Code of Conduct referred to in Rule 214;</li> <li>proof of both the Academy Player's home address and date of birth in such form as is required by the League (with any subsequent change(s) of address to be submitted by the Club to the League); and</li> <li>a photographic image of the Academy Player in such format as is required by the League.</li> </ol> <p>The completed Form YD4 must be submitted to the League by the Club within five days of signature by the Academy Player.</p>								
275.	A Club shall request each Academy Player (or if he is a minor his Parent(s)) to complete the ethnicity monitoring questionnaires at the same time that he completes Form YD4. If he does so the Club shall submit the completed ethnicity monitoring questionnaire to the League at the same time that it submits Form YD4. If the Academy Player or his Parent(s) (as applicable) elects not to complete the questionnaire, he should nevertheless submit form YD4 to the League forthwith.								
276.	An application in YD4 shall be refused if it is made in respect of a player with whom a Club (or club), other than the applicant Club, has entered into a pre-registration agreement which remains current.								
277.	Except in the case of a Scholar, a player shall not be registered as an Academy Player unless he is in Full Time Education.								
278.	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.								
279.	<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>	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.								
280.	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.								

281.	<p>A player in age groups Under 12 to Under 16 (inclusive) who resides more than one and a half hours' travelling time from the nearest Academy may be registered as an Academy Player at the nearest Club which operates an Academy of the appropriate Category subject to the following conditions:</p> <ol style="list-style-type: none"> <li>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;</li> <li>the Coaching Curriculum shall be designed so as to ensure that it does not cause the Academy Player to be absent from school;</li> <li>in the case of an Academy Player registered under the provisions of this Rule at an Academy, the Head of Education shall make enquiries of the Academy Player's school at least four times each season during the currency of his registration so as to satisfy themselves that the Academy Player's best interests are being served by the Coaching Curriculum and that it is not adversely affecting his education; the result of each enquiry shall be reported in writing to the Academy Manager who in the event of an adverse report shall apply to the Board for the cancellation of the Academy Player's registration; and</li> <li>unless any other travelling arrangements have been submitted to and approved in writing by or on behalf of the Board, on the occasion of each visit by the Academy Player to the Academy at which he is registered he shall be accompanied on both the outward and the return journey by his Parent(s).</li> </ol>
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#### Guidance

*The League has issued specific guidance as to the application of this Rule in respect of English national youth players based off the mainland.*

282.	<p>An application to register an Academy Player shall be refused if:</p> <ol style="list-style-type: none"> <li>the Academy Player is in age groups Under 10, Under 11 or Under 12;</li> <li>the registration of that Academy Player was held by another Club or Premier League club ("<b>the Former Club</b>") within the period of 12 months prior to the making of the application;</li> <li>the Former Club had given notice to that Academy Player under the provisions of Rules 284.1 or 284.2 that it intended to retain his registration; and</li> <li>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,</li> </ol> <p>unless the Club making the application and the former Club agree otherwise.</p>
283.	<p>On or before the third Saturday in May in every year each Club shall send to the League a list in Form YD5 containing the names of each of the Academy Players whose registration it then holds (other than those who have entered into a Scholarship Agreement whose names are included in the list required by Regulation 67.1), indicating</p> <ol style="list-style-type: none"> <li>which it retains;</li> <li>which it intends to retain; and</li> <li>which it intends to terminate (with effect from the first Saturday in June).</li> </ol>

## End of Season Procedure

284. Except in the case of an Academy Player who has been offered and has accepted a Scholarship Agreement in accordance with Rule 300:
- 284.1 on or before the third Saturday in May in every year in which his registration is held, each Club shall give or send to each of its Academy Players in age groups Under 9 to Under 11 Form 30 notifying him whether it intends to retain or to terminate his registration with effect from the first Saturday in June; and
- 284.2 on or before the third Saturday in May, each Club shall give or send to each of its Academy Players in age groups Under 12 and Under 14 Form 30 notifying him whether it intends to retain his registration for the next two seasons or to terminate it with effect from the first Saturday in June.
285. An Academy Player who receives notification under Rule 284.1 or Rule 284.2 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).
286. An Academy Player who receives notification under Rule 284.1 or Rule 284.2 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:
- 286.1 by the first Saturday in June he has given written notice to his Club and the League terminating his registration; and
- 286.2 he has received the League's written acknowledgement of the same.
287. 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 345.

Guidance

*In the circumstances outlined in Rule 287, where a different Club or club signifies its intent to register the Academy Player beyond his Under 16 year, the two Clubs/clubs concerned, the Academy Player (through his Parent(s)) and the League shall enter into discussions where appropriate, to consider means by which he might begin training with his new Club or club before the end of his Under 16 year, provided always that his education is not negatively affected in any way.*

## Termination of Registration

288. Subject to Rule 289, 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:
- 288.1 the Academy Player completing his Full Time Education;
- 288.2 the receipt by the League at any time of a mutual cancellation notification in Form YD7 or YD10 duly completed and signed by the Academy Player and his Parent and on behalf of the Club holding his registration;
- 288.3 the receipt by the League of the Academy Player's notice duly given in accordance with the provisions of Rule 286.1;
- 288.4 the first Saturday in June following the receipt by the League of Form YD30 upon which his Club has indicated its intention to terminate the Academy Player's registration; or
- 288.5 the expiry, surrender, suspension or revocation of the Academy licence of the Club holding the registration.
289. Where a club is relegated to the National League (a '**Former Football League Club**'), the club shall be entitled to retain the registration of any Academy Players registered at the date of relegation, and such registrations shall automatically terminate upon the happening of the earliest of the following events:
- 289.1 the Club ceases to operate an Academy in accordance with these Rules; or
- 289.2 on 30 June immediately after the second Season following relegation (unless by that date the Club has been promoted back to the Football League).
290. The Board shall have power at any time to cancel the registration of an Academy Player:
- 290.1 upon the written application of either:
- 290.1.1 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 23.3); or
- 290.1.2 the Club holding his registration; or
- 290.2 of its own volition in the circumstances set out in Rule 291.
291. If the Board is not satisfied that a Club is complying with any one or more of the Rules concerning the Hybrid or Full Time Training Model, or if it is of the view that the education of an Academy Player engaged on the Hybrid or Full Time Training Model is being prejudiced as a result of his engagement thereon (regardless of whether the Club is in compliance with these Rules) it may, either of its own volition or on the written application of an Academy Player who is affected thereby (or of his Parent(s) on his behalf if he is a Child):
- 291.1 cancel the registration of the Academy Player; or
- 291.2 order that the Academy Player be deemed to be engaged on one of the other Training Models.
292. The Board will not exercise its powers set out in Rule 291 without having first given the Club, the Academy Player and his Parent(s) the opportunity to make representations to it.



293. 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.

294. Upon an Academy Player's registration terminating by virtue of the provisions of Rule 288.2, the League shall provide him with a copy of Form YD7 or YD10 as evidence thereof.

### Scholarships

295. From the 1 July between his Under 13 and Under 14 year and in any event on or before 31 December in his Under 16 year, a Club may offer to enter into a Scholarship Agreement with an Academy Player whose registration it holds.

296. Failure by a Club to honour any offer of a scholarship notified to the League in accordance with Rule 299 without reasonable cause shall render that Club liable to disciplinary action pursuant to Section 8 of the League's Regulations.

297. 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 287.

298. A Club which operates a Category 4 Academy may only offer to enter into a Scholarship Agreement with:

298.1 anyone who is not an Academy Player; or

298.2 an Academy Player in age group Under 16 who is seeking registration under the provisions of Rule 287,

but only on or after 1 January in his Under 16 Year.

299. Any offer made under the provisions of Rules 295, 297 or 298 shall be in Form 33, a copy of which shall be sent to the League by the Club making the offer within five days of it being made. In addition, any offer of scholarship to a player registered with a club not in membership of the League or Premier League shall be sent to the League by the Club within five days of such offer being made.

300. An Academy Player receiving an offer in Form 33 shall respond thereto within 28 days by completing and submitting to the Club making the offer Form 34, a copy of which shall be sent to the League by the Club within five days of receipt. An Academy Player who does not accept the offer shall be at liberty after the first Saturday in June following his Under 16 year to seek registration at any other Club (or club).

301. An Academy Player who fails to respond as required by Rule 300 shall be deemed to have not accepted the offer.

302. A Club may enter into a Scholarship Agreement with an Academy Player if:

302.1 it holds his registration; or

302.2 his registration is not held by another Club (or club); and

302.3 (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

302.4 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.

303. An Academy Player who enters into a Scholarship Agreement with a Club shall be:

303.1 entitled to receive such remuneration as shall be determined by the Board from time to time; and

303.2 required to complete his Education Programme (as defined in the Scholarship Agreement).

304. The registration of an Academy Player who enters into a Scholarship Agreement with a Club shall be effected by completion of and submission to the League of Football Association Form G(4), signed on behalf of the Club by an Authorised Signatory, together with copies of the Academy Player's Scholarship Agreement, the initial duration of which must not exceed two years, and by such evidence as the League may require to demonstrate that the Academy Player may take up employment in the United Kingdom.

305. If the parties to a Scholarship Agreement have agreed in writing that they will enter into a Standard Contract (as that term is defined in Regulation 64.2) prior to or immediately upon the termination of the Scholarship Agreement, and provided that the written agreement between them specifies the length of the contract and full details of all the remuneration and benefits payable under it, the Club shall not be obliged to complete and sign a mutual cancellation notification upon the Academy Player's application for cancellation of his registration pursuant to clause 13.1 of the Scholarship Agreement. If the Club chooses not to cancel the Academy Player's registration, the Academy Player shall remain registered with the Club and the Scholarship Agreement shall remain in full force and effect.

### Appeal against Termination

306. An appeal by an Academy Player under the provisions of clause 10.3 or by a Club under the provisions of clause 12.3 of the Scholarship Agreement shall be commenced by notice in writing addressed to the other party to the agreement and to the League.

### Appeal against Disciplinary Decision

307. An appeal by an Academy Player under the provisions of paragraph 3.3.2 of the Schedule to the Scholarship Agreement shall be commenced by notice in writing addressed to the Club and to the League.

308. Appeals pursuant to Rule 306 or Rule 307 shall be referred to the Player Related Dispute Commission.

309. The Player Related Dispute Commission may allow or dismiss any such appeal and make such other order as it thinks fit.

**Order for Costs**

310. The Player Related Dispute Commission shall have power to make an order for costs:
- 310.1 in determining appeals under Rule 306 or Rule 307; and
  - 310.2 if any such appeal, having been commenced, is withdrawn.
311. The Player Related Dispute Commission shall have power to determine the amount of any such costs which may include, without limitation, those incurred by the Company in the conduct of the appeal.
312. Costs ordered to be paid as aforesaid shall be recoverable:
- 312.1 in the case of a Club, under the provisions of Article 47; or
  - 312.2 in the case of an Academy Player, as a civil debt.

**Further Appeal**

313. Within 14 days of a decision of the Board given under the provisions of Rule 309 either party may by notice in writing appeal against such decision to the League Appeals Committee in accordance with Regulations 74, whose decision shall be final.

**Approaches by and to Clubs and Inducements**

314. A Club shall not, either directly or indirectly, make any approach to or communicate with:
- 314.1 an Academy Player registered with another Club (or club); or
  - 314.2 a player with whom another Club (or club) has entered into a pre-registration agreement which remains current.
315. 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 314 to be an indirect approach in breach of that Rule.
316. Except as permitted by Rules 285, 286, 287 and 300 an Academy Player whose registration is held by a Club shall not, either directly or indirectly, make any approach to another Club (or club).
317. Except that a Club may, not earlier than 1 November next following the commencement of his Under 16 year, offer an Academy Player a contract as a Contract Player upon his attaining the age of 17 years and subject to Rules 264 and 295:
- 317.1 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;
  - 317.2 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 303.1; and
  - 317.3 no Academy Player shall, either directly or indirectly, accept any such inducement.

**FACILITIES****Facilities**

318. Each Club which operates an Academy shall ensure that:
- 318.1 it provides as a minimum the facilities and accommodation set out in Rules 320 to 331; and
  - 318.2 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.
319. Save where otherwise indicated, or with the permission of the Board, the facilities and accommodation set out in Rules 320 to 331 shall be provided at the Club's principal venue for the coaching and education of Academy Players.
320. Grass pitches
- |                           |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
|---------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Category 1</b>         | <ul style="list-style-type: none"> <li>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;</li> <li>b) one floodlit grass pitch enclosed with perimeter fencing and with designated areas for spectator attendance (save that if a Club is unable to obtain planning permission for floodlighting then the requirement for floodlighting shall be waived); and</li> <li>c) a designated area (on grass) for the coaching of goalkeepers.</li> </ul> |
| <b>Categories 2 and 3</b> | <ul style="list-style-type: none"> <li>a) a sufficient number of grass pitches of the appropriate sizes (as required by the Rules relating to Games Programmes and with goals sized as required by the Rules relating to Games Programmes) to enable the Club to play all its matches in the Games Programmes and fulfil its commitments under these Rules as regards coaching; and</li> <li>b) a designated area for the coaching of goalkeepers.</li> </ul>                                                                                                                                                                                                                                                                          |
| <b>Category 4</b>         | <ul style="list-style-type: none"> <li>a) a sufficient number of grass pitches of the appropriate sizes (as required by the Rules relating to Games Programmes and with goals sized as required by the Rules relating to Games Programmes) to enable the Club to play all its matches in the Games Programmes and fulfil its commitments under these Rules as regards coaching; and</li> <li>b) a designated area (on grass) for the coaching of goalkeepers.</li> </ul>                                                                                                                                                                                                                                                               |
321. 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.
322. 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.
323. 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.

324. Without prejudice to the generality of Rule 321, 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

*As a result of Rule 324, Clubs may need to have a greater number of pitches than the bare minimum necessary to fulfil matches in the Games Programme.*

325. Artificial Surface pitch

Categories 1 and 2	One floodlit outdoor Artificial Surface pitch (save that if a Club is unable to obtain planning permission for floodlighting then the requirement for floodlighting shall be waived). It is recommended (and mandatory with effect from 1 July 2016) that this pitch measures 105 metres in length and 68 metres in breadth, unless otherwise permitted by the League.
Categories 3 and 4	Access to one floodlit outdoor Artificial Surface pitch (which need not be at the principal venue).

Guidance

*Clubs which operate a Category 3 or Category 4 Academy who have in place an artificial surface which does not meet the requirements of such a pitch as defined in Rule 1.17 may continue to use such a pitch until the end of its natural life. Thereafter however, they must use a pitch which complies with the definition.*

326. Indoor area for training and the playing of matches

*Note: ideally a Club's indoor facility should be located at its principal venue for the coaching of Academy Players and any new facility must be located at the principal venue. It is accepted, however, that a number of Clubs have existing indoor facilities which are located elsewhere, or that it may be impossible for a Club's indoor facility to be located at its principal venue for planning reasons. In such cases, where the Board is satisfied that the Club's indoor facility may be located other than at its principal venue, there shall also be a requirement that the Rules relating to the maximum travel time from an Academy Player's residence to the coaching venue are complied with.*

Categories 1 and 2	One indoor Artificial Surface pitch measuring a minimum of 60 yards by 40 yards which shall be owned by the Club (or alternatively the Club must have a legally enforceable agreement with the owner of the facility for its use by the Club, expiring not earlier than the end of the current Season) and which shall be for the exclusive use of the Academy at all times. <i>(Note: an indoor pitch which complies with the size requirements set out in Regulation 13 is recommended).</i>
Categories 3 and 4	Access to one indoor pitch measuring 60 yards by 40 yards during the months of November to April. Alternatively, the pitch may measure 30 yards by 20 yards but if so the Club shall only be permitted to coach the following maximum numbers of Academy Players at any one time:  Age groups Under 9 to Under 14 inclusive: 1 8 in each age group Age groups Under 15 and Under 16 inclusive: 1 5 in each age group Age groups Under 17 to Under 21 inclusive: 1 2 in each age group

327. Changing rooms and washing facilities

Categories 1 to 4	<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>
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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 327 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.*

328. Team meeting room

Categories 1 to 4	A dedicated room large enough to hold 20 people and equipped with individual desks (one per Person), audio/visual projection equipment and a large screen, internet access and computers.
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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 329.*

329. Guest lounge

Categories 1 to 4	A guest lounge for the use of Parents at each training session and match that is open to Parents. The guest lounge shall be large enough to hold 50 people and have access to refreshments and toilet facilities.  <i>Note: in Category 3 and 4 Academies, this room may also be used as the team meeting room described in Rule 328 provided that it is large enough.</i>
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## 330. 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>Categories 3 and 4</b>	A match analysis suite is recommended but not mandatory.

## 331. Medical facilities

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

Guidance

*Each club should carefully consider provision of facilities suitable for the medical practice undertaken at each venue. In general, a medical consulting room should be not less than 16m<sup>2</sup> and should be larger if it includes a separate area for the examination couch.*

*There should be provision for:*

- *Privacy sufficient to ensure confidentiality of consultation;*
- *Desk, examination couch and equipment to facilitate medical examinations to include:*
  - *Thermometer;*
  - *Sphygmomanometer;*
  - *Otoscope and ophthalmoscope; and*
  - *Stethoscope;*
- *Electronic or paper medical records in secure format;*
- *Secure/lockable filing system;*
- *Secure/lockable storage for any medicines;*
- *Sufficient provisions for all aspects of medical treatment to be undertaken including:*
  - *Protocols and equipment for the provision of Basic Life Support and if not provided elsewhere; and*
  - *Protocols and equipment sufficient for Advanced Trauma and Life Support;*
- *Basin with hot and cold water, provision of hand cleansers, clinical taps, hand drying facilities and all necessary provision for effective infection control procedures;*
- *Provision of space and seating for any person accompanying examinee;*
- *Flooring and fittings of materials which can be cleaned to meet infection control standards; and*
- *Telephone.*

## 332. Administration office space

<b>Categories 1 to 4</b>	<p>a) such office space and access to IT, email and the internet as each member of Academy Staff requires in order to perform the responsibilities set out in their job description; and</p> <p>b) a private meeting room.</p>
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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).*

## 333. 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 Parent(s). Clubs shall comply with any guidelines about Academy Player accommodation published by the League from time to time and with all applicable legal requirements in relation to the provision of such accommodation.</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 DBS checks) or by operating their own dedicated facilities (such as hostels).*

## 334. 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 electronic devices 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>
<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 electronic devices 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.*

## FINANCE AND EXPENSES

### Finance

335. 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.
336. 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.
337. The Academy Financial Information required by Rule 335 shall be submitted in the format required by the League.
338. 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 335 and 337.
339. The League shall have the power to obtain an independent audit of a Club's Academy Financial Information submitted pursuant to these Rules.
340. 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.
341. Each Club which operates an Academy must comply with the minimum funding requirements as communicated by the League from time to time.

#### Guidance

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

*The League will keep the Academy Financial Information provided to it pursuant to Rules 335 and 337 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 339 (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

342. Without prejudice to Rules 314 to 317, each Club that operates an Academy shall be permitted to reimburse Academy Players and their Parent(s) 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 League to Clubs from time to time.

343. Without prejudice to Rules 314 to 317, no payment of any kind may be made by a Club to an Academy Player or his Parent(s) (whether directly or indirectly) outside the terms of the guidance issued by the Board in accordance with Rule 342, without the express prior consent of the League.

344. Each Club that operates an Academy shall submit to the League:
- 344.1 by 1 July in each year, its Academy Expenses Policy for the upcoming season; and
- 344.2 by 1 September in each year, its Academy Expenses Information.

## COMPENSATION

### Compensation

345. The registration of an Academy Player at an Academy shall impose an obligation on the applicant Club or Premier League club ("**the Applicant Club**") to pay compensation for the training and development of that Academy Player to any Club, Premier League club or Former Football League Club (in respect of such period as that club were a member of the Football League) which previously held his registration (the "**Training Club**") provided that:
- 345.1 the Training Club had indicated in Form 30 (or, in the case of a Premier League club, the equivalent Premier League form) its intention to retain the Academy Player's registration;
  - 345.2 the Training Club had offered to enter into a Scholarship Agreement pursuant to Rule 295 with the Academy Player;
  - 345.3 the Academy Player sought registration at the Applicant Club because he had moved residence outside the permitted travelling time from his last Training Club;
  - 345.4 save where Rule 287 applies, the Training Club and Academy Player mutually agreed to terminate the Academy Player's registration pursuant to Rule 288.2 and agreed that the Training Club should retain the right to receive compensation should the Academy Player sign for another Club (or club); or
  - 345.5 the Board has made a determination to that effect pursuant to Rule 293; and
  - 345.6 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).
346. The obligation in Rule 345 to pay compensation to a Former Football League Club shall not apply in the following circumstances:
- 346.1 the registration of an Academy Player is released from a Former Football League Club in accordance with Rule 289.2; or
  - 346.2 the Former Football League Club ceases to operate an Academy in accordance with these Rules.

#### Guidance

*For clarity, until 30 June immediately after the second Season following relegation to the National League, the former Football League Club shall be entitled to compensation for its registered Academy Players if it continues to operate an Academy in accordance with these Rules.*

347. Subject to Rule 348, where the Applicant Club is in both a lower division and has an Academy of lower Category than the Training Club as at the time that the Academy Player joins it, the obligation in Rule 345 to pay compensation shall be varied as follows:
- 347.1 where the Academy Player is registered with the Applicant Club within 12 months of his being registered to the Training Club, the Applicant Club shall be obliged to pay the contingent compensation (referred to in Rule 352) but not any initial training costs fee (as referred to in Rule 352); or
  - 347.2 where the Academy Player is registered with the Applicant Club in circumstances where at least 12 months have elapsed since he was registered as an Academy Player with any Club or club, there shall be no obligation on the Applicant Club to pay any compensation (whether by way of initial training costs fee or contingent compensation).
348. Where Rule 347 applies and the Academy Player subsequently ends his registration with the Applicant Club and registers as an Academy Player at another Academy which is either operated by a Club in the same or a higher division or is an Academy of the same or higher Category than the original Training Club (the "**Further Club**"), the Further Club shall be obliged to pay compensation (both to the initial training costs fee and contingent compensation) to the original Training Club in respect of the Academy Player's time at that club, in accordance with the provisions of Rules 347 and 348.

#### Guidance

*In such a scenario, nothing in Rules 347 and 348 shall affect any obligation (as otherwise set out in these Rules) upon the Further Club to pay compensation to the Applicant Club.*

349. The amount of compensation referred to in Rule 345 shall be:
- 349.1 such sum as shall be due pursuant to this section of the Rules; or
  - 349.2 as regards the compensation payable by the Applicant Club to the most recent Training Club, such sum as shall have been agreed between them.
350. Rules 352 to 363 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 351.2 applies.
351. In default of agreement between the Applicant Club and the Academy Player's most recent Training Club, the Professional Football Compensation Committee shall (in accordance with the provisions of Appendix 4 of the Regulations) determine the compensation payable to the latter in respect of an Academy Player:
- 351.1 who is in any age group between Under 17 and Under 21 when he is registered for the Applicant Club; or
  - 351.2 to whom the Training Club made an offer of a Scholarship Agreement pursuant to Rule 295.
352. The compensation due in respect of an Academy Player to whom Rule 350 applies shall consist of an initial training costs fee payable to the most recent Training Club (and to be paid within seven days of the Academy Player being registered for the Applicant Club) and contingent compensation as is payable to all qualifying Training Clubs in accordance with these Rules.

353. The initial training costs fee referred to in Rule 352 shall be calculated by:

353.1 multiplying the applicable annual fixed training costs calculated in accordance with Rule 354 by the applicable number of years; and

353.2 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.

354. In Rule 353:

354.1 the “applicable annual fixed training costs” means the sums set out in the table in Rule 355 referable to:

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

354.1.2 the Category of the Training Club’s Academy during that year; and

354.2 the “applicable number of years” means the number of years for which the Academy Player was registered for the Training Club (subject to Rule 362).

355. The applicable annual fixed training costs by reference to the age group of the Academy Player and the Category of Academy are as follows:

Age group of the Academy Player	Category 1	Category 2	Category 3
Under 9	£5,000	£5,000	£5,000
Under 10	£10,000	£8,750	£7,500
Under 11	£15,000	£12,500	£10,000
Under 12	£45,000	£30,000	£15,000
Under 13	£60,000	£40,000	£20,000
Under 14 to Under 16	£80,000 (per year)	£50,000 (per year)	£25,000 (per year)

**Guidance**

*In order to give effect to the compensation Rules under the EPPP, Clubs’ previous Football Academies and Centres of Excellence will have a “deemed”, retrospective categorisation to give effect to the provisions for fixed training cost compensation in respect of the years up until the coming into force of the Rules. The following applies:*

Status	Deemed retrospective Category for the purposes of calculating compensation (in respect of the period up until the end of Season 2011/12)
Club operated a licensed Football Academy which is placed into Category 1 under the new Rules (all Category 1 Clubs will be the subject of an ISO audit by no later than 31 May 2012)	Category 1.
Club operated a licensed Football Academy which is not placed into Category 1 under the new Rules.	Category 2.
Club operated a licensed Centre of Excellence.	Category 3.

*The annual fixed training costs set out in the table at Rule 355, above, shall apply to all registrations of Academy Players with Applicant Clubs that are approved following the coming into force of the Season 2022/23 edition of these Rules (i.e. for registrations approved from that date, the annual fixed training costs shall be calculated by reference to the figures herein).*

356. The contingent compensation referred to in Rule 352 shall consist of:

356.1 appearance fees calculated by reference to the number of First Team Appearances made by the Academy Player for the Applicant Club or any other Club or Premier League club for whom the Academy Player subsequently becomes registered (including, with effect from the commencement of Season 2015/16 only, by way of a Temporary Transfer or other loan) and to the divisional status of the relevant Club as set out in the table in Rule 358;

356.2 subject to Rule 357, appearance fees shall be calculated up to a maximum of 100 First Team Appearances;

356.3 if the Academy Player’s registration is transferred prior to his twenty-third birthday to a club affiliated to a national association other than the Football Association (save for any Welsh club which is a member of the League, the Premier League or the National Division of the National League), 20% of any Compensation Fee, Loan Fee and Contingent Sum that the Applicant Club receives which is in excess of:

356.3.1 any amounts of training compensation and/or solidarity payment paid to the Applicant Club and the Training Club pursuant to the FIFA Regulations for the Status and Transfer of Players; and

356.3.2 the actual sum (if any) paid by the Applicant Club to the Training Club to acquire the Academy Player’s registration;

356.4 5% of all Compensation Fees, Transfer Fees, Loan Fees and Contingent Sums paid in respect of all future transfers of the Academy Player’s registration (whether permanent or temporary) to Clubs (or clubs) in membership of the League, the Premier League or the National Division of the National League;

356.5 5% of all Loan Fees and Contingent Sums paid in respect of all future transfers on loan to a club affiliated to a national association other than the Football Association (save for any Welsh club which is a member of the League, The Football League or the National Division of the National League).

357. For the purposes of calculating the contingent compensation referred to in Rule 352, First Team Appearances made in excess of 100 and up to a maximum of 200 (the “Additional Appearances”) will result in contingent compensation being payable in circumstances where one or more of a Player’s Additional Appearances are played for a Club (or clubs) in a higher division than one or more of the Player’s first 100 First Team Appearances. In such circumstances the Additional Appearances will be treated as if they had formed part of the Player’s first 100 First Team Appearances, with the result that an additional compensation fee will be due which is equal to any difference in the compensation paid in respect of the Player’s first 100 First Team Appearances and any Additional Appearances of a higher value (starting with the lowest compensated appearance).

**Guidance****Example 1:**

A Player makes 100 First Team Appearances in the Championship, followed by 10 First Team Appearances in the Premier League.

The 100 Championship appearances would result in contingent compensation of £250,000 (£2,500 x 100) being payable to training clubs.

The 10 subsequent appearances in the Premier League would be worth £300,000 (£30,000 x 10) being payable to training clubs.

The contingent compensation payable to the training club(s) would be 'topped up' to the contingent compensation for 10 Premier League appearances, less the contingent compensation of the player's lowest-compensated 10 appearances in his first 100 appearances:

- 10 Premier League appearances = £30,000 x 10 = £300,000
- 10 Championship appearances = £2,500 x 10 = £25,000

Total 'top up' fee payable: £300,000 - £25,000 = £275,000

**Example 2:**

A Player's first 100 First Team Appearances are broken down as follows: (i) 1-25 at EFL League 2 level; (ii) 26-75 at EFL League 1 level; and (iii) 76-100 at EFL Championship level. The Player goes on to make a further 25 First Team Appearances at EFL Championship level (matches 101-125) and 50 First Team Appearances at Premier League level (matches 126-175).

These first 100 appearances would result in contingent compensation of £93,750 (£250 x 25; £500 x 50; £2,500 x 25) being payable to training clubs.

The contingent compensation payable to the training club(s) would be 'topped up' to the contingent fee for:

- 25 EFL Championship appearances (£2,500 x 25), less the contingent compensation of the player's lowest-compensated 25 appearances in his first 100 appearances (being at EFL League 2 level: £250 x 25). 'Top up' fee payable in respect of these matches: £62,500 - £6,250 = £56,250; and
- 50 Premier League appearances (£30,000 x 50), less the contingent compensation of the player's remaining lowest-compensated 50 appearances in his first 100 appearances (being at EFL League 1 level: £500 x 50). 'Top up' fee payable in respect of these matches: £1,500,000 - £25,000 = £1,475,000.

**Total 'top up' fee payable: £1,531,250.**

358. The appearance fees referred to in Rule 356.1 are as follows:

- 358.1 Premier League: £30,000;
- 358.2 EFL Championship: £2,500;
- 358.3 EFL League One: £500; and
- 358.4 EFL League Two: £250.

**Guidance**

The contingent fees set out above come into force with effect from the coming into force of the Season 2022/23 edition of these Rules and are forward-looking from that date. In order to calculate the contingent fees applicable for registrations approved before the coming into force of the Season 2022/23 edition of these Rules, reference should be made to the following figures:

Number of First Team Appearances	Divisional Status of the Club			
	Premier League Club	Championship Club	League 1 Club	League 2 Club
10	£150,000	£25,000	£10,000	£5,000
20	£150,000	£25,000	£10,000	£5,000
30	£150,000	£25,000	£10,000	£5,000
40	£150,000	£25,000	£10,000	£5,000
50	£150,000	£25,000	£10,000	£5,000
60	£150,000	£25,000	£10,000	£5,000
70	£100,000	£25,000	£10,000	£5,000
80	£100,000	£25,000	£10,000	£5,000
90	£100,000	£25,000	£10,000	£5,000
100	£100,000	£25,000	£10,000	£5,000

For the avoidance of doubt, in such circumstances:

Rule 357 will not apply, such that only First Team Appearances up to a maximum of 100 will apply for the purposes of calculating contingent compensation; and

Rule 359.1.2 will not apply, such that matches played for a foreign club where a player is the subject of a Temporary Transfer will not apply for the purposes of calculating contingent compensation.



359. In respect of Rule 356:
- 359.1 "First Team Appearance" means:
- 359.1.1 an appearance either in the starting eleven or as a playing substitute in a first team fixture in the Premier League, the EFL Championship and EFL Leagues 1 and 2 (including play-offs), the EFL Cup, the FA Cup, the EFL Trophy, the FIFA Club World Cup, the UEFA Europa Conference League, the UEFA Europa League or the UEFA Champions League; and
- 359.1.2 where a player is subject to a Temporary Transfer or other loan from a Club or Football League club to a foreign club, an appearance for a foreign club in league or domestic cup competition, the FIFA Club World Cup or the UEFA Europa Conference League, UEFA Europa League or the UEFA Champions League;
- 359.2 the contingent compensation shall be payable upon the earlier of:
- 359.2.1 every 10 First Team Appearances played by the Player;
- 359.2.2 the end of each Season; or
- 359.2.3 the termination (whether by effluxion of time, cancellation, transfer or otherwise) of the Academy Player's registration at a Club (or Premier League Club).
- For the avoidance of doubt, in the event of a termination of an Academy Player's registration, the obligation to pay future sums pursuant to that Rule shall transfer to any new Club (or Premier League club) for whom the Academy Player subsequently becomes registered; and
- 359.3 "Compensation Fee", "Transfer Fee", "Loan Fee" and "Contingent Sum" shall be interpreted to exclude compensation payable pursuant to Rule 345.

#### Guidance

*For the purposes of Rule 359.1.2, the banding of the relevant competitions will be based on alignment of foreign competitions with the domestic governing body endorsement competition banding (with each Band to be as defined in the 'Governing Body Endorsement Requirements for Players' document) whereby:*

- *appearances in the UEFA Champions League carry the same appearance-based contingencies as appearances for a Premier League club.*
- *appearances in foreign Band 1 domestic competitions, the UEFA Europa League and the UEFA Conference League carry the same appearance-based contingencies as appearances for a Championship club.*
- *appearances in foreign Band 2 domestic competitions carry the same appearance based contingencies as appearances for a League One club and*
- *appearances in foreign Band 3, Band 4 or Band 5 domestic competitions carry the same appearance-based contingencies as appearances for a League Two club.*

*The relevant banding shall be determined with reference to the banding of that club at the time of the relevant appearance.*

360. Reference in Rules 356 and 359 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 356.1 and 356.4 and for the avoidance of doubt the original Applicant Club shall not be liable to the Training Club in respect of:
- 360.1 any appearance fees payable pursuant to Rule 356.1 and due in respect of appearances made by the Academy Player after he has ceased to be permanently registered for the Applicant Club; or
- 360.2 sums payable pursuant to Rule 356.3 and 356.4 arising from transfers in respect of which the Applicant Club was not the Transferor Club.
361. 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 349.2 or otherwise, may not take effect so as to vary the contingent compensation payable pursuant to this section of the Rules to any other Club (or Premier League club).
362. 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).
363. If the Academy Player has been registered for a Training Club for part only of the period between the start of his Under 9 year to the conclusion of his Under 16 year, the amount of contingent compensation payable to that Training Club calculated in accordance with these Rules shall be paid pro rata to the Training Club.

#### Guidance

*Rule 363 covers the following situations:*

1. *where an Academy Player has been registered for only one Training Club but not for the entirety of the period from the start of his Under 9 year to the conclusion of his Under 16 year; and*
2. *where the Academy Player has been registered for more than one Training Club during the period.*

*In either case, the Training Club(s) receive(s) contingent compensation pro rata to the period that it/they held the Academy Player's registration.*

364. The compensation set by the Professional Football Compensation Committee in respect of an Academy Player to whom Rule 351 applies shall be determined in accordance with the Committee's Regulations (set out at Appendix 4 of the Regulations).
365. The new registration of a Contract Player under Regulation 61 shall impose an obligation on the Club next holding his registration to pay to the former Club (or club) compensation for the training and development of that Player if the Club (or club):
- 365.1 had held that Player's registration as an Academy Player;
- 365.2 had offered to enter into a Scholarship Agreement with him which offer he had not accepted; or
- 365.3 had entered into a Scholarship Agreement with him and either:
- 365.3.1 the Scholarship Agreement had been terminated at the Player's request; or
- 365.3.2 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.

366.	The amount of compensation payable pursuant to Rule 365 shall be:
366.1	such sum as shall have been agreed between the applicant Club (or club) and the former Club; or
366.2	such sum as the Professional Football Compensation Committee on the application of either Club (or club) shall determine pursuant to Rule 364.
367.	Any agreement between Clubs or between a Club and a Premier League club or Former Football League Club as to the amount of compensation payable shall be in writing, and a copy provided to the League within five days of being entered into.
368.	All compensation (including instalments thereof and contingent sums) payable to a Club, Premier League or a League Club shall be paid by the Applicant Club into the Transfer Fee Account.

#### Guidance

*The fees set out in Rules 355 and 358 are to be revised annually by the PGB.*

*The Regulations of the Professional Football Compensation Committee referred to in Rule 364 are in Appendix 4 of the League Regulations. They remain unchanged as regards the calculation of compensation for:*

- *Academy Players in the Under 18 and older age groups;*
- *an Academy Player with whom the Training Club had agreed to enter into a Scholarship Agreement; and*
- *an Academy Player with whom the Applicant Club enters into a Scholarship Agreement.*

## APPENDIX A CODE OF CONDUCT FOR SCOUTS

The function of a Scout is to identify to their Club players with whom that Club may wish to enter into negotiations with a view to securing their registration. Scouts are not themselves entitled to enter into any such negotiations nor are they able to make promises to or offer inducements to any players whom they approach.

Scouts are employed by and represent their Clubs and are Officials within the meaning of the Regulations of the League by which they are bound.

Scouts must therefore be familiar with the Regulations and in particular these Rules relating to Youth Development. They must maintain an awareness of and at all times comply with the Regulations and Rules setting out the circumstances in which their Club may make an approach to a Player or Academy Player (as defined in the Regulations) whose registration is held by another football club.

When acting in the course of their duties a Scout shall at all times carry the formal means of identification issued to them by their Club and shall produce the same upon demand.

Scouts are responsible for the conduct of their contacts and shall be liable for any act or omission by a contact which constitutes a breach of the Regulations.

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.

A Scout shall forthwith disclose to their Club the nature and extent of any direct or indirect interest they may have in any transaction or arrangement involving their Club and they shall account to the Club for any benefit which either directly or indirectly they derive therefrom.

A Scout shall conduct themselves at all times in an ethical and professional manner and shall observe the highest standards of integrity and fair dealing.

**APPENDIX B****CODE OF CONDUCT FOR CLUBS, ACADEMY PLAYERS AND THEIR PARENT(S)****(Youth Development Rule 214)**

The following Code applies to each Club, Academy Player registered on EFL Form YD4 and their Parent(s) and sets out the standards expected of each party. By signing this Code, each party agrees to abide by it, and any breach of this Code (as determined by the English Football League) may be deemed a breach of Youth Development Rule 214.

**1. THE CLUB AGREES TO:**

- (a) provide a safe and inclusive environment in which the Academy Player can learn and develop free from abuse, bullying, mistreatment and discrimination in any form;
- (b) ensure all Staff receive regular safeguarding training approved by the Club's Designated Safeguarding Officer and have been subject to safer recruitment procedures;
- (c) protect the welfare of the Academy Player, including their mental and emotional wellbeing;
- (d) ensure medical screening, monitoring and support for the Academy Player;
- (e) provide a structured football learning programme, appropriate to the age, ability and growth of the Academy Player;
- (f) provide participation in football matches arranged or approved by the EFL as part of the Games Programme;
- (g) provide trained and qualified coaching and other staff and facilities as determined by the Youth Development Rules;
- (h) provide guidelines to the Academy Player and Parent(s) on the best ways for them to contribute to the Academy Player's football and personal development;
- (i) provide compensatory education and support (in consultation with the Academy Player's Parent(s) and school) for the continued academic and personal development of the Academy Player which, appropriate to their educational needs and training model;
- (j) provide regular communication and reports to the Academy Player and Parent(s) on their progress;
- (k) provide any additional code of conduct and/or rules for its Academy

**2. THE ACADEMY PLAYER AGREES TO:**

- (a) attend the Academy regularly and punctually, behave with self-discipline and give notice of and reasons for any absence;
- (b) practise the techniques and skills taught by the Academy and attempt to apply them in matches;
- (c) maintain their academic progression and attainment;
- (d) follow a lifestyle appropriate to development – spending leisure time positively; eating, drinking, relaxing and sleeping sensibly;
- (e) communicate with the Academy staff, keeping them informed about any matters affecting them;
- (f) never engage in abusive, bullying, violent or discriminatory behaviour in any form, including whilst online; and
- (g) adhere to any code of conduct issued by the Club and/or any rules for its Academy.

**3. THE PARENT(S) AGREE TO:**

- (a) support the Academy Player to meet targets, including this Code and any code of conduct

- (b) issued separately by the Club and/or any rules for its Academy;
- (b) support the Academy Player without pressure, praise good work and refrain from criticising lapses;
- (c) set a good example to the Academy Player;
- (d) not approach or engage in communication, either directly or indirectly, with another Academy whilst the Academy Player is registered with an Academy, save as permitted by the Youth Development Rules;
- (e) communicate with the Academy staff to resolve any issues of concern and to keep them informed about any matters affecting the Academy Player;
- (f) adhere to any code of conduct issued by the Club and/or any rules for its Academy.

**We, the undersigned, agree to the Code of Conduct****[Signature blocks for Club, Player and Parent(s)]**

EFL HANDBOOK  
2023/24



SECTION  
08

# EFL CUP, TROPHY AND PLAY-OFF RULES



## EFL Cup Rules

### 1 DEFINITIONS AND INTERPRETATION

- 1.1 Throughout these Rules, unless the context otherwise requires:
- 'Club'** means each member from time to time of The League and each member from time to time of The Premier League.
- 'Close Season'** has the meaning given to it in the League Regulations.
- 'Competition Match'** means any Association Football Match in the Competition.
- 'Cup'** means the trophy awarded to the winner of the Final.
- 'Final Tie'** means the final Competition Match in the Competition.
- 'Home Club'** means the Club on whose ground any Cup Competition match should be or should have been played or where ground sharing is in operation or the Clubs agree to play on a neutral ground the Club whose name appears first.
- 'Player'** has the meaning given to it in the League Regulations.
- 'Return to Play/Return to Training Protocols'** means the return to play and return to training protocols applicable in The League Regulations and/or Premier League Rules as updated from time to time.
- 'Season'** has the meaning given to it in the League Regulations.
- 'Semi-Final'** means the two Competition Matches immediately preceding the Final Tie.
- 'the League'** means The Football League Limited.
- 'the Competition'** or **'the Cup Competition'** means the EFL Cup competition organised by The League, by whatever title it shall from time to time be given by the Board.
- 'the League Competition'** means the annual league competition organised by The League for Clubs in membership of The League.
- 'the Premier League Competition'** means the annual league competition to be organised by The Premier League for clubs in membership of The Premier League.
- 'the Board'** means the Board of Directors from time to time of The League.
- 'the Management Committee'** means the Management Committee of the Competition which shall comprise the Board.
- 'the Premier League'** means the Football Association Premier League Limited.
- 'these Rules'** means the Rules of the Competition as from time to time altered.
- 'the FA Rules'** means the rules and regulations for the time being of The Football Association.
- 'the League Regulations'** means the Regulations of The League from time to time in force.
- 'the Premier League Rules'** means the Rules of the Premier League from time to time in force.
- 'Visiting Club'** means the Club which should play or should have played any Competition Match on the grounds of a Home Club.

### 2 CONTROL OF THE COMPETITION

- 2.1 The Cup Competition shall be organised by the Board of the League for all Clubs and shall be given such title as shall be nominated from time to time by the Board.
- 2.2 The control of the Competition shall be vested in the Board of the League who shall in all ways act as the Management Committee of the Competition, and who shall have power at any time to alter, delete or add to these Rules in such manner as they in their absolute discretion deem appropriate.

2.3 Prior to making any alteration or addition to or deletion from these Rules, the Management Committee shall consult with the Premier League in the joint standing committee consisting of representatives of the League and the Premier League that is to be established in relation to the Competition and give consideration to any views expressed or proposals made by them.

2.4 If at any time, the Premier League shall object to any alteration or addition to or deletion from these Rules, it shall so notify the Management Committee in writing. If the subject matter of the objection is not resolved between the Management Committee and the Premier League within thirty one days of the date of such notice, the matter may be referred by either party to The Football Association Leagues Sanction and Registrations Committee whose decision upon such point shall be final and binding between the parties.

### 3 COMPETITION FORMAT

3.1 The Competition shall be a knock out competition and the Management Committee shall make the draw for each tie in the Competition which shall be drawn in couples. These couples shall compete and the winners shall be drawn and shall compete in the same manner, and this shall be continued until the final two Clubs are left in the Competition and shall compete in the Final Tie. The winner of the Final Tie will be declared the winners of the Competition. Immediately after each draw is made notice shall be given to each Club of the name of its opponents, together with a date on which the tie shall be played.

3.2 In rounds one, two, three, four and five, Competition Matches shall, unless otherwise agreed by the Management Committee after consultation with both Clubs involved, be played on the ground of the first Club drawn. In the event of any match being played on a neutral ground, the Management Committee shall be responsible for the negotiation of ground and other expenses and shall determine how such expenses are distributed between the Clubs.

#### Guidance

*The neutral ground provisions do not relate to situations where a Club is temporarily playing away from 'home' due to, for example, ground redevelopment.*

3.3 The Semi-Finals shall be played on a two-leg basis, the first leg to be played on the ground of the first Club drawn and the second leg played on the ground of the Club drawn second.

3.4 The Final Tie shall be played on a neutral ground to be fixed by the Management Committee. The Management Committee shall have the authority to decide that the Final Tie be played on a Sunday.

### 4 ARRANGEMENT OF FIXTURES

4.1 All Competition Matches shall be arranged as soon as practicable.

4.2 The date of a Competition Match shall be determined by the Management Committee after consultation with both Clubs involved. The time of kick off shall be fixed by the Home Club, except in the Final Tie and where a Competition Match is played on a neutral ground, when the kick off time will be fixed by the Management Committee after consultation with both Clubs.

4.3 The Management Committee shall adjudicate and/or take any necessary steps in the event of any ties interfering with competition rounds or ties either clashing with UEFA club competitions, Football Association Challenge Cup, League or Premier League matches. If required, this may involve the introduction of seeding arrangements as necessary or other such action as the Management Committee deem appropriate in the circumstances.

4.4 International, representative and Football Association Cup matches take precedence over matches in the Competition. Any Club qualifying for a place in a UEFA club competition, up to a maximum of eight such Clubs, shall be exempt from participating in this Competition until round three. When the remaining number of Clubs entered is other than sixty-four the Management Committee shall arrange for byes where necessary. Save for as provided in Rules 5.1, 5.2 and 5.3, no Club shall have a bye in successive rounds of the Competition.

4.5 In arranging matches in the Competition, Clubs shall not improperly interfere with home league matches of other Clubs, whether such Clubs are in membership of the League or Premier League.

### 5 NON-FULFILMENT OF FIXTURES

5.1 Each Club will use its best endeavours to ensure that each Competition Match takes place on the date and at the time fixed for it.

5.2 Dislocation of Competition Matches caused by any reason whatsoever shall be immediately reported to Management Committee by the Clubs concerned and it shall be the duty of the Home Club in each instance immediately to notify the appointed referee and assistant referees of such dislocation.

5.3 If, a Club is unable to fulfil its obligation to complete a Competition Match for any reason then the Management Committee shall use its reasonable endeavours to rearrange the fixture for the earliest reasonable opportunity (including but not limited to arranging for the Competition Match to be played at a neutral venue) which will not be later than the date of the first Competition Match scheduled to take place in the immediately following round. Where the Management Committee determine that the Competition Match cannot be rearranged the Management Committee shall have the power to declare that the Competition Match shall be abandoned. Where the Management Committee declare that the Competition Match shall be abandoned, the Club shall forfeit the Competition Match, pay the opposing Club's expenses in accordance with Rule 5.6 and the opposing Club shall receive a bye into the next round of the Competition.

#### Guidance – Rearrangement

*For example the Second Round of the Competition is scheduled to take place on 23/24 August in the event that a First Round Competition Match was postponed, the rearranged a match must take place by a date that would reasonably allow the winning Club to participate in the following round on the scheduled date. In the event that the match cannot be rearranged for a suitable date before to allow the winning Club to participate in the following round]then the Management Committee will award a bye in accordance with Rule 5.3.*

If, both Clubs are unable to fulfil its obligation to complete a Competition Match for any reason then Management Committee shall use its reasonable endeavours to rearrange the Competition Match for the earliest reasonable opportunity (including but not limited to arranging for the Competition Match to be played at a neutral venue) which will not be later than the date of the first Competition Match scheduled to take place in the immediately following round. Where the Management Committee determines that the Competition Match cannot be rearranged the Management Committee shall have the power to declare that the Competition Match shall be abandoned. Where this results in an uneven number of Clubs being entered into the next round, the Management Committee shall exercise its discretion as to which Club progresses through to the next round including but not limited to arranging for byes where necessary.

#### Guidance - Rearrangement

*For example the Second Round of the Competition is scheduled to take place on 23/24 August in the event that a First Round Competition Match was postponed, the rearranged a match must take place by a date that would reasonably allow the winning Club to participate in the following round on the scheduled date. In the event that the match cannot be rearranged for a suitable date before to allow the winning Club to participate in the following round]then the Management Committee will award a bye in accordance with Rule 5.3.*

5.4 Failure to fulfil any Competition Match will constitute a breach of these Rules unless the Club can demonstrate that:

5.4.1 the dominant and effective cause of the non-fulfilment was the occurrence of an event which was outside the control of the Club (an "Event"); and

5.4.2 the Club could not remedy the consequences of the Event prior to the Competition Match despite using its best endeavors to do so.

- 5.5 Where a Club has breached these Rules in accordance with Rule 5.4 the Management Committee shall have the power to:
- require that Club to forfeit the Competition Match and award to opposing Club a bye into the next round; and/or
  - impose penalties against the Club in accordance with Rule 22.1; and/or
  - delegate the matter to a Disciplinary Commission in accordance with Rule 22.3.

5.6 A Club which breaches these Rules in accordance with Rule 5.4 shall be liable to pay compensation for any expenses actually incurred by the opposing Club as a direct result of the failure. The amount of compensation will be at the discretion of the Management Committee who will consider each such case on its merits. The Management Committee may refer the amount of compensation to be paid to a Disciplinary Commission appointed under Rule 22 dealing with the misconduct by the Club failing to fulfil its fixture.

## 6 PLAYERS

- 6.1 In all rounds of the Competition a Player must be a "Registered Player" of his Club, as defined in Rule 6.2 below, in order to be eligible to participate in a Competition Match.
- 6.2 A Registered Player is one who would be registered and eligible to participate in a Premier League match and/or League Match (as defined in the League Regulations) commencing at the same time and on the same date as the Competition Match in accordance with the Premier League Rules and/or the League Regulations, or would have been but for the operation of Premier League Rule U.1.1 or League Regulation 44.9 (as amended from time to time).
- 6.3 Players registered on a temporary basis will not be eligible to play unless the Club holding his full registration gives its written consent (also subject to any restrictions on the number of loan players prescribed by applicable Premier League Rules or League Regulations).
- 6.4 No Registered Player shall play for more than one Club in the Competition in any one Season.
- 6.5 Each Club shall play its full available strength in and during all Competition Matches, unless some satisfactory reason is given. The Management Committee may from time to time issue a policy as to what constitutes 'full available strength'. In the event of the explanation not being deemed satisfactory the Management Committee shall have power to impose such penalties as they shall think fit. The provisions governing disciplinary matters in relation to the Competition are contained in Rule 22.

### Guidance

*Clubs must ensure that they comply with Rule 6.5 and play its full available strength in Competition Matches. However, where it is necessary for a Club to rely on its full squad of Registered Players in order to fulfil a fixture due to the circumstances described in Rules 5.1 – 5.3 then that Club shall be deemed to have fulfilled the "full available strength" requirements.*

## 7 TEAM SHEETS/PRE-MATCH BRIEFING AND REPLACEMENT OF SUBSTITUTE PLAYERS

- 7.1 A representative of each Club must hand copies of a list of names of Players taking part in the Competition Match (including the name of the nominated substitute or substitutes) ('Team Sheet') to the referee and a representative of the opponents in the presence of the referee in the referee's dressing room at least 75 (seventy five) minutes before the advertised time of kick-off. The Team Sheet shall indicate the full names of Players and shall indicate the colour of the goalkeeper's shirt. Neither Club shall publish the teams or otherwise provide details of the teams to any third party (other than The League's appointed broadcast partners) until 60 (sixty) minutes before the advertised time of kick-off.
- 7.2 Each Club shall (via the online reporting system provided for this purpose) submit a copy of its Team Sheet together with the result of the Competition Match to the League within 48 (forty-eight) hours of the conclusion of the Competition Match.

- 7.3 At least 60 (sixty) minutes before the advertised time of kick-off of a Competition Match either:
- the captain; or
  - the person in charge of the team on the day (i.e. the manager or assistant manager); or
  - another senior representative of the coaching staff,
- shall attend a briefing with the referee.

7.4 Need to add guidance as per Reg 34.6 that it is expected that the Manager attends the briefing as per Participant Behaviour Charter.

7.5 Should any nominated Player or substitute sustain an injury or become otherwise incapacitated after the submission of the Team Sheet to the referee and before the kick-off, he may be replaced and the referee shall be informed. Should there be any other extenuating circumstances which require a nominated Player or substitute to be replaced during the aforementioned period, the referee shall allow such replacement and report the full circumstances to The League. The League shall then initiate any inquiries it may deem fit so as to satisfy itself as to the bona fide nature of the replacement.

## 8 SUBSTITUTES

- 8.1 Subject to Rule 8.3, in all Competition Matches, each Club is permitted to name up to nine substitutes on the Team Sheet, of whom not more than five may take part in the Competition Match. Each Club is only permitted a maximum of three opportunities to make substitutions during the Competition Match. Clubs may make substitutions at half time and any substitutions made will not count towards the maximum of three opportunities. A Club may make more than one substitution at each of its three opportunities.
- 8.2 Where either the Semi-Final 2<sup>nd</sup> leg or Final Tie goes to extra time (in accordance with the provisions of Rule 12.5), then during extra time only each Club participating in that Competition Match will be permitted an additional opportunity to make an additional substitution from those substitutes listed on the Team Sheet.

### **Guidance**

For example, a Club having used 5 substitutes before extra-time shall still only be permitted the opportunity the use of 1 further substitute making 6 in total. The use of the additional substitute shall commence on the final whistle of regular (inclusive of injury time).

By way of further example, a Club having used 3 substitutes before extra-time shall still only be permitted one additional opportunity the use up to 3 further substitute making 6 in total. The use of the additional substitutes shall commence on the final whistle of regular (inclusive of injury time).

- 8.3 Each Club shall also be permitted to utilise up to two 'concussion substitutes' and/or two 'additional substitutes' (as appropriate) from those substitutes listed on the Team Sheet, strictly in accordance with the provisions of the International Football Association Board's 'Additional permanent concussion substitutes – Protocol B ('IFAB Protocol')' and any associated guidance issued by the League. Use of either a 'concussion substitute' or an 'additional substitute' in accordance with this Rule 8.3 shall not count towards the five substitutions permitted to take part in the Competition Match in accordance with Rule 8.1 or towards the permitted number of opportunities to make a substitution in accordance with Rules 8.1 and 8.2. Each Club must provide the League with such information as is necessary to ensure compliance with the IFAB Protocol in respect of any 'concussion substitute' made within 10 days of receiving such a request from the League.
- 8.4 All substitutes must be nominated and included on the Team Sheet handed to the referee prior to the Competition Match. Not more than three substitutes of each Club may warm up or down at the same time on the perimeter of the pitch on which the match is being played.

**9 PLAYERS' CLOTHING**

- 9.1 The Players' shirts and shorts must be clearly numbered in accordance with the Premier League Rules and League Regulations respectively.
- 9.2 The captain shall wear a distinguishing armband provided by the League to indicate his status.
- 9.3 During the Close Season, each Club shall notify the League, in writing, details of its 'home' and 'away' kits (shirts, shorts and socks). The League shall inform all other Clubs, referees and assistant referees of such details. Save as provided for in Rule 9.4, the 'home kit' so registered by each Club shall be worn for all home Competition Matches during the next following Season and no changes either in the kit or combination of kit shall be permitted during the course of the Season.
- 9.4 A home Club will be able to wear any combination of its registered kit in order to avoid a potential kit clash, including but not limited to wearing an 'away' or 'third' shirt for a home Competition Match.
- 9.5 Visiting Clubs shall play in a registered kit which is clearly distinguishable (shirts and socks) from those of their opponents. In circumstances where an 'away' Club cannot wear any of its kits without causing a potential kit clash, that Club shall be able to wear any combination of its registered kit in order to avoid the potential kit clash. Where both Clubs request to play in the same, or similar, coloured shorts then an application to do so shall be made to the appointed match referee whose consent shall not be unreasonably withheld.
- 9.6 When playing on neutral ground Clubs will determine either by agreement or the toss of a coin which of them should be deemed to be the Home Club.
- 9.7 Upon receipt of the match official appointments it is the responsibility of both Home and Visiting Clubs to provide the referee and their opponents with details of the colours of shirts, shorts and socks of both outfield Players and goalkeeper to ensure that any issues can be addressed before the Competition Match.
- 9.8 The colour of the goalkeeper's shirt must, in all cases, be clearly distinguishable from the colours of the shirts worn by the match officials and all other Players.
- 9.9 'Shirt' in the context of this Rule shall also include 'Jersey' where applicable.
- 9.10 The colours of clothing worn by those individuals responsible for returning the ball to Players (if having gone out of play) must not clash with the kit of either of the competing Clubs.
- 9.11 In Competition Matches, the Players' shirts may carry advertising subject to:
- 9.11.1 the regulations relating to the clothing of players laid down by the Football Association; and
- 9.11.2 being in accordance with The FA Rules (including but not limited to the the Kit and Advertising Regulations as updated from time to time within the FA Rules), Premier League Rules and League Regulations respectively; and
- 9.11.3 for Competition Matches covered by television, not being in contravention of any provision in the contract between The League and the television company, such provision to be notified to the Clubs by The League.
- 9.12 The shirts of all Players Competition Matches shall include such sleeve badge(s) in such format as the League shall prescribe. There shall be no form of words, advertising, badge or other logo above or below the sleeve badge(s) except as permitted by the League.

**10 GIANT SCREENS**

- 10.1 Except with prior written consent of the Management Committee, giant screens or the like at a Club's stadia shall not be used to relay to spectators closed circuit pictures of the Competition Match at which they are present. Any consent given under this Rule shall be subject to the following conditions:
- 10.1.1 the screen shall be located so that it does not interfere with the Competition Match at which it is used or distract the Players and match officials;

- 10.1.2 the screen shall be operated by a responsible person who is fully aware of the conditions covering its use; and
- 10.1.3 the screen may be used to show live action and, when the ball is not in play, action replays of positive incidents, decisions issued by goal line technology (in such format as the League may specify from time to time) and / or any other systems intended to aid the decision of match officials on the field of play.

**10.2 The screen shall not be used to show:**

- 10.2.1 action replays of negative or controversial incidents;
- 10.2.2 any incident which may bring into question the judgement of any match official;
- 10.2.3 the area of the trainers' bench;
- 10.2.4 until substitute boards have been displayed, pictures of any substitute Player warming up or preparing to enter the field of play; and
- 10.2.5 any material which would 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,

unless utilised in connection with the use of goal line technology and/or video assistant referees in accordance with Rule 12.6.

**11 COMMENCEMENT OF THE MATCH**

- 11.1 For all Competition Matches, Clubs shall be required to take the field of play as instructed by the match officials not less than 5 (five) minutes before the advertised time of kick-off.

**12 LAWS OF THE GAME**

- 12.1 The Competition shall observe the League Regulations and The Football Association Rules and all Competition Matches shall be played under the Laws of the Game (as defined in The League Regulations). In the event of any conflict between any such Rules, Regulations, Bye-Laws and Laws as aforesaid, the Rules of the Football Association shall prevail.
- 12.2 In all Competition Matches the half-time interval shall be fifteen minutes.
- 12.3 All Competition Matches shall be of ninety minutes' duration but any Competition Match which from any cause whatever falls short of 90 minutes' duration may be ordered to count as a completed fixture or be replayed in full or in part as the Management Committee may in their absolute discretion determine.
- 12.4 In the event of the scores being level at the end of ninety minutes' play in rounds one, two, three, four and five no extra time shall be played, and the winners shall be determined by the taking of kicks from the penalty mark in accordance with procedures as approved by IFAB.
- 12.5 If the aggregate score is level at the end of ninety minutes in either:
- 12.5.1 the second leg of the Semi-Final; or
- 12.5.2 in the Final Tie,

an extra half hour shall be played and if the aggregate score is still level at the end of extra time the winner of that Competition Match shall be determined by the taking of kicks from the penalty mark in accordance with procedures as approved by IFAB.

**12.6 Use of Technology.** Where the venue at which any Competition Match is to be played has:

- 12.6.1 a goal line technology system installed; and/or
- 12.6.2 such equipment as is necessary to enable the use of video assistant referees,

in compliance with the Laws of the Game, the Management Committee shall be entitled to determine whether any such system(s) should be used, and its decision shall be final. The Management Committee may also mandate the installation of temporary systems for a Semi-Final at home grounds of League Clubs.



**Guidance**

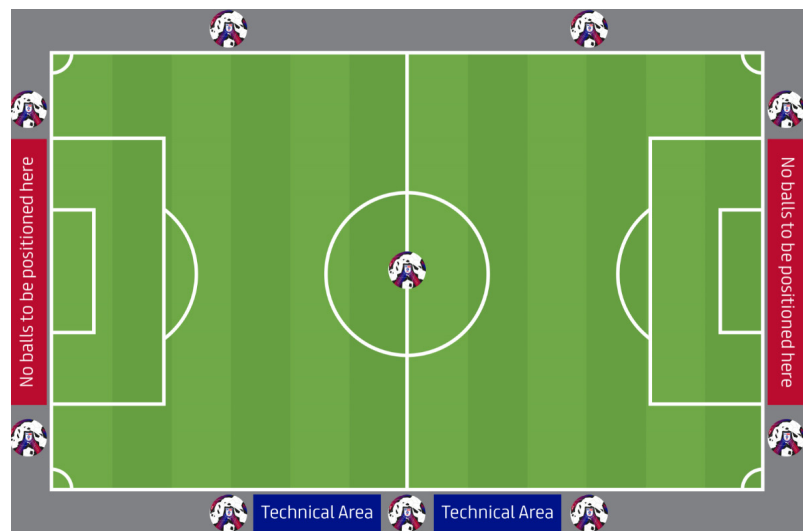
*Costs of installation would be borne centrally. Costs of operations fall under Rule 18.1.*

12.7 **Towels / Drying Aids.** No Club shall be entitled to utilise towels or other articles (including articles obtained from spectators) to dry footballs during any Competition Match.

12.8 **Multiple Balls.** Clubs must use a system of replacement balls for all Competition Matches in accordance with Law 2.3 of the Laws of the Game and any guidance issued by the League or in conjunction with PGMOL.

**Guidance**

*A full guidance note will be provided by the League in conjunction with PGMOL but we helpfully set out a diagram below for ease of reference:*

**13 TRAINERS' BENCHES AND TECHNICAL AREA PARTICIPANTS BEHAVIOUR CHARTER**

13.1 All Clubs must provide separate areas adjacent to the pitch for the exclusive use of team officials and substitute Players (and any substituted Players) for both the Home Club and Visiting Club. These areas shall have direct access to the pitch, shall be under cover and shall contain a minimum of fourteen seats. The layout, facilities and viewing positions for the Visiting Club bench shall be the same as for the Home Club. Only officials whose names appear on the Team Sheet are permitted to sit on the trainer's bench and they are the only persons who may communicate instructions to Players during the Competition Match. All Officials named on a Club's Team Sheet must ensure they adhere to the Technical Area Code of Conduct as prescribed by the EFL and PGMOL at the beginning of each Season.

**Guidance**

*Each Club shall provide a maximum of 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.*

**14 MATCH OFFICIALS**

14.1 The appointment of referees and assistant referees shall be made by the Management Committee from the list of referees compiled pursuant to Regulation 40 of The League Regulations.

14.2 The remuneration payable to referees and assistant referees shall be determined by the Board of Professional Game Match Officials Limited.

14.3 The Management Committee shall present souvenirs to the match officials in the Final Tie.

**15 MATCH FOOTAGE**

15.1 Both Clubs and PGMOL officials will be provided by The League either a high-resolution and/or low resolution copy of the match footage of any Competition Match. Clubs shall not be permitted to:

15.1.1 use any footage for financial gain; or

15.1.2 connect any recording device to any camera(s) or any other broadcast related network or equipment installed and/or operated by or on behalf of The League without first obtainin the written permission of The League.

**16 MEDICAL PRACTITIONERS**

16.1 Each Club in each Competition Match shall ensure that it has such medical provisions in place as would be required for league matches by the Regulations or Rules of the League in which it normally participates.

**17 REFEREE REPORTS**

17.1 Each Club shall submit the marking of the referee's performance to The League within six days of the Competition Match.

**18 FINANCIAL RULES**

18.1 The proceeds of all Competition Matches (including replayed matches, admittance to the Visiting Club's home ground where a beam back is provided) after paying thereout the travelling expenses of the Visiting Club, the ground and other expenses of the Competition Match including Value Added Tax, floodlighting of the playing pitch and ancillary lighting (not to exceed £200), advertising, printing, postage, police charges, turnstile operators, stewards, contribution to first aid helpers, costs incurred pursuant to Rule 12.6, and clearing the ground of snow, provided in the case of the last mentioned item the Visiting Club is notified in advance of the Competition Match in question of the approximate cost (such net proceeds being hereinafter referred to as 'the Net Cup Competition Gate') shall save as set out below be divided as follows:

18.1.1 45 per cent to each Club taking part in such Competition Match; and

18.1.2 10 per cent to the Cup Competition Pool (hereinafter called 'the Pool Account') the proceeds of which are to be divided at the end of the Competition in the ratio 1:1 between:

(a) the Clubs in The Premier League; and

(b) the Clubs in The League.

18.2 In the Semi-Final and Final Tie only, a sum of up to 6.3 per cent of the Net Cup Competition Gate shall be paid to the League (to be utilised by the League as appropriate). The remaining proceeds of each such Competition Match shall be divided between the two Clubs in question and the Pool Account in the proportions referred to in Rule 18.1 above provided always that as regards the Final Tie and any replay thereof, where a Club sells match tickets, it does so on behalf of the League and shall pay forthwith into the Pool Account the proceeds of sale and shall send to the League within 28 days of the said Competition Match a final statement of account and ticket reconciliation and shall pay into the Pool Account any balance due whether the Club has received payment or not. Within seven days of the Final Tie the League shall send to each Club participating in such Competition Match 50% (fifty per cent) of the estimate of the amount which that Club will be entitled to receive out of the net gate receipts for that Competition Match.

18.3 Each Home Club shall send the appropriate shares of the Net Cup Competition Gate to the Visiting Club and to The League, together with a statement of the calculations thereof within ten days of the match.

18.4 For all Competition Matches (other than the Final Tie), the Visiting Club may claim travel expenses incurred (and the amount claimed shall be an expense of the Competition Match) at the following rates:

18.4.1 standard class railway fares for up to 24 persons for the Players and officials of the Visiting Club at a maximum rate of £100 per person; or

- 18.4.2 air fares for up to 24 persons for the Players and officials of the Visiting Club at a maximum rate of £100 per person; or
- 18.4.3 actual cost of motor coach hire (not exceeding £2,400).
- 18.5 For all Competition Matches (other than the Final Tie), subject to Rule 18.6, the Visiting Club may also claim hotel expenses incurred (and the amount claimed shall be an expense of the match) at the following rates:
- 18.5.1 for an overnight stay, for up to 24 persons for the Players and officials of the Visiting Club at a maximum rate of £100 per person; or
- 18.5.2 where there is no overnight stay, a maximum of £450 (where necessarily incurred).
- 18.6 A Visiting Club shall only be entitled to claim overnight hotel expenses where it would not be possible for the Visiting Club to return to its home stadium or training ground (as applicable) within 5 hours (including a stop of not more than 45 minutes) of the conclusion of the Competition Match. Any hotel expenses (overnight or otherwise) shall be agreed between the Home Club and Visiting Club in advance. Any disputes shall immediately be referred to the League for settlement and whose decision will be final.
- 18.7 In respect of the Final Tie, each Club shall be entitled to claim (and the amount claimed shall be an expense of the Competition Match):
- 18.7.1 travel expenses incurred in accordance with the rates set out in Rule 18.4; and
- 18.7.2 hotel expenses for one night, for up to 24 persons at a maximum rate of £100 per person.
- 18.8 In cases where the receipts are not sufficient to cover the expenses of the Competition Match, the Home Club shall share the losses with the Visiting Club, with the Visiting Club paying to the Home Club the relevant proportion of the loss within fourteen days of notification by the Home Club of such losses, accompanied by a detailed statement setting out the receipts and expenses in connection with such Competition Match, signed by a duly authorised officer of the Home Club. The Management Committee shall, however, be empowered to reimburse both Clubs for such loss, at its discretion.
- 18.9 The Management Committee retains the right to amend the provisions of Rule 18 at any time during the Competition provided that it provides Clubs with not less than 2 days' written notice of such amendments.
- 19 POSTPONEMENT AND ABANDONMENT**
- 19.1 Save where otherwise provided for in Rule 5, when a Competition Match is abandoned the Visiting Club shall be entitled to receive from the Home Club, out of the gate of the abandoned Competition Match, travelling expenses and hotel expenses calculated in accordance with Rules 18.4 to 18.6. The Visiting Club shall have no further claim in respect of the re-played Competition Match.
- 19.2 Save where otherwise provided for in Rule 5, when a Competition Match is postponed (except by reason of an FA Cup match or Premier League or League match) the Visiting Club may be entitled to receive from the Home Club, out of the gate of the rearranged game, travelling expenses and hotel expenses calculated in accordance with Rules 18.4 to 18.6. Any payments will be at the discretion of the Management Committee and will take into account whether any expenditure had been incurred in respect of the postponed Competition Match.
- 19.3 For any Competition Match ordered to be replayed in consequence of a breach of Rule, the Club in default shall not receive any share of the proceeds of such replayed Competition Match (except travelling expenses and hotel expenses calculated in accordance with Rules 18.4 to 18.6) without the consent of the Management Committee and such consent shall only be given in special circumstances. If consent is not given, the share shall be taken by the Management Committee and placed in the Pool Account.

**20 TROPHY**

- 20.1 When the winning Club shall have been ascertained, the Management Committee shall deliver the Cup to such Club, which shall be responsible for its return to the Management Committee in good order and condition at least one month prior to the Final Tie in the following year, provided always that the winning Club shall, from time to time throughout the year, on request from the League, release the Cup to the League for such purposes as the League shall require.
- 20.2 In addition to the Cup, the Management Committee shall present thirty souvenirs to the winning Club in the Final Tie; and thirty souvenirs to the losing Club in the Final Tie. Additional souvenirs may be presented with the consent of the Management Committee but shall be at the cost of the requesting Club.
- 20.3 A Club that through the Competition qualifies for a UEFA Competition for the following Season must adhere to the rules and licensing requirements of UEFA applicable to that Season.
- 21 TICKETS**
- 21.1 Immediately after the draw is known the two Clubs concerned must mutually agree the prices. All questions in dispute must be immediately referred to the Management Committee for settlement.
- 21.2 In all Competition Matches, the Visiting Club shall have the right to claim 10 per cent of all tickets reserved or otherwise sold in advance (any variation to that figure shall be subject to the consent of the Management Committee) and on the following conditions:
- 21.2.1 the request for tickets shall be made within three days of the draw, with the exception of the first round where such request should be made no later than 14 days before the date of the match;
- 21.2.2 the admission prices to be charged to supporters of a Visiting Club shall not be higher than those charged to the supporters of the Home Club for comparable accommodation and in particular concessionary rates offered to senior citizens and junior supporters shall apply equally to both sets of supporters;
- 21.2.3 unless otherwise mutually agreed in writing, all tickets shall be on a sale or return basis; and
- 21.2.4 at every home match, a minimum of 10 per cent of the total disabled spectator accommodation must be made available to disabled supporters of the Visiting Club.
- 21.3 A Visiting Club shall be entitled to a minimum of 50 Complimentary Stand Tickets.
- 21.4 Rule 21.2 – 21.3 shall not apply where any order, direction or requirement of the UK Government or public authority prevents the Home Club from admitting any supporters of the Visiting Club to its stadia.
- 21.5 A Visiting Club shall also be entitled to not less than 16 or one third of the seats usually reserved and known as the 'Home and Visiting Directors' Seats' up to a maximum of 24 seats.
- 21.6 Complimentary tickets issued by the Home Club, other than those required pursuant to Rule 21.5 and any required to be supplied to Sponsors under any agreement entered into by The League, but including those supplied to the Visiting Club pursuant to Rule 21.3, in excess of 250 must be accounted for at the appropriate rate.
- 21.7 Where the Home Club issues season tickets which allow holders of such tickets:
- 21.7.1 free admission to a Competition Match then each season ticket holder that attends is treated as having bought a ticket at the same price as that allocated to that seat for that Competition Match ; or
- 21.7.2 discounted admission to a Competition Match then in calculating the amount to be included as Gross Receipts of the Competition Match any discount from the admission price shall be excluded.

- 21.8 Where the Home Club admits any person to the ground as part of its hospitality arrangements or to an executive box and there is no separate charge for admission, each person is treated as having bought a ticket at the highest price payable for a general admission ticket for that Competition Match.
- 21.9 All questions in dispute shall immediately be referred to The League for settlement.
- 21.10 All Clubs (and clubs) shall comply with the requirements of The League in respect of the sale of tickets to the Final Tie of the Competition. Failure to do so will constitute misconduct. Without prejudice to the generality of the foregoing, any entitlement to a share in the proceeds of such Final Tie may be reduced to reflect any financial penalty imposed for a breach of this Rule.
- 21.11 Management Committee shall have the right to amend this Rule 21 at any time during the Competition provided that it provides Clubs with not less than 2 days' written notice of such amendments.
- 22 DISPUTES**
- 22.1 The Management Committee shall have full power to investigate alleged breaches of these Rules and impose against Clubs whom they shall deem guilty of having offended against or committed a breach of these Rules, such penalties by way of reprimand, fine or other penalty (or any combination thereof) as the Management Committee may think fit in the circumstances, and shall be entitled to order any Club to pay compensation to any other Club for any such offence against or breach of these Rules or misconduct.
- 22.2 The Management Committee may make such orders as it considers appropriate in relation to the costs incurred by the parties or the League.
- 22.3 The Management Committee shall have the power in their absolute discretion to delegate the matter to a Disciplinary Commission in accordance with the Regulations save that the time limit for the lodging of any defence to the protest or complaint is reduced to five business days.
- 22.4 The Management Committee shall be empowered, at any time and from time to time to designate any breach of these Rules as a strict liability offence, to impose in respect thereof fixed fines in such amount as they shall determine, and from time to time to increase, reduce or otherwise vary such fixed fine, on notice in writing to the Clubs. Such alterations shall not be deemed to be an alteration to these Rules for the purposes of Rules 2.3 and 2.4.
- 22.5 A Club will have the right appeal the penalty imposed by the Management Committee or any decision of a Disciplinary Commission in accordance with Regulation 95 save that the time limit for lodging the notice and grounds of the appeal set out in Regulation 95.3 shall be reduced to five business days.
- 22.6 The designation of any such other offence and the fixing of any fine shall not prevent the Management Committee from taking such other disciplinary action or imposing any other penalty on a Club if it shall commit such offence more than the number of occasions in respect of which fixed penalties are prescribed, or, if no such number of occasions is specified, on more than one occasion.
- 22.7 The Management Committee shall be empowered, at any time and from time to time, to increase, reduce or otherwise vary any monetary payment, fee or penalty specified in these Rules, on notice in writing to the Clubs. Such alterations shall not be deemed to be an alteration to these Rules for the purposes of Rules 2.3 and 2.4.
- 22.8 By participating in the Competition Clubs (including those Clubs who are members of the Premier League) are subject to the jurisdiction of the League in respect of matters relating to the Competition (but not otherwise) and the Clubs (including those Clubs who are members of the Premier League) are subject to the provisions of Sections 8 and 9 of the Regulations as if the same were set out herein.

**23 STADIUM REQUIREMENTS**

- 23.1 No Competition Match (other than the Final) shall take place at any stadium where the field of play is covered or partially covered without the prior written consent of the Management Committee after full consultation with all Clubs.
- 23.2 Any Club proposing to cover or partially cover the field of play shall be required to submit outline plans and copy of the planning application prior to such planning application being submitted to the appropriate statutory authority.
- 23.3 No matches shall be played on an artificial surface.
- 23.4 Each League Club shall comply with the provision of Regulation 13, Regulation 36.9 and Appendix 1 of The League Regulations, as regards registration of its ground, floodlighting, pitch dimensions. Each Premier League Club shall comply with the provisions of The Premier League Rules as regards registration of its ground, floodlighting, pitch dimensions.
- 23.5 Provided that a Premier League Club complies with the relevant Premier League Rules, it shall be deemed to comply with League requirements. Premier League Clubs may not alter the pitch dimensions for Competition Matches from those registered with The Premier League.
- 23.6 Clubs are not permitted to play any Competition Match behind closed doors so that the public are excluded from the stadia unless:
- 23.6.1 the Management Committee has provided its written consent to the same; and/or
- 23.6.2 playing behind closed doors is a consequence of any disciplinary or regulatory proceedings; and/or
- 23.6.3 any order, direction or requirement of the UK Government and/or any other public authority prevents the Club from being able to admit any supporters to its stadia.

**24 BROADCASTING**

- 24.1 No Competition Match shall be televised or recorded or transmitted by satellite or cable or any similar method except with the written consent of the Management Committee.
- 24.2 The League or any subsidiary or associated company of the League or duly authorised agent or broadcaster (and its respective employees and agents) shall be allowed access to the grounds of all Clubs (and to the television gantries, camera positions and facilities) for the purpose of recording or broadcasting matches arranged under the jurisdiction of the League.
- 24.3 As a minimum, each Club participating in any Competition Match that is scheduled to be televised live in the United Kingdom shall ensure that:
- 24.3.1 in the week preceding the day of the match there is a continuous period of 2 hours during which broadcasters and title sponsor (semi-final and final only) may conduct interviews with Players (and at least 1 Player) and the Manager, which interviews may be transmitted live and/or recorded; and
- 24.3.2 for the benefit of the UK domestic broadcaster only on the day of the Competition Match itself:
- (a) make a Player participating in that Competition Match available for interview pre-match (and shall use all reasonable endeavours to meet the first or second choice requests of that broadcaster);
- (b) make a Player participating in that Competition Match available for interview post match immediately (or as soon as practicable) after final whistle;
- (c) make the 'Man of the Match' as nominated by that broadcaster available for interview post match as soon after the final whistle as reasonably practicable and in any event no later than 10 minutes after final whistle;

- (d) make the manager available for interview post match as soon after the final whistle as reasonably practicable and in any event no later than 15 minutes after final whistle.

## 25 SPONSORSHIP AND OTHER COMMERCIAL ARRANGEMENTS

- 25.1 The Management Committee shall have the power to negotiate and administer sponsorship and other commercial agreements (including broadcasting) relating to the Competition. Any such agreement entered into by the League shall be binding upon each Club and each Club shall comply with the requirements of the Management Committee in relation thereto.
- 25.2 Subject as aforesaid and without prejudice to the generality of Rule 25.1, each Club must, if required by the sponsor, commercial partner or broadcaster, make available the contracted services and facilities at the Club's home ground.
- 25.3 Without prejudice to the generality of the foregoing, each Club participating in the Final shall procure that their Club's Manager will wear a pin badge supporting the League's nominated charity partner for that Season (and no other branding relating to charities unless otherwise featured on the Clubs entire playing kit and/or training wear pursuant to the FA Kit Advertising Regulations).

### Guidance

*The EFL charity partner for Season 2022/23 is the British Red Cross.*

*Note: Clubs are reminded that the facilities required at each ground will depend upon the terms of each commercial contract and as agreed with The Premier League. Details will be circulated by The League's Commercial Department.*

# EFL Trophy Rules

## 1 Definitions and Interpretation

- 1.1 Throughout these Rules, unless the context otherwise requires:
- 'Away Club'** means the Club which should play or should have played a Match on the ground of a Home Club.
- 'Board'** means the Board of directors of the League.
- 'Club'** means an EFL Club or an Invited Club, as the context requires.
- 'Close Season'** has the meaning given to it in the Regulations.
- 'Competition'** means the competition organised by the League pursuant to these Rules.
- 'Competition Pool'** means an account established to collate the proceeds of Matches played in the Competition and which will be distributed in accordance with the provisions of Rule 26.4 of these Rules.
- 'EFL Clubs'** means those Member Clubs of the League that will, in the applicable Season, participate in the League One and League Two Divisions of the League.
- 'Full Available Strength'** means the EFL Club must include at least four Qualifying Players in the ten outfield Players named in the starting eleven on the Team Sheet.
- 'Group Match'** means a Match played in the group stage of the Competition.
- 'Home Club'** means the Club on whose ground any Match should be or should have been played or where ground sharing is in operation, the Club whose name appears first.
- 'Invited Club'** means any club operating a Category One Academy (pursuant to the Youth Development Rules) which accepts the invitation to take part in the Competition in accordance with the provisions of Rule 4.2.
- 'Knock-out Match'** means a Match played in the knock-out stage of the Competition.
- 'Match'** means a match in this Competition.
- 'Participating Clubs'** means the EFL Clubs and the Invited Clubs.
- 'Player'** has the meaning given to it in the Regulations.
- 'Premier League'** means the Football Association Premier League Limited.
- 'Premier League Rules'** means the Rules of the Premier League from time to time in force.
- 'Regulations'** means the Regulations of the League from time to time in force.
- 'Rules'** means these Rules of the Competition (as updated, amended or replaced from time to time).
- 'Season'** has the meaning given to it in the Regulations.
- 'Team Sheet'** has the meaning given to it at Rule 8.1.
- 'the League'** means The Football League Limited.
- 'Youth Development Rules'** means the rules relating to youth development adopted by the Premier League and the League as in force from time to time.

## 2 Competition Title

- 2.1 The Competition shall be given such title as the Board shall from time to time determine.

## 3 Organisation of the Competition

- 3.1 The Competition shall be organised by the Board, and the Board shall control the Competition in accordance with these Rules and the Regulations.
- 3.2 The Board shall have power at any time to alter, delete or add to these Rules in such manner as it in its absolute discretion deems appropriate. Such alterations shall not be deemed to be an alteration to the Regulations for the purposes of Regulation 2.

3.3 In the case of any inconsistency between these Rules and the Regulations, these Rules shall prevail.

#### 4 Participation in the Competition

4.1 All EFL Clubs (as defined in these Rules) shall take part in the Competition.

4.2 An additional sixteen clubs shall be invited to take part in the Competition on the following basis:

4.2.1 the first clubs to receive an invitation will be up to sixteen Clubs that will be participating in the Premier League in the current Season and which operate a Category One Academy (in accordance with the Youth Development Rules). The order of priority will be based on first team finishing position in the immediately preceding Season (across both the Premier League and Championship Division of the League).

4.2.2 if less than sixteen Premier League clubs qualify and/or accept the invitation pursuant to Rule 4.2.1, the League shall then invite:

- (i) firstly the three Clubs relegated from the Premier League in the previous Season (provided they operate a Category One Academy); and
- (ii) then if required the next highest placed Club(s) operating a Category One Academy,

until such time as there are no more than sixteen clubs (or Clubs) accepting the invitation to participate,

and any club (or Club) accepted into the Competition in accordance with this Rule is an **Invited Club**.

4.3 All Participating Clubs in the Competition shall:

4.3.1 be bound by;

4.3.2 undertake to observe; and

4.3.3 comply with,

these Rules.

#### 5 Competition Format

5.1 The format of the Competition shall be as follows:

##### 5.1.1 Group Stage.

- (i) The Participating Clubs will be divided into 16 groups of four with eight northern groups and eight southern groups.
- (ii) If the number of Participating Clubs is less than 64, the League shall be entitled to adjust the number of Clubs in any particular group as necessary.
- (iii) Subject to Rule 5.1.1(ii) above, each group will be made up of one Invited Club and three EFL Clubs.
- (iv) Each Club will play against each other Club once.
- (v) Subject to the requirements above, the League shall determine the format of, and conduct any draw(s) required to finalise, the groups and the allocation as Home Club and Away Club.
- (vi) Invited Clubs will be the Away Club in each Match in the Group Stage (unless otherwise determined by the League).
- (vii) Group Matches will be of ninety minutes duration, with no extra time.
- (viii) Three points are awarded for a win and none for a defeat.

(ix) If the scores are level at the end of the Group Match then each Club is awarded one point. In addition the Match will be followed immediately by the taking of kicks from the penalty mark in accordance with procedures as approved by the International Football Association Board (**IFAB**) and the Club that wins the penalty shootout will be awarded an additional one point.

(x) If two or more Clubs are equal on points on completion of the Group Matches the following criteria are applied in the order given to determine their rankings:

- (A) goal difference;
- (B) higher number of goals scored in the Group Matches;
- (C) number of wins (after normal time i.e. not the result of any drawn match followed by penalties);
- (D) the record against each other in the Group Match, taking into account in order of precedence, points gained, goal difference, higher number of goals scored;
- (E) if the Clubs still have an equal ranking after the application of (A) to (D), by the drawing of lots.

##### 5.1.2 Round of 32.

(i) The eight winners and eight runners up of the north and south group stages qualify for the round of 32. All other Clubs are eliminated from the Competition.

(ii) The round of 32 pairings are determined by means of a draw whereby the winner of a group will be drawn at home and will play a runner up of a group from the same region (but not from the same group).

(iii) Subject to the requirement above, the League shall determine the format of, and conduct, the draw to determine the round of 32.

(iv) Matches will be of ninety minutes duration, with no extra time. If the scores are level then the winners shall be determined by the taking of kicks from the penalty mark in accordance with procedures as approved by IFAB.

##### 5.1.3 Round of 16.

(i) The 16 winners from the Round of 32 will contest the round of 16.

(ii) The round of 16 pairings are determined by means of an unseeded draw but on a regionalised basis (North and South). The League shall determine the placing of Clubs in each of the two regions prior to the draw.

(iii) The Club drawn first is the Home Club.

(iv) Matches will be of ninety minutes duration, with no extra time. If the scores are level then the winners shall be determined by the taking of kicks from the penalty mark in accordance with procedures as approved by IFAB.

##### 5.1.4 Quarter Finals.

(i) The eight winners from the Round of 16 will contest the quarter-finals.

(ii) The Quarter Final pairings are determined by means of an unseeded draw but on a regionalised basis (North and South). The League shall determine the placing of Clubs in each of the two regions prior to the draw.

(iii) The Club drawn first is the Home Club.

- (iv) Matches will be of ninety minutes duration, with no extra time. If the scores are level then the winners shall be determined by the taking of kicks from the penalty mark in accordance with procedures as approved by IFAB.

#### 5.1.5 Semi Finals.

- (i) The four winners from the quarter-finals will contest the semi-finals.
- (ii) Semi-final pairings are determined by means of an unseeded draw with no regionalisation.
- (iii) The Club drawn first is the Home Club.
- (iv) Matches will be played by way of only one leg and be of ninety minutes duration with no extra time. If the scores are level at the end of the Match then the winners shall be determined by the taking of kicks from the penalty mark in accordance with procedures as approved by IFAB.

#### 5.1.6 Final.

- (i) The two winners from the semi-finals will contest the final.
- (ii) The final shall be played on a date and at a time to be determined by the League.
- (iii) The Match will be of ninety minutes duration. If the scores are level at the end of the Match then there will be a period of extra time of thirty minutes duration. If the scores remain level after extra time then the winners shall be determined by the taking of kicks from the penalty mark in accordance with procedures as approved by IFAB.

## 6 Arrangement of Fixtures

- 6.1 Immediately after each draw is made, notice shall be given to each Club of the name of its opponent, together with a note of the week in which the Match is to be played. The League reserves the right to schedule Matches on alternative dates.

### Guidance

*Circumstances where the EFL would consider to schedule matches on alternative dates include but are not limited to the avoiding clashes with UEFA club competitions for development squads and/or FIFA / UEFA international windows.*

- 6.2 The actual date of the Match shall be determined by the League after consultation with both Clubs involved.
- 6.3 Matches may not be postponed due to Players having been called up to play for their national association's representative matches.
- 6.4 All Matches (other than the final) shall unless otherwise agreed by the League (in its absolute discretion) be played at the venue registered by the Home Club:
- 6.4.1 in the case of EFL Clubs, pursuant to Regulation 13.5; and
- 6.4.2 in the case of Invited Clubs, as the first teams' Stadium (as that term is defined in the Premier League rules).

### Guidance

*The EFL reserves the right to 'reverse' any fixture on application of the home club but in its absolute discretion.*

- 6.5 The final shall be played at a neutral venue determined by the League.
- 6.6 Clubs are not permitted to play any Match behind closed doors so that the public are excluded from the stadia unless:
- 6.6.1 the Management Committee has provided its written consent to the same; and/or

- 6.6.2 playing behind closed doors is a consequence of any disciplinary or regulatory proceedings; and or
- 6.6.3 any order, direction or requirement of the UK Government and/or any other public authority prevents the Club from being able to admit supporters to its stadia.

- 6.7 The time of kick-off shall be fixed by the Home Club in accordance with the Regulations, except in the final, when the kick-off time will be fixed by the League.
- 6.8 The League shall adjudicate in the event of any Match interfering with other first team matches.
- 6.9 Dislocation of Matches for any cause whatsoever shall be immediately reported to the League by the Clubs concerned and it shall be the duty of the Home Club in each instance immediately to notify the appointed Match officials of such dislocation.
- 6.10 All re-arrangements of Matches must be arranged for the earliest reasonable opportunity and submitted to and approved by the League. Any Match not so arranged shall have its date fixed by the League.

## 7 Players

- 7.1 In all rounds of the Competition a Player must be a "Registered Player" of his Club.

- 7.2 For the EFL Clubs, a Registered Player is one who:

- 7.2.1 would be registered and eligible to participate in a match in the League Competition for that EFL Club commencing at the same time and on the same date as the Match in accordance with the provisions of the Regulations or would have been but for the operation of Regulation 44.9 (Squad Lists) (as amended from time to time); or
- 7.2.2 would be so eligible but for the fact that they are registered on a Long Term Loan at a club playing in the National League (National Division, North Division or South Division) but by the agreement of the Club, the National League club and the Player he has permission to return to play in this Competition.

- 7.3 Each EFL Club shall play its Full Available Strength in and during all Matches.

### Guidance

*'Full Available Strength' means the EFL Club must include at least four Qualifying Players in the ten outfield Players named in the starting eleven on the Team Sheet.*

- 7.4 **Qualifying Player** means any Player who:

- 7.4.1 had started the immediately preceding First Team Fixture (as defined below);
- 7.4.2 subsequently starts the immediately following First Team Fixture;
- 7.4.3 is in the list of ten Players at the Club with the highest number of starting appearances in First Team Fixtures in the same Season;
- 7.4.4 has made forty or more starting appearances in First Team Fixtures or international equivalents (and not limited to the same Club or Season); or
- 7.4.5 is on standard loan from a Premier League Club or any EFL Club operating a Category One Academy.

- 7.5 **First Team Fixture** means the League Competition, Premier League, EFL Cup or FA Challenge Cup (but shall, in the context of Rules 7.4.3 and 7.4.4 only, also include this Competition).

- 7.6 Any EFL Club failing to meet the requirement to play Full Available Strength will be required to pay a fine of up to £5,000.

- 7.7 For the Invited Clubs, a registered player is one who would be registered and eligible to participate in a Premier League and/or, subject to Rules 7.9 and 7.10, Premier League 2 match commencing at the same time and on the same date as the Match in accordance with the provisions of the relevant Premier League rules.

- 7.8 Each Invited Club must ensure that in each Match:
- 7.8.1 at least six of the starting eleven players named on the Team Sheet are players who were aged under 21 as at the 30th June in the year in which the Season concerned commenced; and
- 7.8.2 no more than two players who:
- (i) are aged 21 or over; and
- (ii) have made 40 or more appearances in a First Team Fixture (either in the starting eleven or as a playing substitute)
- in each case as at the 30<sup>th</sup> June in the year in which the Season concerned, shall be named on the Team Sheet.
- 7.9 A Player sent out on a Temporary Loan Transfer (or Temporary Transfer where a Premier League Club) but who remains eligible to participate in non-first team football for his parent club (which would include Premier League 2 matches) will not be eligible to participate in this Competition (on the basis that it is a first team competition) unless otherwise permitted by Rule 7.2.2.
- 7.10 Players registered only on a PDL8 or other 'non-first team' registration form are not eligible to participate in the Competition.
- 7.11 A maximum of 5 Players registered on a Temporary Loan Transfer (or Temporary Transfer where a Premier League Club) can be named in the Players listed on a Team Sheet for any individual match played in this Competition. This maximum shall reduce to 4 Players where a Club names a Player on the Team Sheet who is registered on an Emergency Goalkeeper Loan (or any equivalent Temporary Transfer where a Premier League Club).
- 7.12 Players registered on a Temporary Loan Transfer (or Temporary Transfer where a Premier League Club) will be eligible to play unless the loaning Club (or club) expressly indicates it does not consent as part of the applicable loan agreement.
- 7.13 No Player may play for more than one Club in the Competition in any one Season.
- Guidance**
- Matches in the Competition are first team fixtures and will count towards the application of Article 5.3 of the FIFA Regulations on the Status and Transfer of Players (the so-called '3+2' Rule).*
- 8 Team Sheet**
- 8.1 A representative of each Club must hand copies of a list of names of Players taking part in the game (including the name of the nominated substitute or substitutes) ('**Team Sheet**') to the referee and a representative of the opponents in the presence of the Referee in the referee's dressing room (or an agreed alternative location) at least 75 (seventy five) minutes before the advertised time of kick-off. The Team Sheet shall indicate the full names of Players and shall indicate the colour of the Goalkeeper's shirt. Neither Club shall publish the teams or otherwise provide details of the teams to any third party (other than The League's appointed broadcast partners) until 60 (sixty) minutes before the advertised time of kick-off.
- 9 Pre Match Briefing with the Referee.**
- 9.1 At least 60 (sixty) minutes before the advertised time of kick-off of a match either:
- 9.1.1 the captain; or
- 9.1.2 the person in charge of the team on the day (i.e. the manager or assistant manager); or
- 9.1.3 another senior representative of the coaching staff, shall attend a briefing with the referee.

**Guidance**

*It is expected that the Manager should attend this briefing in line with the Participant and Technical Area Charter.*

*A breach of this Rule 9 is designated a strict liability offence as detailed in Regulation 88 of the EFL Regulations.*

**10 Substitutes**

- 10.1 In all Matches, each Club is permitted to name up to seven substitutes on the Team Sheet of whom not more than five may take part in the Match. Each Club is only permitted a maximum of three opportunities to make substitutions during the Match. Clubs may make substitutions at half time and any substitutions made then will not count towards the maximum of three opportunities. A Club may make more than one substitution at each of its three opportunities. Each Club participating in the final Match will be permitted an additional opportunity to make a substitution from those remaining substitutes listed on the Team Sheet during extra time.

**Guidance**

*For example, a Club having used 5 substitutes before extra-time shall still only be permitted the opportunity the use of 1 further substitute making 6 in total. The use of the additional substitute shall commence on the final whistle of regular (inclusive of injury time).*

*By way of further example, a Club having used 3 substitutes before extra-time shall still only be permitted one additional opportunity the use up to 3 further substitute making 6 in total. The use of the additional substitutes shall commence on the final whistle of regular (inclusive of injury time).*

*In the event that a Club has used all seven substitutes named on the Team Sheet during normal time as a result of the using 2 'concussion substitutes' and 2 'additional substitutes' (where the opponent has also used 2 substitutes) the Club will not be permitted to use an additional substitute in extra time.*

- 10.2 Each Club shall also be permitted to utilise up to two 'concussion substitutes' and/or two 'additional substitutes' (as appropriate) from those substitutes listed on the Team Sheet, strictly in accordance with the provisions of the International Football Association Board's 'Additional permanent concussion substitutes – Protocol B ('IFAB Protocol') and any associated guidance issued by the League. Use of either a 'concussion substitute' or an 'additional substitute' in accordance with this Rule 10.3 shall not count towards the five permitted to take part in the Competition Match in accordance with Rule 10.1 or towards the permitted number of opportunities to make a substitution in accordance with Rule 10.1 and 10.2. Each Club must provide the League with such information as is necessary to ensure compliance with the IFAB Protocol in respect of any 'concussion substitute' made within 10 days of receiving such a request from the League.

- 10.3 All substitutes must be nominated and included on the official Team Sheet handed to the referee prior to the Match. Substitutes not on the Team Sheet may not take part in the Match.

- 10.4 Not more than three substitutes / Players of each Club shall warm up or warm down at the same time on the perimeter of the pitch on which the Match is being played.

**11 Replacement of Injured Players Prior to Kick-off**

- 11.1 Should any nominated Player or substitute sustain an injury or become otherwise incapacitated after the submission of the Team Sheet to the referee and before the kick-off, he may be replaced and the referee shall be informed. Should there be any other extenuating circumstances which require a nominated Player or substitute to be replaced during the aforementioned period, the referee shall allow such replacement and report the full circumstances to the League. The League shall then initiate any inquiries it may deem fit so as to satisfy itself as to the bona fide nature of the replacement.

**12 On Field Discipline**

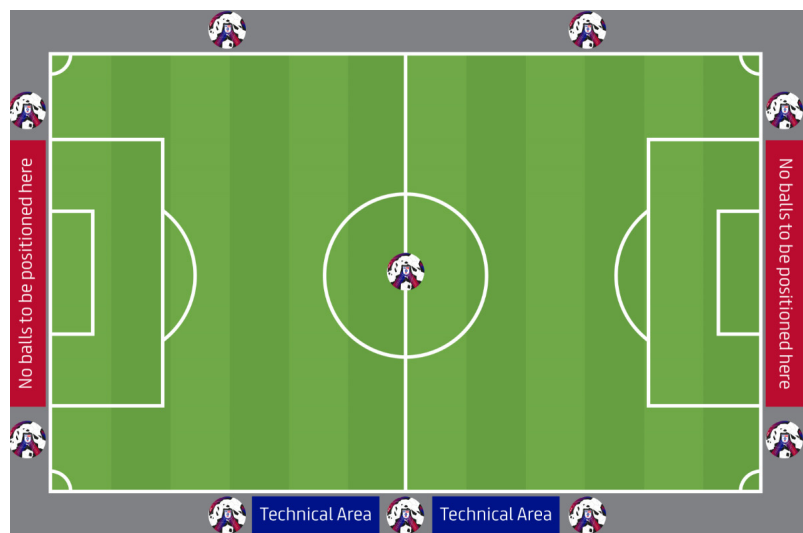
- 12.1 The Competition is a 'First Team Competitive Match' for the purposes of the Football Association's Regulations for Disciplinary Procedures. However, the automatic sanctions in relation to cautions and dismissals are treated separately under The FA Disciplinary procedures from other First Team matches.

**13 Match balls**

- 13.1 All Clubs shall utilise the match balls supplied by the League.
- 13.2 **Towels / Drying Aids.** No Club shall be entitled to utilise towels or other articles (including articles obtained from spectators) to dry footballs during any Match.
- 13.3 **Multiple Balls.** Clubs must use a system of replacement balls for all Matches in accordance with Law 2.3 of the Laws of the Game and any guidance issued by the League or in conjunction with PGMOL.

**Guidance**

*A full guidance note will be provided by the League in conjunction with PGMOL but we helpfully set out a diagram below for ease of reference:*

**14 Kit Requirements**

- 14.1 The players' shirts and shorts must be clearly numbered in accordance with the Regulations and Premier League Rules respectively.
- 14.2 Clubs participating in the semi-finals and final will be required to wear such sleeve badges (which may include sponsor branding) as supplied by the League.
- 14.3 The Captain shall wear a distinguishing armband provided by the League to indicate his status.
- 14.4 During the Close Season, each Club shall notify the League, in writing, details of its 'home' and 'away' kits (shirts, shorts and socks). The League shall inform all other Clubs, Referees and Assistant Referees of such details. Save as provided for in Rule 14.5, the 'home kit' so registered by each Club shall be worn for all Home Matches during the next following Season and no changes either in the kits or combination of kit shall be permitted during the course of the Season.
- 14.5 A home Club will be able to wear any combination of its registered kit in order to avoid a potential kit clash, including but not limited to wearing an 'away' or 'third' shirt for a Match.

- 14.6 When away from home a Club shall play in a registered kit which is (shirts, shorts, and socks) clearly distinguishable from those of their opponents. The League reserves the right to relax this requirement in respect of shorts where appropriate and after consultation with match officials. In circumstances where an 'away' Club cannot wear any of its kits without causing a potential kit clash, that Club shall be able to wear any combination of its registered kit in order to avoid the potential kit clash. Where both Clubs request to play in the same, or similar, coloured shorts then an application to do so shall be made to the appointed match referee whose consent shall not be unreasonably withheld.
- 14.7 Upon receipt of the match official appointments it is the responsibility of both Home and Away Clubs to provide the Match Referee and their opponents with details of the colours of shirts, shorts and socks of both outfield players and goalkeeper to ensure that any issues can be addressed before the match date.
- 14.8 The colour of the Goalkeeper's shirt must, in all cases, be clearly distinguishable from the colours of the shirts worn by the Match Officials and all other Players.
- 14.9 The colour of clothing worn by those individuals responsible for returning the ball to Players (if having gone out of play) must, in all cases be clearly distinguishable from the colours of the shirts worn by the Match Officials and all other Players.
- 14.10 In all Matches, the Players' shirts may carry advertising subject to:
- 14.10.1 the regulations relating to the clothing of players laid down by the Football Association; and the approval of the Football Association and being in accordance with The FA Rules (including but not limited to the Kit and Advertising Regulations as updated from time to time within The FA Rules), the Premier League Rules and the Regulations respectively; and
- 14.10.2 for Matches covered by television, not being in contravention of any provision in the contract between the League and the television company, such provision to be notified to the Clubs by the League.

**15 Commencement of Match**

- 15.1 For all Matches Clubs shall be required to take the field of play as instructed by the Match officials not less than 5 (five) minutes before the advertised time of kick-off.

**16 Laws of the Game**

- 16.1 All Matches shall be played in conformity with the Laws of Association Football as authorised by the International Football Association Board.

**17 Use of Technology**

- 17.1 Where the venue at which any Match is to be played has:
- 17.1.1 a goal line technology system installed; and / or
- 17.1.2 such equipment as is necessary to enable the use of video assistant referees,
- in compliance with the Laws of the Game, the League shall be entitled to determine whether any such system is used, and its decision shall be final.

**18 Match Officials**

- 18.1 The appointment of Referees and Assistant Referees shall be made by the League from the list of Referees compiled pursuant to Regulation 40.
- 18.2 The remuneration payable to Referees and Assistant Referees shall be determined by Professional Game Match Officials Limited.

**19 Notification of Results etc.**

- 19.1 Clubs must send:
- 19.1.1 the results of Matches with the names of the Players competing therein to the League within 24 hours of the conclusion of the Match; and
- 19.1.2 the marking of the Referee's performance and (in the case of the Visiting Club, the pitch marks) within six days of each Match.



- 20 Non Fulfilment of Fixtures**
- 20.1 Each Club will use its best endeavours to ensure that each Match takes place on the date and at the time fixed for it.
- 20.2 Dislocation of any Match caused by any reason whatsoever shall be immediately reported to The League by the Clubs concerned and it shall be the duty of the Home Club in each instance to immediately notify the appointed referee and assistant referees of such dislocation.
- 20.3 Where only one of the Clubs scheduled to play in a Group Match is unable to fulfil its obligation to complete that Group Match for any reason The League shall use its reasonable endeavours to rearrange the fixture for the earliest reasonable opportunity (including but not limited to arranging for the Match to be played at a neutral venue) and in any case before 22 November 2023. Where The League determines that the fixture cannot be rearranged The League shall have the power to declare that the fixture shall be abandoned. Where the League declares that the fixture shall be abandoned, that Club shall forfeit the fixture and be deemed to have lost the Match 1-0, and the opposing team shall be awarded 3 points.
- 20.4 If both Clubs are unable to fulfil their obligation to complete a Group Match for any reason, The League shall use its reasonable endeavours to rearrange the fixture for the earliest reasonable opportunity (including but not limited to arranging for the Match to be played at a neutral venue) and in any case before Wednesday 22<sup>nd</sup> November 2023 . Where The League determines that the fixture cannot be rearranged The League shall have the power to declare that the fixture shall be abandoned. Where the League declares that the fixture shall be abandoned, both Clubs shall forfeit the fixture and be awarded zero points.
- Where only one of the Clubs scheduled to play in a Knock-out Match is unable to fulfil its obligation to complete that Match for any reason The League shall use its reasonable endeavours to rearrange the fixture for the earliest reasonable opportunity (including but not limited to arranging for the match to be played at a neutral venue) which will not be later than the date of the first Match scheduled to take place in the immediately following round. Where The League determines that the fixture cannot be rearranged The League shall have the power to declare that the fixture shall be abandoned. Where The League declare that the fixture shall be abandoned, the Club shall forfeit the fixture and the opposing team shall be awarded a bye into the next round of the Competition.
- Guidance**
- The League considers that the earliest reasonable opportunity means that the fixture will need to have been rearranged by no later than a date that would reasonably allow the winning Club to participate in the following round on the scheduled date. . If that is not possible, The League will consider using its discretionary power to declare that the fixture be abandoned and that the Club forfeit the fixture.*
- 20.5 If both Clubs are unable to fulfil their obligation to complete a Knock-out Match for any reason The League shall use its reasonable endeavours to rearrange the fixture for the earliest reasonable opportunity (including but not limited to arranging for the match to be played at a neutral venue) which will not be later than the date of the first Match scheduled to take place in the immediately following round. Where The League determines that the fixture cannot be rearranged The League shall have the power to declare that the fixture shall be void. Where The League declares that the fixture shall be abandoned, both Clubs shall forfeit the fixture. Where this results in an uneven number of Clubs being entered into the next round, The League shall exercise its discretion as to which Club progresses through to the next round including but not limited to arranging for byes where necessary.

**Guidance**

*The League considers that the earliest reasonable opportunity means that the fixture will need to have been rearranged by no later than a date that would reasonably allow the winning Club to participate in the following round on the scheduled date. If that is not possible, The League will consider using its discretionary power to declare that the fixture be abandoned and that the Club forfeit the fixture.*

- 20.6 Any Match which, for any cause whatsoever, falls short of 90 (ninety) minutes duration may be ordered to count as a completed fixture, or be replayed in full or in part as The League may, in its absolute discretion, determine.
- 20.7 Failure to fulfil any Match will constitute a breach of these Rules unless the Club can demonstrate that:
- 20.7.1 the dominant and effective cause of the non-fulfilment was the occurrence of an event which was outside the control of the Club (an "Event"); and
- 20.7.2 the Club could not remedy the consequences of the Event prior to the Competition Match despite using its best endeavours to do so.
- 20.8 Where a Club has breached these Rules in accordance with Rule 20.7, The League shall have the power to:
- 20.8.1 require that Club to forfeit the Match and either
- (i) where this is a Group Match, a 1–0 loss will apply; or
- (ii) where this is a Knock-out Match, be expelled from the Competition,
- 20.8.2 order that the Club pay a compensatory payment of £5,000; and
- 20.8.3 order that compensation is paid to their opponents.
- 21 Tickets**
- 21.1 The League shall have the right to amend or suspend Rules 21.2 – 21.13 at any time during the Competition provided that it provides Clubs with not less than 2 days' written notice of such amendments.
- 21.2 In all Matches the Visiting Club shall have the right to claim up to 10 per cent of all tickets reserved or otherwise sold in advance, subject to the consent of the League and on the following conditions:
- 21.2.1 subject to the provisions of Rule 21.10, the Home Club shall determine the ticket prices for each Match;
- 21.2.2 the request for tickets shall be made within three days of the draw;
- 21.2.3 the provisions of Regulations 34.2.8 to 34.2.11 (inclusive) shall apply;
- 21.2.4 discounts or special promotions made available to supporters of the Home Club (other than discounts for Season Ticket holders as described in Rule 21.11) must also be made available on a similar basis to Visiting supporters; and
- 21.2.5 unless otherwise mutually agreed in writing all tickets shall be on a sale or return basis.
- 21.3 Further, a minimum of 10% of the total disabled spectator accommodation must be made available to disabled supporters of the Visiting Club.
- 21.4 All disputes shall immediately be referred to the League for settlement and whose decision will be final.
- 21.5 A Visiting Club shall be entitled to a minimum of 25 Complimentary Stand Tickets.
- 21.6 Rules 21.2 – 21.5 shall not apply where any order, direction or requirement of the UK Government or public authority prevents the Home Club from admitting any supporters of the Visiting Club to its stadia.

- 21.7 A Visiting Club shall also be entitled to not less than 16 or one third of the seats usually reserved and known as the 'Home and Visiting Directors' Seats' up to a maximum of 24 seats.
- 21.8 Payment for tickets sold shall be made in accordance with Regulation 34.2.13.
- 21.9 A maximum number of 100 complimentary tickets, excluding those covered under Rules 21.5 and 21.7, tickets for visiting scouts, press box tickets and any tickets required to be made available under any commercial agreement entered into by the League, will be allowed per Match.
- 21.10 The League may determine the minimum and maximum ticket prices for all Matches prior to the final tie and where it does so this will be notified to Clubs prior to the start of the Competition.
- 21.11 Where the Home Club issues season tickets which allow holders of such tickets:
- 21.11.1 free admission to a match in the Competition then each season ticket holder that attends is treated as having bought a ticket at the same price as that allocated to that seat for that match; or
- 21.11.2 discounted admission to a match in the Competition then in calculating the amount to be included as Gross Receipts of the match any discount from the admission price shall be excluded.
- 21.12 Where the Home Club admits any person to the ground as part of its hospitality arrangements or to an executive box and there is no separate charge for admission, each person is treated as having bought a ticket at the highest price payable for a general admission ticket for that match.
- 21.13 All questions in dispute shall immediately be referred to the League for settlement.
- 21.14 Rules 21.2 to 21.6 and 21.8 to 2.13 shall not apply where supporters are not permitted to enter stadia and a Match is played behind closed doors as a result of any orders, directions or requirements of the League, the FA, the UK Government and/or any public authority.

## 22 Broadcasting Rights

- 22.1 The permission of the League of the Competition is required for broadcasting, televising, filming and making of sound recordings of all Matches in the Competition. The financial terms and other conditions shall be negotiated and contracts made with respective companies by the League.
- 22.2 Any monies received by the League from television, broadcasting, films or any other source in respect of these Matches shall be placed in the Pool Account (as defined in the Articles of the League) which shall be used to defray all expenses mentioned above and any balance shall:
- 22.2.1 first, be utilised to pay a facility fee to any Home Club participating in a Match televised live by a domestic broadcaster on a television channel within the United Kingdom, as follows:
- (i) for all Matches up to and including the quarter finals, £10,000 to each Club participating in the relevant Match
- (ii) for the semi-finals, £20,000 to each Club participating in the relevant Match;
- 22.2.2 any surplus to be distributed in accordance with the Articles of Association of the League.

## 23 Sponsorship and Promotion of the Competition

- 23.1 The provisions governing sponsorship for the Competition and the obligation of the Clubs to provide services and facilities to any such sponsor are contained in Regulation 78 and shall apply to this Competition and all Clubs as if set out herein.

### Guidance

*See also Rule 14.2 which deals with sleeve badges for the Semi Finals and Final.*

- 23.2 The League shall have power to negotiate and administer sponsorship of the Competition. Any agreement entered into by the League in relation to such sponsorship shall be binding upon each Club and each Club shall comply with the requirements of the League in relation thereto.
- 23.3 Subject as aforesaid and without prejudice to the generality of Rule 23.1, each Club must, if required by the sponsor, make available the contracted services and facilities at the Club's Home ground, which will include as a minimum access to all perimeter advertising systems.
- 23.4 Each Club shall ensure that its senior representatives (playing staff and non-playing staff) support the Competition as reasonably required by the League from time to time.
- 23.5 Without prejudice to the generality of the foregoing, each Club participating in the final shall procure that their Club's Manager will wear a pin badge supporting the League's nominated charity partner for that Season (and no other branding relating to charities unless otherwise featured on the Club's entire playing kit and/or training wear pursuant to the FA Kit Advertising Regulations).

## 24 Competition Trophy

- 24.1 A Trophy will be presented to the winners of the Competition and medals will be presented to the winners and runners-up.
- 24.2 There shall be 30 medals to each of the Clubs participating in the final, to be allocated as follows:
- 24.2.1 18 for the Players nominated on the Team Sheet;
- 24.2.2 one each for the Club's secretary (or nominated equivalent), Manager and Physiotherapist; and
- 24.2.3 two for staff other than Players.
- 24.3 Medals will also be provided for the Match officials appointed to the final.
- 24.4 Additional medals may only be presented by consent of the League of the Competition but at the cost of the requesting Club.
- 24.5 The holders of the Trophy shall return it in like good order and condition to the League one month before the final of the next year's Competition, provided always that the winning Club shall, from time to time throughout the year, on request from the League, release the Trophy to the League for such purposes as the League shall require.

## 25 Travelling Expenses

- 25.1 Rule 25 shall apply where a Match is played and supporters are permitted to enter the stadia.
- 25.2 Subject to Rule 25.5, a Visiting Club may claim travel expenses incurred (and the amount claimed shall be an expense of the Match) at the following rates:
- 25.2.1 standard class railway fares for up to 24 persons for the Players and officials of the Visiting Club at a maximum rate of £100 per person; or
- 25.2.2 air fares for up to 24 persons for the Players and officials of the Visiting Club at a maximum rate of £100 per person; or
- 25.2.3 actual cost of motor coach hire (not exceeding £2,400).
- 25.3 For all Matches (other than the final), subject to Rule 25.4, the Visiting Club may also claim hotel expenses incurred (and the amount claimed shall be an expense of the Match) at the following rates:
- 25.3.1 for an overnight stay, for up to 24 persons for the Players and officials of the Visiting Club at a maximum rate of £100 per person; or
- 25.3.2 where there is no overnight stay, a maximum of £450 (where necessarily incurred).

25.4 A Visiting Club shall only be entitled to claim overnight hotel expenses where it would not be possible for the Visiting Club to return to its home stadium or training ground (as applicable) within five hours (including a stop of not more than 45 minutes) of the conclusion of the Match. Any hotel expenses (overnight or otherwise) shall be agreed between the Home Club and Visiting Club in advance. Any disputes shall immediately be referred to the League for settlement and whose decision will be final.

25.5 Invited Clubs may not claim travelling or hotel expenses of any kind for any Group Match.

25.6 In respect of the final, each Club shall be entitled to claim (and the amount claimed shall be an expense of the Match):

25.6.1 travel expenses incurred, in accordance with the rates set out in Rule 25.2 for a party of 24 (with maximum coach hire costs of £2,400); and

25.6.2 hotel expenses for one night, for up to 24 persons at a maximum rate of £100 per person.

25.7 The League retains the right to amend the provisions of Rule 25 at any time during the Competition provided that it provides Clubs with not less than 2 days' written notice of such amendments.

## 26 Distribution of Proceeds of Matches

26.1 Rule 26 shall apply where a Match is played and supporters are permitted to enter the stadia.

26.2 The proceeds of all Matches (including replayed Matches admittance to the away Club's ground where a beamback is provided) shall, after paying thereout the travelling expenses of the Visiting Club (determined in accordance with Rule 25), the ground and other expenses of the Match including VAT, floodlighting of the playing pitch and ancillary lighting (not to exceed £200), advertising, printing, postage, police charges, turnstile operators, stewards, contribution to first aid helpers, costs of any goal line technology, costs incurred in providing a live streaming service and clearing the ground of snow, (provided in the case of the last mentioned item the Visiting Club is notified in advance of the Match in question of the approximate cost) is referred to as the **Net Proceeds**.

26.3 Subject to Rule 26.4, for all Matches the Net Proceeds shall be allocated as follows:

26.3.1 45 per cent to each Club;

26.3.2 10 per cent to the Pool Account (and not, the Competition Pool).

26.4 The share payable to any Invited Club in accordance with Rule 26.3 will be reduced as follows:

26.4.1 for Matches in the group stage, to zero (with the full share of 45 per cent payable to the Competition Pool);

26.4.2 for Matches in the round of 32 and up to and including the quarter finals, to 25 per cent (with the remaining 20 per cent payable to the Competition Pool); and

26.4.3 for matches in the semi-finals and final, to 30 per cent (with the remaining 15 per cent payable to the Competition Pool).

26.5 Each Home Club shall send the appropriate share of the gate to the Visiting Club and to the League together with a statement of the gate within ten days of the Match in accordance with the Regulations.

### Guidance

*In addition to delivering any sponsor, broadcaster and/or EFL organised media or promotional commitments, Clubs are required to positively promote the Competition and matches in the Competition and procure that their employees (including Players, Managers, senior executives and coaching staff do not disparage the Competition). Clubs failing to honour this requirement will be liable to such action as determined by the Board and will be unlikely to be able to benefit from the underwrite provided for in this Rule. Further, Clubs charging less than £5 per adult or £1 per child will not qualify for the underwrite in any event.*

26.6 Any losses (if any) incurred in the hosting of a Knock-out Match will be shared equally between the Clubs participating in the Match.

26.7 Any remaining balance (if any) of the Competition Pool shall be paid to the EFL Clubs in equal shares.

26.8 The League retains the right to amend the provisions of Rule 26 at any time during the Competition provided that it provides Clubs with not less than 2 days' written notice of such amendments.

## 27 Postponement and Abandonment

27.1 Save where otherwise provided for in Rule 20, when a Match is abandoned the Visiting Club (including any Invited Club) shall be entitled to receive from the Home Club, out of the gate of the abandoned game, travelling expenses and hotel expenses calculated in accordance with Rules 25.1 to 25.4. The Visiting Club shall have no further claim in respect of the replayed Match.

27.2 Save where otherwise provided for in Rule 20, when a Match is postponed (except by reason of an FA Cup Match, EFL Cup or a Club's league match) the Visiting Club may be entitled to receive from the Home Club, out of the gate of the re-arranged game, travelling expenses and hotel expenses calculated in accordance with Rules 25.1 to 25.4. Any payments will be at the discretion of the League and will take into account whether any expenditure had been incurred in respect of the postponed Match.

## 28 Proceeds of Sale of Tickets for the Final

28.1 Where a Club sells Match tickets on behalf of the League for the final, the Club shall have no rights in respect of the said proceeds and all proceeds shall be paid to the League in accordance with the provisions of Article 47.

## 29 Discipline

29.1 When in these Rules there is reference to the League having power to investigate alleged breaches of the Rules and impose sanctions the League shall have the power in its absolute discretion to refer the matter to a Disciplinary Commission (as defined in the Regulations) save that the time limit for lodging of any defence to the protest or complaint is reduced to five business days.

29.2 A Club will have the right to appeal any decision of a Disciplinary Commission in accordance with Regulation 95 save that the time limit for lodging the notice and grounds of appeal set out in Regulation 95.3 shall be reduced to five business days.

29.3 By participating in the Competition, the Invited Clubs are subject to the jurisdiction of the League in respect of matters relating to the Competition (but not otherwise) and the Invited Clubs expressly acknowledge and agree that they are subject to the provisions of Sections 8 and 9 of the Regulations as if the same were set out herein.

**29.4 Trainers Benches and Technical Area Participants Behaviour Charter** - All Clubs must provide separate areas adjacent to the pitch for the exclusive use of team officials and substitute Players (and any substituted Players) for both the Home Club and Visiting Club. These areas shall have direct access to the pitch, shall be under cover and shall contain a minimum of fourteen seats. The layout, facilities and viewing positions for the Visiting Club bench shall be the same as for the Home Club. Only officials whose names appear on the Team Sheet are permitted to sit on the trainer's bench and they are the only persons who may communicate instructions to Players during the Competition Match. All Officials named on a Club's Team Sheet must ensure they adhere to the Technical Area Code of Conduct as prescribed by the EFL and PGMOL at the beginning of each Season.

### Guidance

*Each Club shall provide a maximum of 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.*

**Matters not Covered by the Rules**

- 30.1 The League shall be empowered to make decisions on any matters not otherwise specifically provided for in these Rules.

# Sky Bet EFL Play-Off Rules

**1 Definitions**

- 1.1 Throughout these Rules, unless the context otherwise requires:

**'The League'** means The Football League Limited.

**'the Board'** means the Board of Directors of The League.

**'the Clubs'** means those Clubs qualifying for the Play-Off Competition each Season.

**'the Play-Off Competition'** means the knockout competition held at the end of each Season to determine the final Club qualifying for promotion to the next highest Division, or in the case of the Championship, the Premier League.

**'Play-Off Match'** means any match in a Play-Off Competition.

**'these Rules'** means these Rules of the Play-Off Competition as from time to time altered.

**'the Regulations'** means the Regulations of The League from time to time in force.

**2 Competition Format**

- 2.1 At the end of each Season, the four highest placed Clubs in each division not gaining automatic promotion shall enter the Play-Off Competition.

- 2.2 The Semi-Final matches shall be played over two legs.

- 2.3 In the Semi-Finals, the two teams who finished in the First and Second Play-Off place in The League, will play away from home in the first leg (unless otherwise determined by the Board) against the Fourth and Third placed team respectively. These pairings will be reversed for the second leg.

*Guidance*

*Any Club can apply, no later than 31 March in the relevant Season, to reverse a potential Play-Off tie. Any application will be determined by the Board, in its absolute discretion.*

- 2.4 In the Semi-Finals, the first leg shall be of 90 (ninety) minutes duration. If the aggregate scores are level at the end of 90 (ninety) minutes in the second leg, extra time will be played. If the scores remain level at the end of extra time the tie will be determined by the taking of kicks from the penalty mark in accordance with procedures as approved by the International Football Association Board (IFAB).

- 2.5 In the Final, if the score is level at the end of 90 (ninety) minutes, extra time will be played, followed if necessary by the taking of kicks from the penalty mark in accordance with procedures as approved by IFAB.

- 2.6 **Extra Substitute.** Notwithstanding the provisions of Regulation 34.4, where any Semi-Final second leg and/or the Final match goes to extra time then each Club participating in that match will be permitted to make an additional substitution from those substitutes listed on the Team Sheet during extra time.

*Guidance*

*For example, a Club having used 5 substitutes before extra-time shall still only be permitted the opportunity the use of 1 further substitute making 6 in total. The use of the additional substitute shall commence on the final whistle of regular (inclusive of injury time).*

*By way of further example, a Club having used 3 substitutes before extra-time shall still only be permitted one additional opportunity the use up to 3 further substitute making 6 in total. The use of the additional substitutes shall commence on the final whistle of regular (inclusive of injury time).*

*In the event that a Club has used all seven substitutes named on the Team Sheet during normal time as a result of the using 2 'concussion substitutes' and 2 'additional substitutes' (where the opponent has also used 2 substitutes) the Club will not be permitted to use an additional substitute in extra time.*

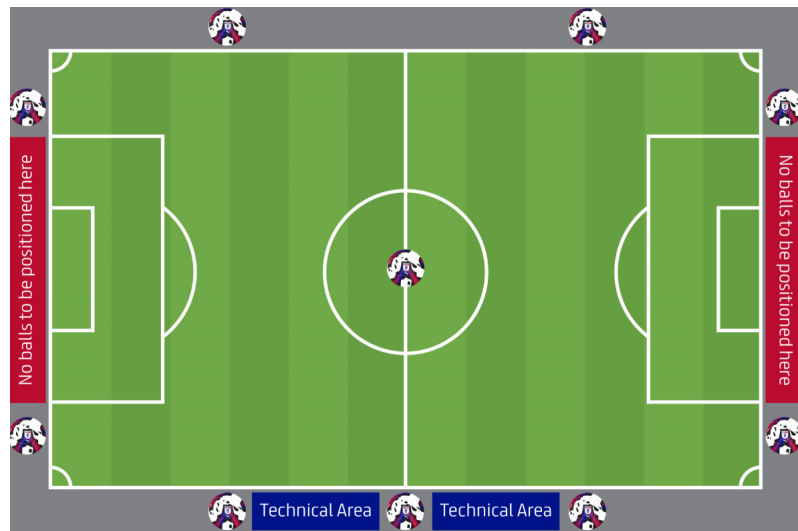
- 2.7 Use of Technology.** Where any venue at which a match is to be played has:
- 2.7.1 a goal line technology system installed; and/or
- 2.7.2 such equipment as is necessary to enable the use of video assistant referees, in compliance with the Laws of the Game, The League shall be entitled to determine whether any such system(s) is to be used, and its decision shall be final.

- 2.8 Towels / Drying Aids.** No Club shall be entitled to utilise towels or other articles (including articles obtained from spectators) to dry footballs during any Play-Off Match.

- 2.9 Multiple Balls.** Clubs must use a system of replacement balls for all Play-Off Matches in accordance with Law 2.3 of the Laws of the Game and any guidance issued by the League or in conjunction with PGMOL.

**Guidance**

*A full guidance note will be provided by the League in conjunction with PGMOL but we helpfully set out a diagram below for ease of reference:*



**3 Tickets**

- 3.1 Where a Home Club admits any person to the ground as part of its hospitality arrangements or to an executive box and there is no separate charge for admission, each person is treated as having bought a ticket at the highest price payable for a ticket for that match.
- 3.2 A maximum of 250 complimentary tickets, excluding those covered under Rule 3.4, and any tickets required to be made available under any commercial agreement entered into by The League, may be issued. Any tickets in excess of this number must be accounted for at the appropriate rate.
- 3.3 The visiting Club shall have the right to claim 2,000 tickets for use by its supporters (or such number as represents 10% of all tickets reserved or otherwise sold in advance, if less than 2,000). The following conditions shall apply:
- 3.3.1 unless otherwise mutually agreed in writing, all tickets shall be on sale or return basis;
- 3.3.2 payments for tickets sold by a visiting Club together with details of tickets sold and the return of unsold tickets, must be made to the Home Club within four days of the date of the match; and

- 3.3.3 a minimum of 10% of the total disabled spectator accommodation must be made available to disabled supporters of the visiting Club.

- 3.4 A visiting Club shall also be entitled to one third of the seats usually reserved and known as the 'Home and Visiting Directors' Seats', up to a maximum of 24 seats.
- 3.5 The Home Club may not reduce normal League admission charges without the written agreement of the Away Club. Any disagreement between the Clubs shall be determined by The League.
- 3.6 For the purposes of Rule 3.5, 'reduce' shall also include seeking to make Play Off Match tickets available to season ticket holders, members of membership clubs or other similar schemes at the same discount that would apply to them for normal League Matches when compared with the Club's published normal League Match admission charges.
- 3.7 The provisions of Regulation 34.2.4 to 34.2.11 (inclusive) shall apply so as to ensure that away supporters are not charged more than home supporters except where permitted by those Regulations.
- 3.8 For the avoidance of doubt, Regulation 34.2.3 (5% commission on away ticket sales) shall not apply.

**4 Central Sponsorship**

- 4.1 Each Club will be required to make available the contracted services and facilities at the Club's Home ground from time to time required for the League's sponsorship and commercial partners. Details will be circulated by The League's Commercial Department.

**5 Financial Rules relating to the Semi-Final matches**

- 5.1 For all semi-final matches the visiting Club may claim travel expenses incurred (and the amount claimed shall be an expense of the match) at the following rates:
- 5.1.1 standard class railway fares for up to 24 persons for the Players and officials of the visiting club at a maximum rate of £100 per person; or
- 5.1.2 air fares for up to 24 persons for the Players and officials of the visiting club at a maximum rate of £100 per person; or
- 5.1.3 actual cost of motor coach hire (not exceeding £2,400).
- 5.2 For all semi final matches, subject to Rule 5.3, the visting Club may also claim hotel expenses incurred (and the amount claimed shall be an expense of the match) at the following rates:
- 5.2.1 for an overnight stay, for up to 24 persons for the Players and officials of the visiting club at a maximum rate of £100 per person; or
- 5.2.2 where there is no overnight stay, a maximum of £450 (where necessarily incurred).
- 5.3 A visting Club shall only be entitled to claim overnight hotel expenses where it would not be possible for the visting Club to return to its home stadium or training ground (as applicable) within 5 hours (including a stop of not more than 45 minutes) of the conclusion of the match. Any hotel expenses (overnight or otherwise) shall be agreed between the home Club and visiting Club in advance. Any disputes shall immediately be referred to The League for settlement and whose decision will be final.
- 5.4 Income from television broadcasting of any match shall not form part of the proceeds of the match. Facility fees payable to Clubs shall be determined by the Board.
- 5.5 The proceeds of each match (including replayed matches and admittance to the away Club's ground where a beamback is provided) shall after paying thereout the travelling and/or hotel expenses of the visiting Club (calculated in accordance with Rules 5.1 to 5.3), the ground and other expenses of the match including Value Added Tax, floodlighting of the playing pitch and ancillary lighting (not to exceed £200), advertising, printing, postage, police charges, costs incurred pursuant to Rule 2.7 turnstile operators, stewards and contribution to first aid helpers shall hereafter be referred to as '**the Semi Final Net Gate Receipts Before Levy**'.

- 5.6 A levy amounting to 3% of the Semi Final Net Gate Receipts Before Levy shall be payable in accordance with Article 36. The balance of the net proceeds after deduction of the levy represents the **'Net Gate Receipts'** and such Net Gate Receipts shall be divided as follows:
- 5.6.1 50% of the Net Gate Receipts shall be paid into the Pool Account referred to in Article 35; and
- 5.6.2 the remaining 50% of the Net Gate Receipts shall be aggregated, Division by Division, and each Division's aggregated monies shall be shared equally amongst the four Clubs taking part in that Division's Play-Off matches.
- 5.7 Each Home Club shall send the 3% levy and the shares of the Net Gate Receipts to be paid into the Pool Account to The League together with a statement of the calculations thereof within ten days of the match to be aggregated by Division.

## 6 Financial Rules relating to the Final matches

- 6.1 Where a Club sells match tickets on behalf of The League, the proceeds of ticket sales shall be paid to The League in accordance with the provisions of Article 46.
- 6.2 In respect of the Final, each Club shall be entitled to claim (and the amount claimed shall be an expense of the match) travelling expenses at the following rates:
- 6.2.1 standard class railway fares for up to 24 persons for the Players and officials of the visiting Club at a maximum rate of £100 per person; or
- 6.2.2 air fares for up to 24 persons for the Players and officials of the visiting Club at a maximum rate of £100 per person; or
- 6.2.3 actual cost of motor coach hire (not exceeding £2,400).
- 6.3 Both Clubs shall be entitled to claim a maximum of two nights overnight hotel accommodation if incurred. Such expenses shall be limited to those incurred for a party not exceeding twenty-four in number at a maximum rate of £100 per person.
- 6.4 The proceeds of each match after paying thereout the travelling and/or hotel expenses of the competing Clubs (calculated in accordance with Rules 6.2 and 6.3 above), the ground and other expenses of the match including Value Added Tax, hire of stadium, advertising, printing, postage, police charges, turnstile operators, stewards, contribution to first aid helpers, catering, entertainment, travelling and/or hotel expenses of the Board, staff, match officials and ball boys shall hereafter be referred to as **'the Final Net Gate Receipts Before Levy'**.
- 6.5 A levy amounting to 3% of the Final Net Gate Receipts Before Levy shall be payable in accordance with Article 36. The balance of the net proceeds after deduction of the Levy represents the Net Gate Receipts and such Net Gate Receipts shall be divided as follows:
- 6.5.1 50% of the Net Gate Receipts shall be paid into the Pool Account referred to in Article 35;
- 6.5.2 the remaining 50% of the Net Gate Receipts shall be divided equally between the two Clubs taking part in each Final Play-Off match.

### Guidance

*Please note Regulation 10.1.5 which limits any variation to the above arrangements.*

- 6.6 Where spectators are admitted to the Final Play-Off matches as part of hospitality arrangements by The League then the income from such hospitality arrangements shall be included in the Final Net Gate Receipts Levy.
- 6.7 Income derived from programme sales and perimeter advertising after paying thereout all attributable costs shall be included in the Final Net Gate Receipts Before Levy.
- 6.8 Any income or costs which are attributable to more than one match, including without limitation the Stadium hire costs, will be apportioned pro rata to gate receipts.
- 6.9 Income from television broadcasting of any match shall not form part of the proceeds of the match. No facility fees shall be payable to Clubs.

EFL HANDBOOK  
2023/24



SECTION  
09

# 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.



**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.