

Scholarship Handbook

Season 2025/2026





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This handbook is intended to give Scholars and their parents or guardians information about the Scholarship Programme and the Apprenticeship that forms a key part of it.





Section 1

Premier League Youth Development

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1. Premier League Youth Development

You have now accepted the offer of a Scholarship in a Premier League Club. This is one phase in the youth development programme that all Premier League Clubs have committed to provide at their Academies. The Premier League will oversee the operation of this system for the duration of your two year programme, during which time you will complete an Apprenticeship.

This will possibly be your first experience of football in the Professional Development Phase of the Academy system. It will be an exciting and challenging opportunity for you and on behalf of everyone at the Premier League we wish you good luck as you begin this journey.

Securing a place to participate in this programme is a great achievement in itself and we are confident that the quality of the coaching, the education and the all-round experience that you will receive in your Academy will be outstanding.





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“The reason the Premier League is the most watched and supported football competition in the world is because of one thing: the players, the talent who perform across all 380 matches. Your Scholarship is all about providing you with the right tools for success both on and off the pitch. The Premier League is fully committed to developing more Academy talent and since the inception and impact of the EPPP, there has been great progress. Of the 562 players who played in Season 2024/25 Premier League, 269 were home grown. Our staff and those in your Club are dedicated to doing everything to increase those numbers and make you a part of it. Good luck.”

Richard Masters,
Chief Executive

“



“Congratulations on achieving a Scholarship in your Academy. During the next two years, through the Scholarship Programme, you will have the opportunity to develop your skills and knowledge in all aspects of the game. These relate to areas, both on and off the pitch, that you will need if you are to play at the highest level or pursue a career once you finish playing at a professional level. Enjoy the experience and good luck in everything you do.”

Neil Saunders,
Director of Football



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What we’re creating

Unrivalled development environments



Through the development of the Elite Player Performance Plan (EPPP), the Premier League outlines the strategy for the Academy System. The Premier League supports its Clubs to create opportunities for Academy Players to develop to their full potential in football, education and life. The overall aim is to develop well-rounded individuals as well as high quality professional football players.

The Premier League strives to provide high quality service and advice to Academy Players and their parents and Clubs alike. Working with our Clubs we seek to place each Academy Player’s well-being and development at the heart of everything we do. We continue to support and review best practice and provide a framework in which you can maximise your potential. The opportunity to participate in the programme should be enjoyed and valued by every Academy Player. You may be involved in the Academy Programme for a short time, or you may leave the programme and rejoin at a later time.

Some players will go on to play football in the Premier League or in the Football League. However long you stay in this environment our aim is to provide an experience that will enrich your future, both in football and after football.



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What we’re doing

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

In order to achieve this, we must provide a programme and environment that facilitates the development of elite performance attributes and aids the holistic development of all players, delivered by a world-class Club workforce, whose development is supported by the League.





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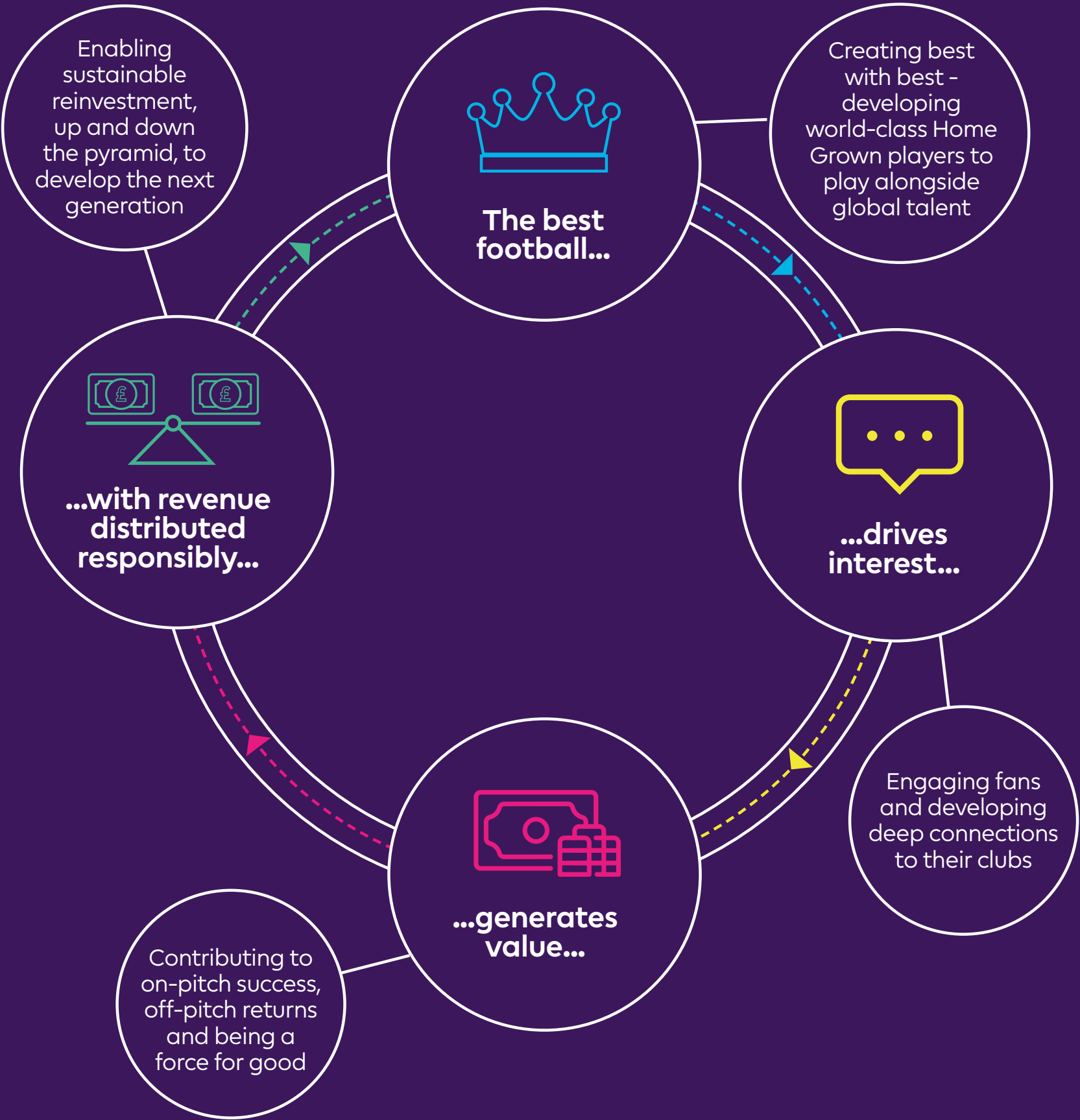
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Football matters, and we're here for all of it

How the Premier League drives success - our 'virtuous circle'

Being home to the best domestic and international talent continues to be at the heart of the success of the Premier League.



The EPPP – the strategy for the Academy system

What we're creating		
Unrivalled development environments		
What we're doing		
Supporting young people who are aspiring footballers to maximise their potential, on and off the pitch		
How we're doing it		
Elite player development & personal growth		
What we care about		
More and better players	A life-enriching experience	The health of our game
The Building Blocks		
Talent ID	Player Pathway	Duty of Care
Workforce Development	Governance & Quality Assurance	Innovation & Insights



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What we’re creating

Unrivalled development environments

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



What we’re doing

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

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



How we’re doing it

Eilte player development & Personal growth

We help young people step out of their comfort zones to build unique strengths on the pitch.

Then we support them as they go even further, so they can win at the highest level.

We make sure young people get a good education and build well-rounded life skills.

They are empowered to reach their full potential, so they can succeed — whatever that means for them.



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



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

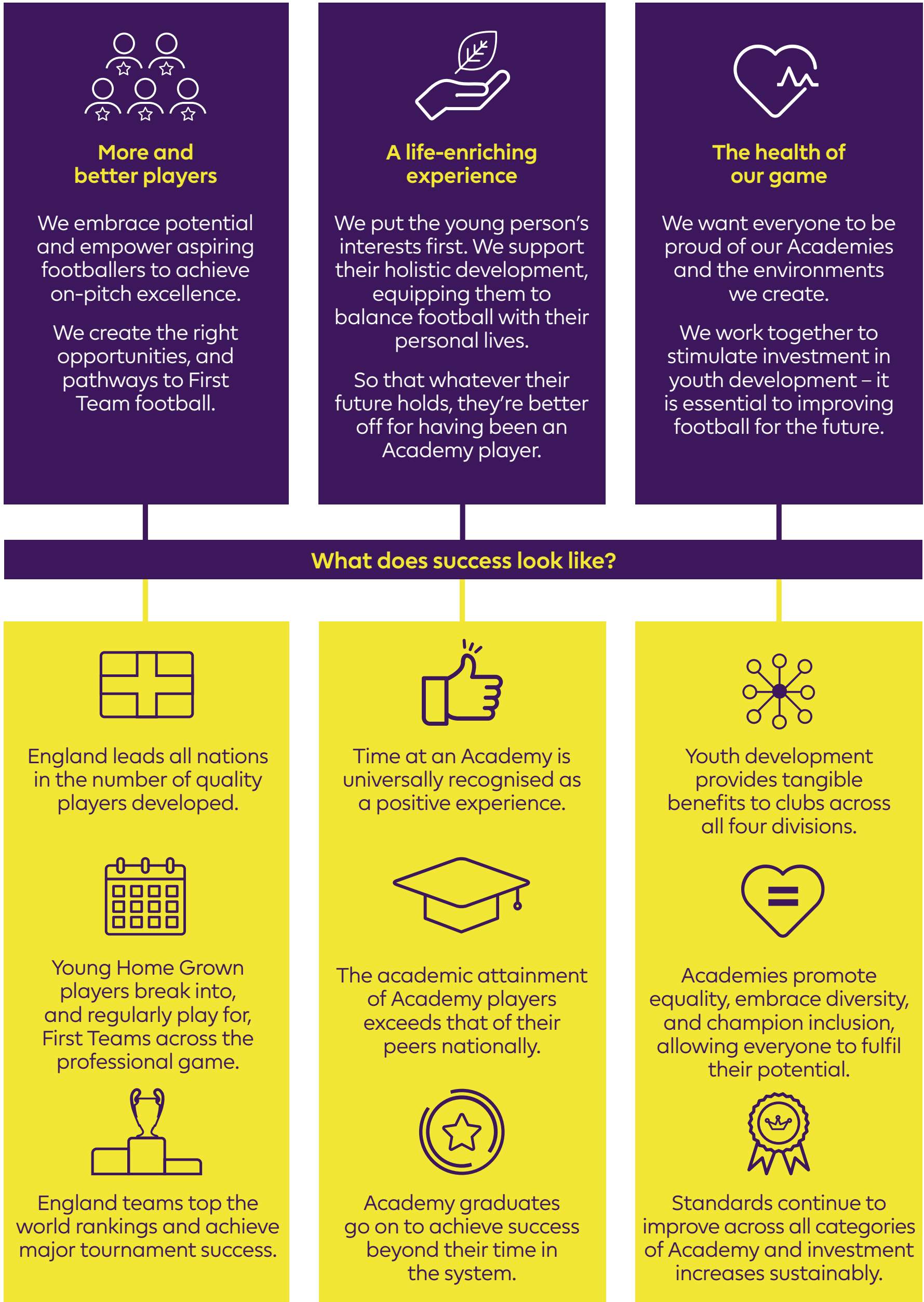


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What we care about



The Building Blocks

Talent ID	Providing access to optimal development environments for young people with potential. Committing to ensure everyone has the same opportunity, regardless of their background.	• Scouting • Recruitment • Registrations • Diversity of the talent pool
Player Pathway	Delivering bespoke player programmes shaped by multidisciplinary expertise for each stage of development. Enabling aspiring footballers to reach their potential by providing a variety of experiences and challenges.	• Coaching • Performance support • Games programme • Transition to senior football
Duty of Care	Creating safe, inclusive and trusted environments that promote wellbeing and support personal growth through outstanding education and holistic experiences. Preparing children and young adults for life, by understanding their needs and collaborating with their families and support networks.	• Education & player care • Safeguarding • Equality & inclusion • Health & medical
Workforce Development	Creating a culture of individualised learning and continuing professional development for all of our people. Providing growth opportunities that create a level of expertise and practice that's unmatched in sport.	• Professional qualifications & development • Individualised learning • Equality, diversity & inclusion • Knowledge sharing & mentoring
Governance & Quality Assurance	Continually raising standards and protecting the integrity of our system. Incentivising investment and driving sustainability in youth development to ensure everyone wins.	• Stakeholder engagement • Rules & regulation • Investment & infrastructure • Audit & categorisation
Innovation & Insights	Leveraging data, research and technology to inform elite player development and personal growth. Continually evaluating and innovating to improve evidence-based practices.	• Technologies & systems • Data analytics • Research • Evaluation & impact



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The Elite Player Performance Plan



The strategy for the Academy system



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The Performance Pathway

The ‘Performance Pathway’ refers to the process of developing players from U9 to U21 and is broken down into three distinct phases - the Foundation Phase, the Youth Development Phase and the Professional Development Phase. As a Scholar you are now in the Professional Development Phase of this Pathway.

The Performance Pathway			
Foundation Phase	Youth Development Phase	Professional Development Phase	Senior Professional
U9 to U11	U12 to U16	U17 to U21	Open
			



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The Classification System

Each Academy is independently audited. The audit assesses the quality of support that is provided at each club for the benefit of its Academy Players. The audit classifies each Academy based upon a category.

Your Club will fall into one of the categories outlined and during induction you will be told more about this system.

Academy Classification	Definition	Performance Pathway
Category 1	Category 1 Academy is the highest classification. Clubs in this category consistently produce Premier League players and provide an elite training environment.	U9 to U21
Category 2	Category 2 Academy is the second tier in the youth system. It is an elite environment, where Academy Players consistently gain access to the professional game.	U9 to U21
Category 3	Category 3 Academy provides a training environment for Academy Players who aspire to pursue a professional football career.	U9 to U18
Category 4	Category 4 Academy is a “late development” environment. It focuses on the training and support of players aged U17 to U21.	U17 to U21



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The Performance Systems

If you have been in a Football League or Premier League Football Academy before starting your Scholarship, you will already have a Development Journey.

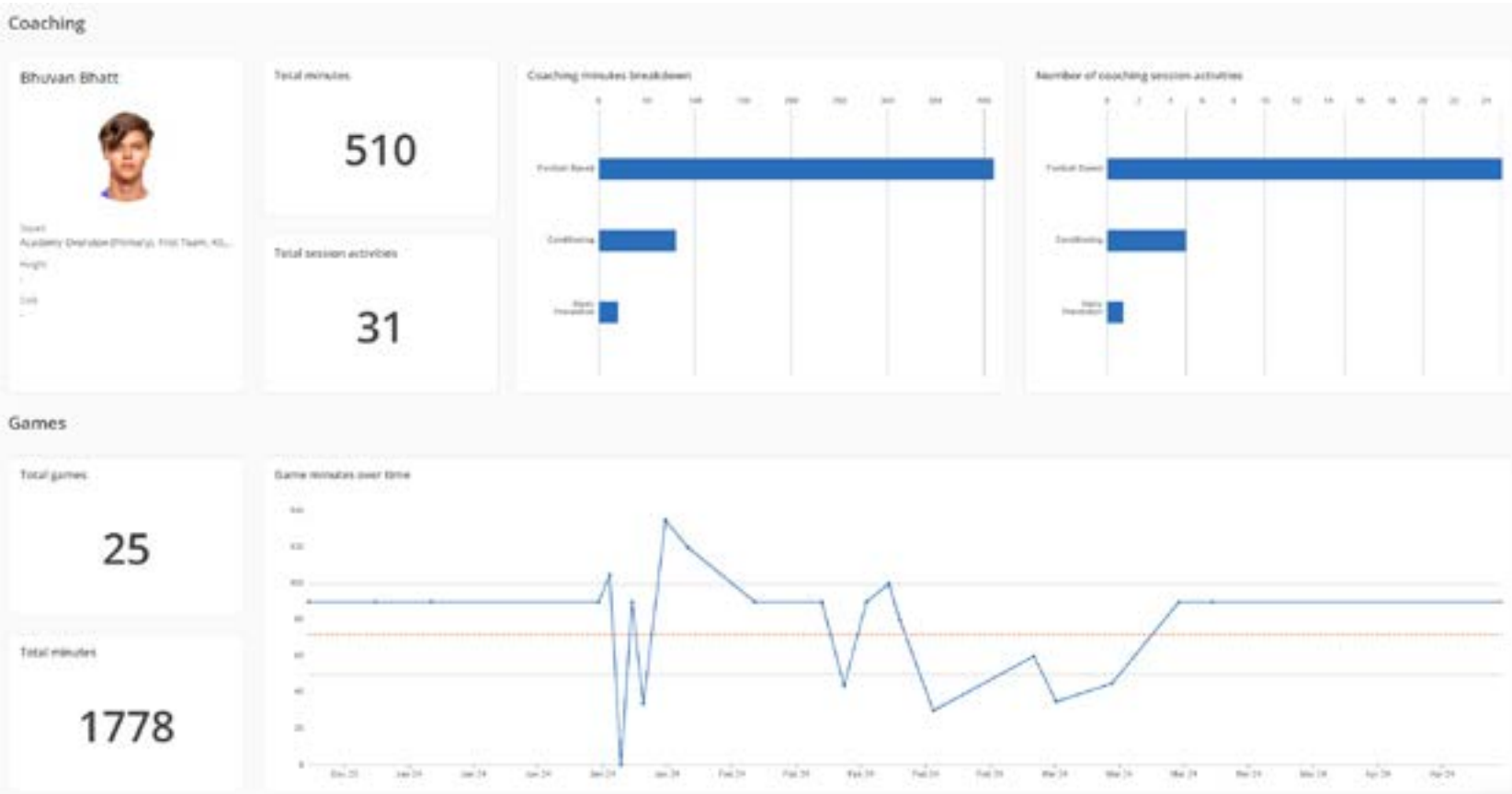
The Development Journey is a record of your personal performance data. It will store information on the number of games you have played and the data from those games. It is also a record of the coaching you have received, your educational progress, the sports science data that has been collected (i.e., fitness data) as well as medical data, such as injuries you have sustained and rehabilitation that you have undertaken.

The information that goes into your Development Journey is inputted via the Football Intelligence Platform. A lot of the information that goes into the Football Intelligence Platform will come from the multidisciplinary reviews that happen every 6 weeks. These reviews cover each of the areas (or disciplines) that you will work on during your time at the Club e.g., games, coaching, education, and sports science & medicine.

When the information is inputted into the Football Intelligence Platform, the data will automatically be stored in your Development Journey and will become a record of your time not only at the Club but also throughout your football career. If you have not had a Development Journey before, you will start it in the new season.

There is another performance system that is specific to education. It is called the Learning Management System (LMS). The LMS will store a library of the resources you need for your education programs as well as some of the work you complete in your lessons. Detailed education reviews will be entered into the LMS at least every 12 weeks to chart your educational progress over the duration of your Scholarship. You will be given a unique login to this secure system which ensures that the comments in education reviews are digitally signed off by you. It also means that any changes to your education program are formally agreed by you.

You will find out more about your Performance Systems at your induction.





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The Raising of the Participation Age

The Raising of the Participation Age (RPA) is government legislation that raised the age at which a young person may leave education.

All Academy Players have three options:

- 1. To complete a two year Apprenticeship Programme
- 2. To remain in full time education until the end of year 13
- 3. To gain employment and participate in education and training amounting to a minimum of 280 hours each year for two years - this means signing a Professional Contract with your Club.

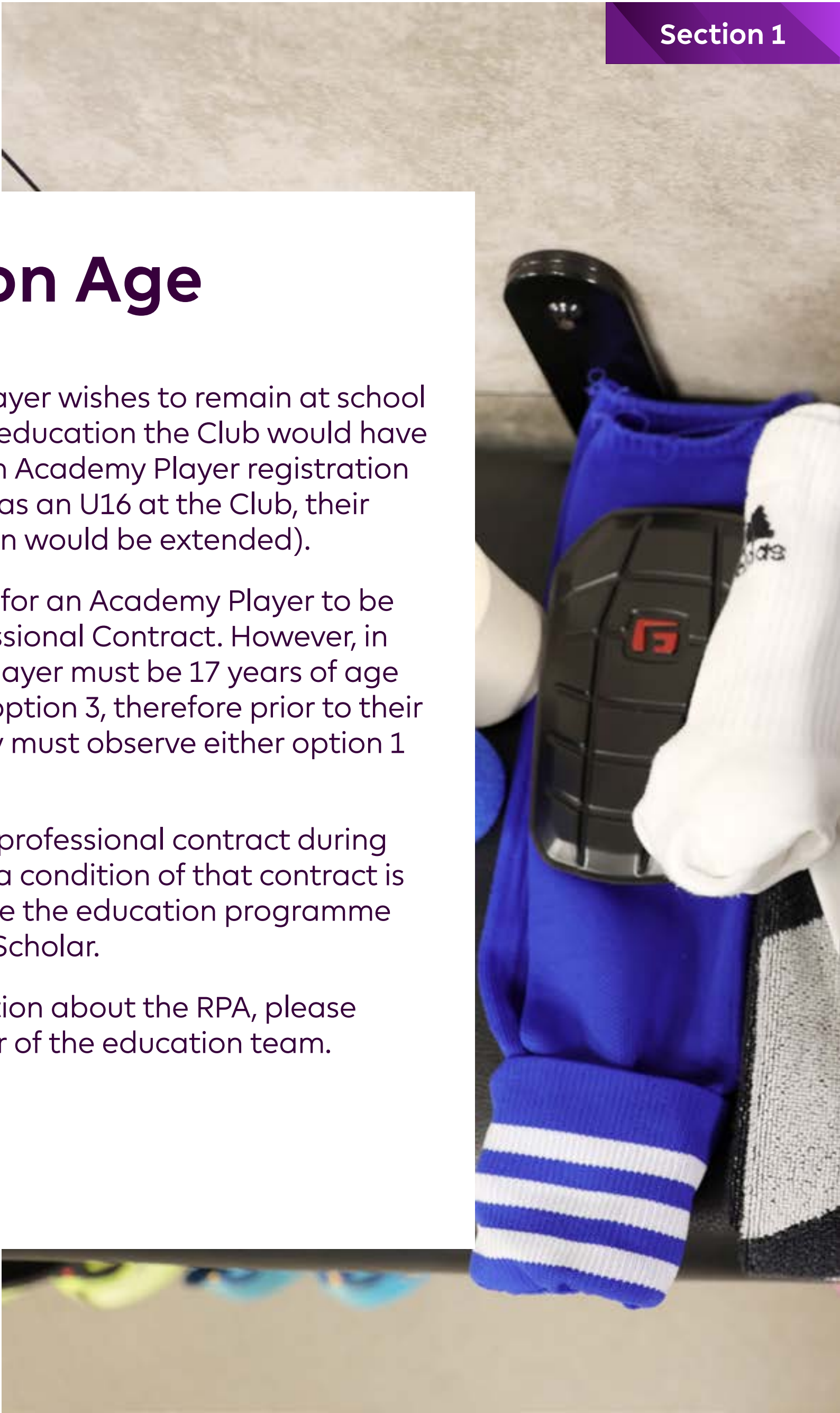
The preferred option is for Academy Players to complete the Apprenticeship Programme. This programme is covered in more detail in Section 3. If Academy Players are completing the Apprenticeship Programme they will be able to sign a Scholarship Agreement after year 11.

If the Academy Player wishes to remain at school to complete their education the Club would have to sign them on an Academy Player registration (if already signed as an U16 at the Club, their current registration would be extended).

The final option is for an Academy Player to be signed on a Professional Contract. However, in order to do so a player must be 17 years of age and comply with option 3, therefore prior to their 17th birthday they must observe either option 1 or 2.

If a player signs a professional contract during their Scholarship, a condition of that contract is that they complete the education programme they started as a Scholar.

For more information about the RPA, please contact a member of the education team.





Section 2

The Football Development Programme

Core Components

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2. The Football Development Programme

The football development programme is a fundamental part of your Scholarship and the Apprenticeship Programme.

It provides you with all of the training and experience you will need, both on and off the pitch, to have the best possible chance of becoming a professional footballer. The football development programme has five core components:

Core components

- Technical Development
- Tactical Development
- Physical Development
- Psychological Development
- Lifestyle and Performance Management

All Scholars will complete the core components of the football development programme, they are crucial for your development as an elite footballer and they are carefully planned by the coaches and Club staff in conjunction with the Premier League.





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Technical and Tactical Development

The practical development of your technical and tactical skills will take place in training and your coaches will work with you to improve in these areas. You will work with a coach as an individual, as a unit (i.e. attack, defence and midfield) and as a team. The outcome of this development will be realised through the games programme and through match analysis and review meetings with the coach. You will have the opportunity to access a vast amount of expertise, not only from your coaches but also other Club staff, such as match analysts and data analysts.

Physical Development

To help you develop physically to cope with the demands of the professional game, you will have the opportunity to work with a number of members of the sports science and medicine team in your Club. They will help you to develop the fitness required to compete at the highest level in your playing position. They will also help you plan your diet to help maximise your performance. This will be a key component of your personal development and will also help you to prevent injury. As a Scholar you will have access to the best staff with the most up to date knowledge. Training programmes will be tailored to meet your individual needs and you will review your progress regularly to ensure you are progressing towards your targets.

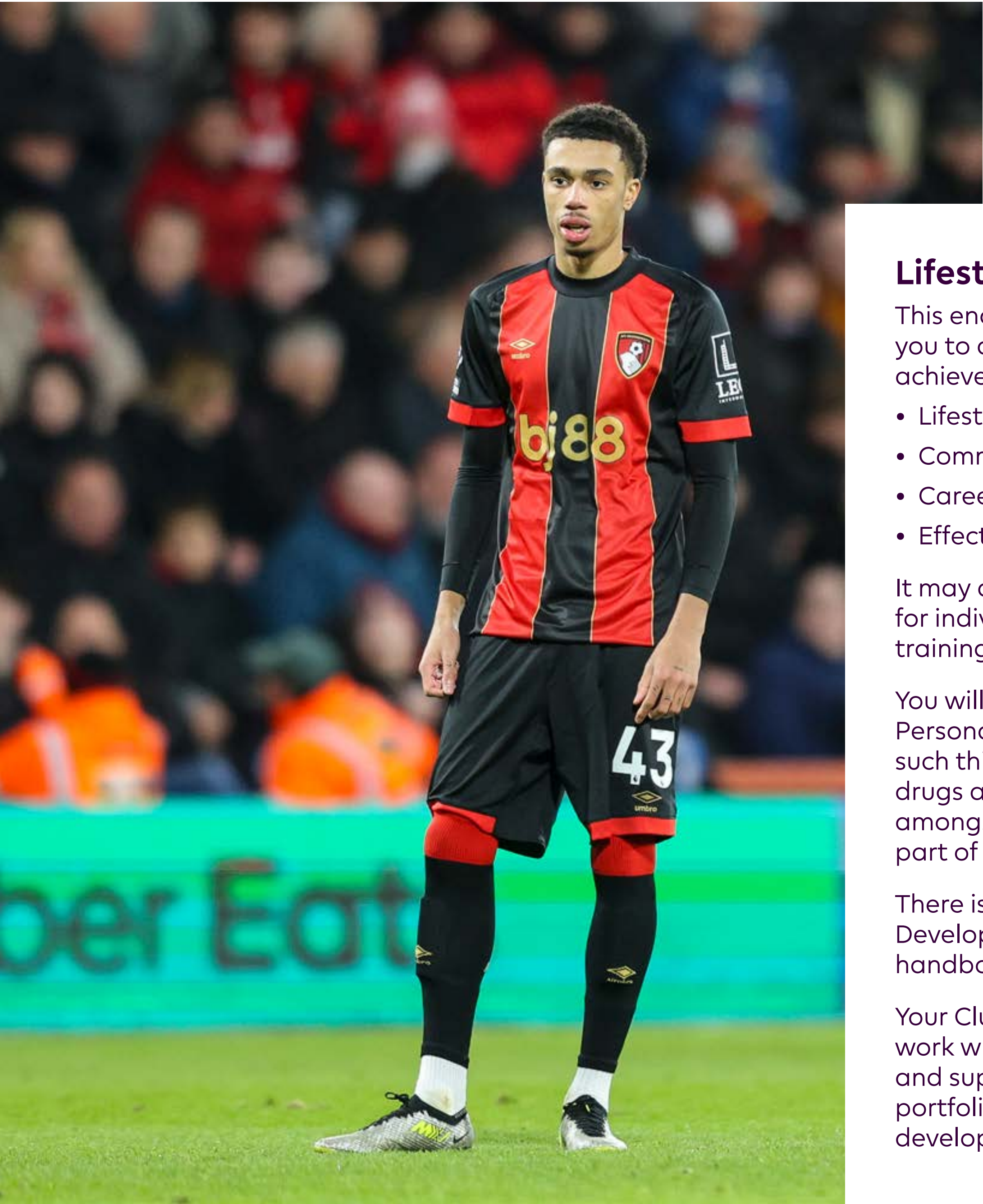
Psychological Development

To become a top level player you will need to have good psychological skills to cope with the pressures. You will have the opportunity to work with experienced sports scientists specialising in psychology and mental health to ensure you become a fully rounded player and have the best possible opportunity to succeed at this level. They will be able to work with you on individual strategies to improve such things as: confidence, motivation and dealing with both success and failure.



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Lifestyle and Performance Management

This encompasses a broad range of aspects that help you to develop the individual skills required to help you achieve your goals. For example:

- Lifestyle and Personal Development
- Communications
- Career and Self-Development
- Effective Safe and Inclusive Practice

It may also include a programme of mentoring, support for individual development needs or specific skills training.

You will also be able to attend specialist workshops on Personal Development and Life Skills. They will include such things as mental and emotional health, well-being, drugs awareness, health awareness and addiction, amongst others. These workshops will be delivered as part of the Personal Development and Life Skills.

There is more information about the Personal Development and Life Skills in Section 6 of this handbook.

Your Club’s Core Programme Co-ordinator (CPC) will work with you to collect evidence of your development and support your learning. You will put together a portfolio that will collate evidence of your football development.



Section 3

The Apprenticeship Programme

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3. The Apprenticeship Programme

During your Scholarship Programme you will complete an Apprenticeship. This is a two-year programme for talented young footballers like you. It will support your football development programme and give you the opportunity to study and develop your game and your knowledge of the football industry, as well as providing essential support for your individual development.

The Apprenticeship is a unique programme that gives you accreditation, in other words a qualification, for the skills you develop whilst completing your football development programme.

Your Scholarship is also an excellent opportunity to combine your football training / Apprenticeship with an education programme , so alongside these you will study a qualification that is appropriate to you. At the end of the two years, if you want to take a different career direction (inside or outside football), or carry on studying at college or university, both the Apprenticeship and your education qualifications will give you a great start.





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Who Runs The Apprenticeship?

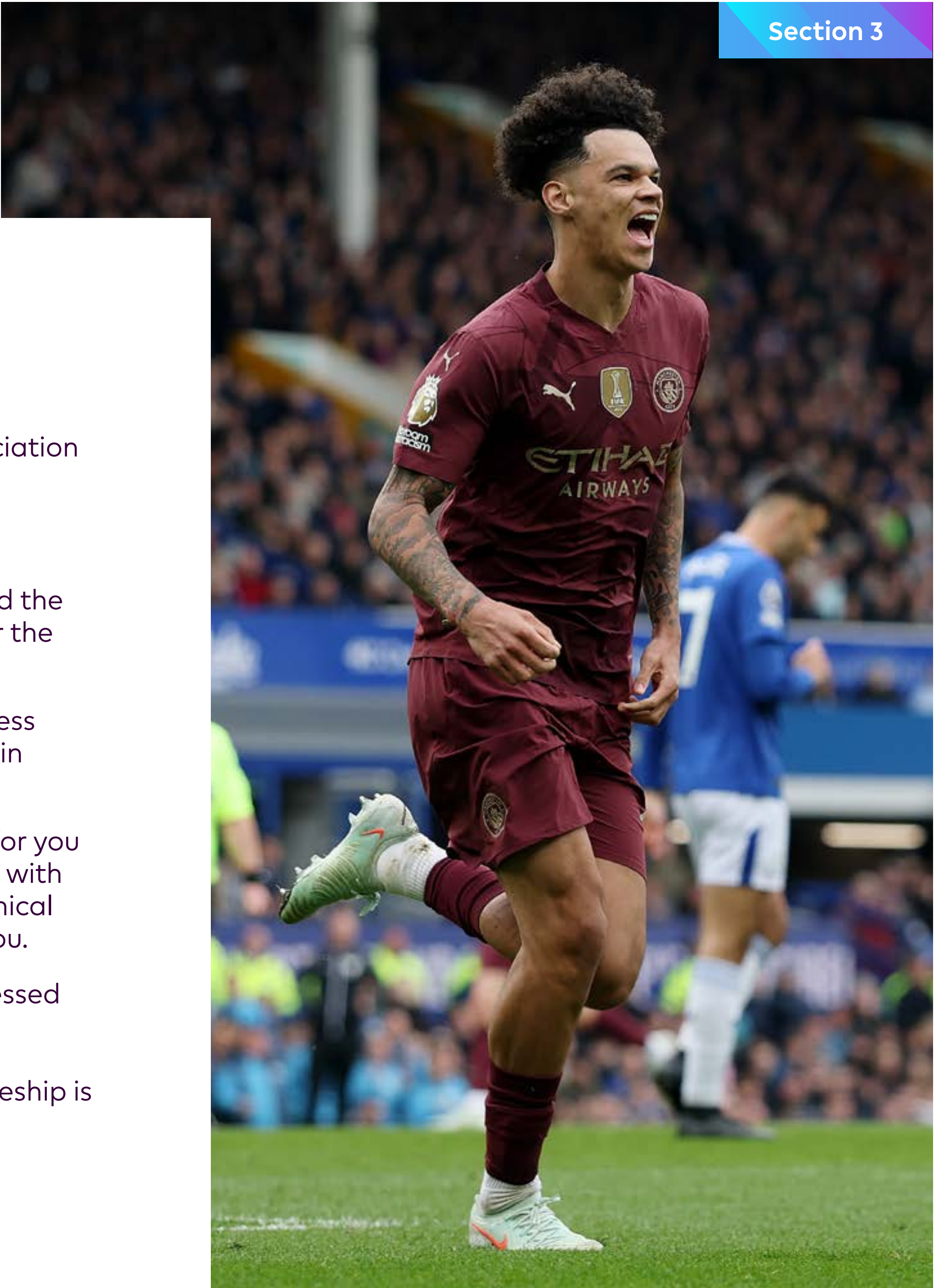
The Apprenticeship is run by the Premier League Youth Department who also work closely with the Football Association (FA) and the Professional Footballers’ Association (PFA) on issues to do with your Scholarship and the Apprenticeship.

The Premier League has Academy Support Managers (ASMs) whose job it is to support the Apprenticeship and the education programmes, as well as help run and monitor the football development programme.

Your ASM will visit you at your Club to review your progress with you. There is a list of relevant Premier League staff in Section 8 of this handbook.

Within your Club, the Academy Manager is responsible for you and your Apprenticeship programme. They work closely with your Club’s Head of Education, CPC, coaching and technical staff to make sure you get the training that’s right for you.

At the end of your two year programme you will be assessed on the things you have learned on the Apprenticeship Programme and, if successful, you will achieve a Level 3 Apprenticeship and receive a certificate . The Apprenticeship is called the ‘Sporting Excellence Professional’.





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How does the Apprenticeship work in practice?

The Apprenticeship is designed by each Academy in conjunction with the Premier League and includes the five core components that make up your football development programme.

The technical, tactical, physical and psychological development takes place throughout the training and games programme with your coaches, but also in the classroom where you will analyse and review your performance with other Club staff. Lifestyle and Performance Management encompasses a wide range of personal development needs and may involve other staff.

You will work with the coaching staff to improve your personal performance and your performance as part of a successful team. You will engage in activities both on and off the pitch (this is referred to as ‘on the job’ and ‘off the job’) and take part in analysis of team and individual performance. There will be regular assessments of your progress and you will be part of the process of target setting and improving your own technical, tactical, physical and psychological development.

You will also work with your CPC to collate evidence of your football development in a portfolio – this will support you in achieving the Apprenticeship.

Whilst the five core components of the football development programme are the same for all Scholars, it will be the content of each individual component that is specific to each Scholar’s personal development needs. The Lifestyle and Performance Management component will also be individualised to each Scholar.

You will take part in reviews every 12 weeks which will assess your progress in all areas at the Club, this will give you a greater insight into your own strengths and areas for improvement, whilst also addressing training needs and social/lifestyle issues. It is important that you prepare for reviews and have the opportunity to input into plans for your individual development.

You can find more information about the football development programme in section 2 of this handbook.

Once you have completed at least 12 months on the football development programme, and if you have developed all the required Knowledge, Skills and Behaviours (KSBs) for the Apprenticeship, your CPC will decide if you are ready to take your assessment so that you can achieve the Apprenticeship. This point is called ‘Gateway’, when your CPC decides you are ready to enter the Gateway you will begin the process of assessment. This is referred to as ‘End-Point Assessment’ (EPA).



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Before you are able to get to Gateway, you must have completed your Functional Skills Maths and English at Level 2, or have a GCSE Level 4, or above, in Maths and English. You must also have completed your portfolio of evidence that your CPC will help you collate over the duration of the programme.

When you are put forward for Gateway you will begin your EPA. The EPA has 3 assessments and you have around 3 months in which to complete them.

The assessments include:

- A Knowledge Test
- A Practical Observation
- A Professional Interview, supported by a portfolio of evidence

The Premier League use Pearson as the End Point Assessment Organisation (EPAO) and have a contract with them to provide EPA services. When you are submitted for Gateway, Pearson will appoint an Independent End Point Assessor (IEA) to conduct your EPA.

Sporting Excellence Professional - Apprenticeship Journey

On-programme (typically 18 - 24 months)

- On and off-the-job training to develop knowledge, skills and behaviours
- English and Maths Level 2 (if required)
- Production of a portfolio of evidence



End-point assessment gateway

- Employer confirms the apprentice is consistently working at or above the level of the occupational standard
- Achieved English and Maths Level 2
- Compiled portfolio of evidence



End-point assessment (approx. 3 months)

- Assessment methods:
 - Knowledge Test;
 - Practical Observation;
 - Professional Interview supported by a portfolio of evidence
- Apprenticeship graded: fail, pass, distinction



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Knowledge Test

This is a test, in exam conditions, that tests your knowledge on some of the areas of the Apprenticeship that cannot be seen in a practical observation, or easily covered in a professional interview e.g. Injury Prevention, Nutrition, Anti-Doping and Effective, Safe & Inclusive Practice.

Practical Observation

The practical observation is a great opportunity to showcase your technical and tactical skill development as well as your understanding of how the core components integrate to influence your performance. The observation will include some digital analysis of your performance in games, an observation of you playing in a game / training and a video showcase of your performance. The IEA will then have a question and answer session with you about your performance so that you can further demonstrate your capability.

Professional Interview

The professional interview is supported by your portfolio of evidence, so you will take this in with you when you meet the IEA interviewing you. In a similar way to the question and answer session after the practical observation, you will be asked some questions about your football development. This will be on things like your Technical and Tactical Performance, Physical Performance and Psychological Performance as well as your Communication, Lifestyle and Career & Self Development - all things that you will know lots about from your time on the football development programme.

The EPA must be passed to achieve the Apprenticeship. You will be able to resit/retake any component you do not pass the first time but with preparation and support from your CPC you should be prepared well and should view the EPA as an opportunity to showcase what you have learned and how you have developed in your football development programme.

Once you have completed your EPA, your IEA will complete a Notification of Results (NOR). Once the assessment has been quality assured by Pearson and the assessment decision and grade confirmed, Pearson will issue your NOR. This document is confidential and must not be shared wider. Pearson will apply to the Department for Education (DfE) for your Apprenticeship certificate, which will be sent to the Premier League to pass onto you. Pearson and the DfE will therefore be processing your personal data to provide certification.





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Functional Skills and English and Maths

Functional Skills maths and English at Level 2 are completed by all Scholars who do not already have at least the UK equivalent of GCSE, or iGCSE, Grade 4 in Maths and English. Some Scholars may choose to re-sit their GSCE in maths and / or English in their first year as an alternative to Functional Skills.

If you have achieved your GCSEs or Functional Skills you will still continue to develop your English and Maths skills through a vocational curriculum, this will include analysing your performance statistics, media related training and other football related activities that are part of your football development programme.

Maths and English must be achieved before you are able to take your EPA on the Apprenticeship Programme.



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Other Educational Programmes

Your academic needs and progress will also be assessed and supported as part of your Scholarship. You will study an education programme that is appropriate to you and one that best complements and supports your football development and the Apprenticeship. This programme will be agreed with both your Academy and the Premier League.

This may include courses such as:

- BTEC Level 3 Extended Certificate in Sporting Excellence and Performance (a one A Level equivalent)
- BTEC Level 3 Diploma in Sporting Excellence and Performance (a two A Level equivalent)
- BTEC Level 3 Extended Diploma in Sporting Excellence and Performance (a three A Level equivalent)
- BTEC Level 3 Diploma in Business
- A Level programmes
- English for Speakers of Other Languages (ESOL)
- Additional enrichment or vocational courses e.g. Duke of Edinburgh Award, L2 Gym Instruction or Coaching qualifications, UEFA C Licence (football coaching) and Laws of the Game (Referee) qualification.

You are expected to spend 10 hours of your Scholarship working week on an education programme, the other 30 hours per week are part of your Apprenticeship Programme and include your on the job and off the job hours.

There is more information on the education programmes you could take in Section 5 of this handbook.





Section 4

The Learner Journey





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4. The Learner Journey

From the moment you start your Scholarship and throughout the two year programme you will complete key stages of the learning process. This is referred to as the Learner Journey. The stages of the journey, from start to finish, are covered in this section.





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Initial Assessment

The Premier League and your Academy will work together to meet your individual needs on the Scholarship. To be able to do that we need to learn more about your strengths and areas for improvement, and any particular needs you may have, at the start of your programme. This will happen in two stages.

Stage 1

Stage 1 usually happens between April and June, before your Scholarship starts. No other Scholars are involved. The focus is on you.

The aim of this is to gather information to help decide upon your specific football development and education programme, as well as finding out more about you so that your Club and the Premier League can best support you throughout your Scholarship.

Initial Assessment will usually involve:

- You
- Your parent/s or carer/s
- Your Club’s Head of Education and/or Academy Manager
- Your CPC
- College Tutor/s
- ASM

This meeting will look at your predicted and target GCSE results and other information from your school and help us plan what courses and qualifications you will study.



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Stage 2 - Induction

Induction is a really important part of the Scholarship, it is your introduction to your new job.

This handbook gives you some basic information about the Scholarship, but the Induction will cover everything in much more detail. Induction will give you the chance to find out a lot more about your Club and the people who will be involved in your development. You will be able to ask questions and carry out some practical research around your Club.

Induction covers the following topics:

- Welcome to the Club
- Introduction the the Scholarship Programme
- Introduction to the Apprenticeship Programme
- Health & Safety
- Player Care and Lifeskills (Wellbeing)
- Safeguarding (Including Prevent & Radicalisation)
- Equality, Diversity and Inclusion
- Anti-Doping

During induction you will be asked to sign a Code of Conduct and Training Plan / Learning Agreement covering these points. If you break this agreement, you will be subject to your Club’s disciplinary process. This could lead to you being asked to leave the Scholarship Programme.





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To support the decision on which programme is right for you, you will take ‘Basic Skills’ tests in Numeracy, Literacy and Learning Styles. The results will give us more information about your specific individual needs. These tests are done on a computer and are interactive and straightforward - you can’t fail the tests, they just give us an indication of your current ability and any support requirements. They will also help you prepare for Functional Skills if you are comple

Stage 3 - Training Plan

This stage starts in pre-season when you sign your Training Plan and your Apprenticeship Agreement

You will also have an Individual Learning Plan (ILP) which is updated when your school results are added (this is in August, if you have completed a GCSE programme).





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Training Plan and Apprenticeship Agreement

The Training Plan is a contract signed by the Club, you and the Premier League before the commencement of your Apprenticeship.

It is actually part of your ILP and sets out the specific plan for the Apprenticeship content, and a broad outline of how it will be delivered. Each of the three parties have a list of key responsibilities that are fundamental to supporting your development towards the EPA. It also sets out how frequently your progress will be formally reviewed, by a range of staff, and the minimum target hours each week that you will spend developing your KSBs. It is signed during your induction and alongside the Apprenticeship Agreement.

The Apprenticeship Agreement is between you and the Club and sets out the basic timing of your Apprenticeship start and anticipated completion point.

Individual Learning Plan (ILP)

Every Scholar will have an ILP. This will be stored electronically on the LMS.

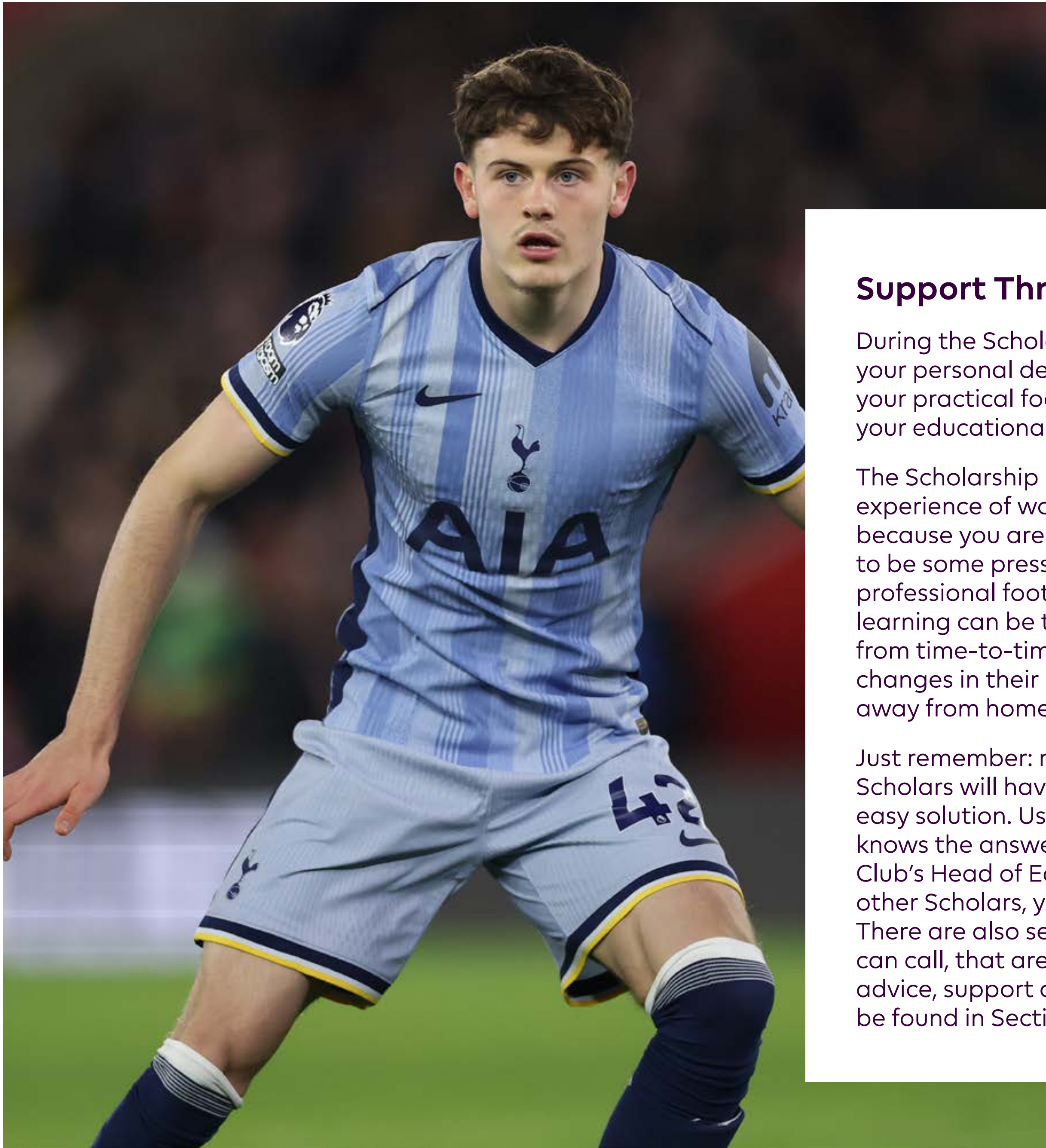
The ILP is like a map for your Scholarship. Its purpose is to make sure that you, your parents / guardians, the Club, college and Premier League know where you want to go and what training and development you need to get there. By signing up to it, everyone – including you – is saying they will do their best to make it happen.

As things may change during the Scholarship – for example, you may be injured or your assessments may show that you are making more, or less progress than we expected at the start – your ILP may be updated. You, and anyone involved in your Scholarship, will have access to the LMS and your ILP so that you can see your current targets and your progress towards achieving them.



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Support Throughout The Programme

During the Scholarship there will be a wealth of support for your personal development, this may be directly related to your practical football development or may include support for your educational development and personal wellbeing.

The Scholarship is more than likely your first full time experience of work since leaving school. It will be enjoyable because you are doing what you love, but there are bound to be some pressures. Working hard to try to become a professional footballer whilst also carrying on with your learning can be tiring and can cause some stress and anxiety from time-to-time. Many Scholars also experience a lot of changes in their personal lives, especially if they are living away from home for the first time.

Just remember: most problems are fairly common – other Scholars will have them too – and most problems have a fairly easy solution. Usually you just need to find someone who knows the answer and can support you. This may be your Club’s Head of Education, CPC, Club Chaplain, other Club staff, other Scholars, your host family, family, friends or your ASM. There are also several independent telephone helplines you can call, that are all available should you want confidential advice, support or guidance - information on each of these can be found in Section 8.



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Stage 4 - Reviews

Reviews are a really important part of the Scholarship. As the football development programme is designed to develop your skills both on and off the pitch, this needs to be monitored and is done so through a system of regular review meetings with key staff in the Club.

Reviews are a record of your progress and will help you work on your strengths and areas for improvement.

There are two types of reviews:

Multidisciplinary Reviews

These happen every 6 weeks and are recorded on the PMA/FIP. It is an opportunity for your coach, and other Club staff, to provide feedback on how well you are progressing at the Club. It will be specific to your performance in all of the disciplines. It is a golden opportunity for you to be provided with feedback on your strengths and areas for improvement, to learn more about how you can improve and what targets you can set yourself. Reviews also provide a great opportunity for you to practice for your EPA, particularly your question and answer session after your practical observation, and of course the professional interview.

All of the information from these reviews will be stored in your Performance Clock. The record of these performance reviews can provide excellent evidence for the Apprenticeship.

Education Reviews

These are specific reviews that focus largely on your progress on the Apprenticeship programme and your specific education programmes. They happen at least every 12 weeks and will involve you, your CPC and your ASM. The purpose of these reviews is to look at all aspects of your programme and the progress you are making. Everyone involved – including you – considers reports / reviews from your coaching and technical staff, the education tutors and everyone else involved in your programme. This will give everyone a good picture of your overall development and attainment, including areas such as attendance and time keeping, effort, academic progression, commitment and reliability. It is also an opportunity to plan how you could develop further. We encourage you to put forward your own views and ideas, and discuss any problems you may have.

The education review will be recorded on the LMS and what comes out of these reviews may lead to changes in your ILP as your progress is updated.



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Stage 5 - Decision Time

As you will be aware, your Scholarship lasts for two years. Towards the end of your second year, your Club will decide whether or not to offer you a Professional Contract, or a third year Scholarship Agreement. Remember, that many different factors will influence the decision, for example, the Manager’s strategy for the squad, available funds and what other players he has at the time. It is not just about how well you have done over the last two years.

If you are offered a Professional Contract at your Club, you will be given a period of time to consider the offer. If, having declined this offer, you subsequently agree to join another club, the new club will have to pay compensation to your original Club.

Should your Club not offer you a Professional Contract, it does not mean that is the end of your football career. You will have spent two years doing what you love best, in one of the top Clubs in the country and you will have improved yourself and your game enormously through professional coaching and will have learned a lot from your Scholarship. There will still be many options open to you in football and sport in general, either as a player, coach, physio, personal trainer or you may decide to do something completely different. You will also have opportunities for further study or training.

Whatever decision your Club makes, it will be very important that you carry on with your football development programme right up to the end of your Scholarship. If you achieve all of your education programmes and complete your Apprenticeship it can help you progress after the two years. It is also a good indication of your attitude and commitment as a player, demonstrating your discipline and ambition.



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Throughout this time the Premier League will continue to support you. Your ASM, Club staff or the Premier League Careers Adviser will be available to advise and guide you into the next phase of your development, whether that be in football, in a football related profession or into further education and training. All the people working with you throughout your time at the Club are experienced in supporting players leaving the Scholarship and they will help you to think about career options, plan what you need to do and give you information, advice and guidance. You will have the opportunity for an exit meeting with your ASM to help you plan your next steps.

We can also help you put together a Curriculum Vitae (CV) that will list everything an employer would be interested in knowing about you and a record of achievement that will show all the qualifications you have achieved. Your Performance Clock and your Apprenticeship will be an excellent record of your progress and development over your Scholarship.

The PFA can also give you guidance on what further studies you may need to do to get into employment. They can also provide some funding for education and training that will help towards a second career. For information on the PFA education grant you can contact the PFA at: www.thepfa.com/education





Section 5

Support For Academic Development

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5. Support For Academic Development

Your ILP will include a relevant education pathway that intends to support your progress to next stage learning or employment, depending on your starting point and career prospects. It will provide you with an opportunity to develop holistically both as a player and a person.

Your Club and the Premier League will discuss the various options with you and your parent/s or carer/s at the beginning of your Scholarship. The final choice will be based on the Initial Assessments that you do before and soon after joining your Club and will be agreed with you and your parent/s or carer/s.

Most of the learning for the education courses and qualifications will take place in either a local college or at your Club and will be delivered by qualified tutors.

As with any other part of your Scholarship, you will be expected to:

- Have excellent attendance and punctuality
- Meet agreed deadlines for set homework and coursework
- Arrive prepared with learning equipment
- Demonstrate appropriate learning behaviours set out by the Club and/or College Code of Conduct

Authorised absence may be permitted based on:

- Preparation for, or taking part in, first team, U21 or International matches
- Due to illness or medical grounds (a note may be required by a doctor or physio)

The education staff will work closely with your Club staff and CPC by providing regular reports on your attendance, punctuality, progress, and learning behaviours.

Common education courses taken are listed below, with various size options:

- BTEC Level 3 in Sporting Excellence and Performance
- BTEC Level 3 in Business
- A Levels
- English for Speakers of Other Languages (ESOL)
- Vocational Courses



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BTEC Level 3 in Sporting Excellence and Performance

This qualification is offered in three different size options and is suitable for progression to a career in the sports industry. The 'Extended Certificate' is the equivalent to a 'One A Level' qualification. The 'Diploma' is equivalent to a 'Two A Level' qualification. The 'Extended Diploma' is equivalent to a 'Three A Level' qualification. Most Universities require a 'Three A Level' equivalent qualification size for progression, however, some may accept a 'Two A Level equivalent' qualification size, depending on individual entry requirements.

What does the BTEC Level 3 Extended Certificate in Sporting Excellence and Performance include?

To achieve the BTEC Level 3 Extended Certificate in Sporting Excellence and Performance you must complete three mandatory units meeting 360 Guided Learning Hours (GLH):

- Careers in the Sport and Active Leisure Industry
- Health, Wellbeing and Sport
- Professional Sports Performer





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What does the BTEC Level 3 Diploma in Sporting Excellence and Performance include?

To achieve the BTEC Level 3 Diploma in Sporting Excellence and Performance you must complete five mandatory units with some optional units meeting 720 GLH:

- Careers in the Sport and Active
- Leisure Industry
- Health, Wellbeing and Sport
- Professional Sports Performer
- Applied Anatomy and Physiology for Professional Performance
- Nutrition for Physical Performance

What is the BTEC Level 3 Extended Diploma in Sporting Excellence and Performance include?

To achieve the BTEC Level 3 Extended Diploma in Sporting Excellence and Performance you must complete seven mandatory units and some optional units worth 1080 GLH. In addition to the Diploma Units, you must also complete:

- Research Project in Sport
- Psychology for Professional Sports Performance

The BTEC Level 3 qualification in Sporting Excellence and Performance will give you a lot of the theory you need for the Apprenticeship. It will also help you to understand more about the industry you have chosen to work in and what it means to be a top level athlete. Depending on your choice of optional units, the BTEC may also help you to branch out into other areas such as coaching, refereeing or physiotherapy.

Most of the work you do for the BTEC Level 3 in Sporting Excellence and Performance happens off the pitch. You will be assessed through the assignments and projects you do as part of the course. There are no exams as assessment is continuous. The units you take will be marked by your BTEC tutor and the Premier League will internally verify them. Pearson will provide a Standards Verifier to make sure that quality standards are being met.



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UCAS	Extended Diploma	Diploma	Extended Certificate	A Level	2 A Levels	3 A Levels	UCAS
168	D*D*D*					A*A*A*	168
160	D*D*D					A*A*A	160
152	D*DD					A*AA	152
144	DDD					AAA	144
136						AAB	136
128	DDM					ABB	128
120						BBB	120
112	DMM	D*D*			A*A*	BBC	112
104		D*D			A*A	BCC	104
96	MMM	DD			AA	CCC	96
88					AB	CCD	88
84							84
80	MMP	DM			BB	CDD	80
78							78
72					BC	DDD	72
64	MPP	MM			CC	DDE	64
60							60
56			D*	A*	CD	DEE	56
48	PPP	MP	D	A	DD	EEE	48
40				B	DE		40
36							36
32		PP	M	C	EE		32
24				D			24
16			P	E			16

BTEC Level 3 in Business

The BTEC Level 3 in Business is a popular alternative from the BTEC Level 3 in Sport. It is also awarded by Pearson and follows a similar qualification structure as the BTEC Level 3 in Sport, in terms of the size of the awards, you can complete. BTEC Business options vary and are best discussed with your Club relating to which pathways are offered.

A Levels

A Levels are a popular route depending on your GCSE starting point, career prospects and local availability. Clubs will discuss best options available to you based on your predicted GCSE results, which can be later confirmed once results are formally published.

Scholars who are eligible to take an A Level route will be expected to complete independent study and be available on formal exam dates in May and June. Where applicable, studying an additional A Level in your third year at your Club may also be an option.

The table (left) shows the possible grade outcomes for the BTEC and A Level courses, and how the UCAS points compare.



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English for Speakers of Other Languages (ESOL)

If English is not your first language, you may require additional support at the start of the Scholarship. Where this is the case your Club will provide for you a programme of study to support your language development. As part of this programme you will achieve a qualification.

Following completion of this qualification you may follow one of the courses previously mentioned in this section, or you may decide to continue with your ESOL programme at a higher level.

Vocational Courses

Additional vocational qualifications may also be on offer at your Club, and add further value to your CV and qualification currency long-term.

Vocational courses that are sometimes taken by Scholars include:

- Duke of Edinburgh Award
- Personal Training Qualification
- Courses in Nutrition or Sports Massage
- Activity Leadership Qualifications
- Fitness Qualifications
- Laws of the Game Course
- Coaching Qualifications - varying levels

This list is not exhaustive, there are a number of other opportunities your Club may be able to discuss with you during your induction.



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Personal Development and Life Skills Programme



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6. Personal Development and Life Skills Programme

Alongside the more formal education programmes, all Scholars will have the opportunity to take other workshops as part of the Personal Development and Life Skills Programme, supported by the PFA. Your Club will provide an extensive range of programmes, all of which will contribute to your KSBs for the SEP, including the following topics:

Anti – Doping & Betting Related Integrity

These sessions are delivered by The FA in partnership with the Premier League. As part of these sessions, you will develop a better understanding about drugs (both social and performance enhancing), alcohol and supplements and discuss the issues around match fixing and betting regulations.

Careers & Preparation for the Future

Sessions are available from several providers to support you in planning for your future inside and outside of football. This includes how to maximise your transferrable skills, exploring your career aspirations and working on your personal development.

Equality, Diversity & Inclusion

The Premier League Equality Inspires programme is an anti-discrimination workshop run by ‘Kick it Out’ to ensure you know what you can do if you or someone you know is being discriminated against.

Workshops delivered by Stonewall provide an introduction to LGBTQ+ identities and experiences in football and the importance of ensuring your teammates feel comfortable to be themselves.

Financial Management

There are workshops available to provide you with the guidance and information you need on managing your finances and how to plan ahead with your personal finances during and after your football career

Inspirational Speakers

These sessions are delivered by former Academy Players who had their careers cut short due to unforeseen circumstances. These inspirational talks are centred around dealing with adversity and having the will to succeed at all odds, even if it wasn’t quite the route you anticipated taking.



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Mental & Emotional Wellbeing

These sessions raise awareness of potential mental health issues with young people and discuss topics including the importance of talking, addictive illnesses such as alcoholism, drug abuse and gambling and what support is available for Scholars.

Sporting Chance is a charity set up by ex-England ex-Arsenal Player, Tony Adams and as well as being one of the providers of these sessions, they work in conjunction with the PFA to run the Player Helpline. This is a 24/7 confidential service which is available to you, should you feel you need to text or call with any concerns. It can be directly accessed through the Premier League Player App. Please get in touch with your Player Care lead for access.

Personal Integrity & Respect

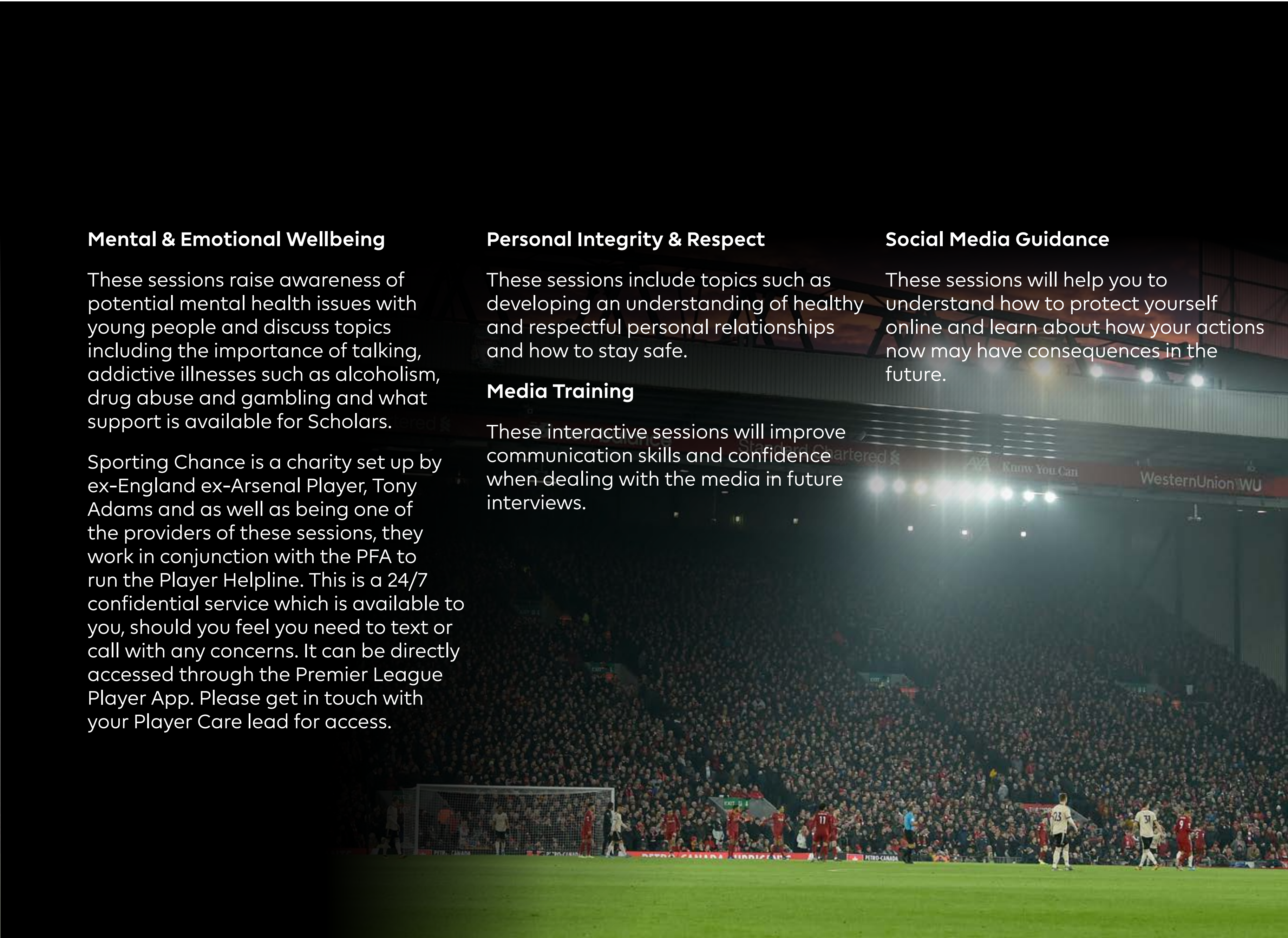
These sessions include topics such as developing an understanding of healthy and respectful personal relationships and how to stay safe.

Media Training

These interactive sessions will improve communication skills and confidence when dealing with the media in future interviews.

Social Media Guidance

These sessions will help you to understand how to protect yourself online and learn about how your actions now may have consequences in the future.





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In addition to the **Personal Development and Life Skills Programme** you will have the opportunity to complete other vocational qualifications. These include:

Laws of the Game

This is a practical programme where you will learn about the Laws of the Game and have the opportunity to qualify as a referee. This course is delivered by Premier League Referees and Assistant Referees over two full days.

UEFA C Licence

During your two year Scholarship you will have the opportunity to complete a Level 2 Coaching badge. This is delivered by the PFA and has both a practical and written assessment. The delivery is spread over a full season.

Player App

The Premier League Player App was launched in the 2019/20 Season for all Premier League players aged 16 and above. You will gain access to the Player App during your Induction via a unique login code specific to you as a player which will include your personal statistics, fixtures, results and league table position.

You will be able to keep up to date with regular updates within the Premier League, as well as articles and events that can benefit you as a player.

If you haven't already logged into the Player App, please contact your Player Care Manager to get set up or contact player@premierleague.com with any questions.

Personal Development and Life Skills Programme will be covered in more detail at your induction and there is more detailed information on these topics in your Induction Handbook and in the Player App.





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7. Other Important Things You Must Know

To be successful on the Scholarship Programme, there are a number of other things you need to know. Each of these is spelt out in more detail in your Scholarship Agreement and many of them will be covered in detail during induction. A copy of the Scholarship Agreement is available in section 10 of the handbook.

Your Employment Status

As a Scholar you are employed by your Club.

You will need to check with your Club if you need to know more about your employment status and whether or not you need to pay national insurance and tax. You will receive your wages from your Club.

As you are employed your parent/s or guardian will not be able to claim child tax credit for you.

What hours will I work?

Your hours of work are such as the Club may reasonably require of you to carry out your duties, but this is based on a 40 hour working week. The working week will include 10 hours per week of academic study, and 30 hours per week allocated to your on the job and off the job (SEP) Apprenticeship hours. You will spend at least 6 hours in off the job learning for your SEP programme. You must attend as and when instructed by your Club. You will be expected to attend your Club on first team match days.

How much will I get paid?

As a Premier League Academy Player your Club should pay you £320 a week in your first year and £330 a week in your second year. You will be paid monthly but should find out from your Club on what date this will be. If you continue into a 3rd year Scholarship your Club should pay you a minimum of £420 per week.

What about holidays?

You are entitled to 5 weeks holiday a year and you will continue to receive your Scholarship wage whilst on holiday. Your Club will try to make allowances for bank holidays but you may be asked to attend if there are matches or other events planned. You should normally take your holidays in May and June – outside of the pre-season and season. However, if you have exams during May and June you must attend these. If you have any questions about when you are permitted to take a holiday, you should speak to your Club.



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Health & Safety

The Premier League and Clubs take health and safety very seriously. Your Club has a responsibility to look after your health and safety but you also have a vital part to play. During induction you will receive important information on:

- Your Club’s responsibilities and duty of care to you within its safety policy
- Your responsibilities for your own health and safety and the health and safety of other Academy Players and people you work with
- The main risks within your Club and the procedures that the Club has put in place to keep these risks to a minimum
- The health and safety rules in terms of dos and don’ts
- Emergency and fire evacuation procedures
- First aid arrangements
- Personal protective equipment
- Supervision arrangements and manual handling hazards
- Safeguarding
- Club specific COVID-19 safety protocols

Some of these things may sound strange and not very relevant to you at the moment but they are extremely important and will be explained to you in detail during induction.

If you have a concern regarding the health and safety of yourself or others you should contact a member of Club staff, or you can contact the Premier League at healthandsafety@premierleague.com





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Injury and Illness

However careful you and your Club are, accidents may happen during training and matches, or at other times when you are on the Scholarship, you may also fall ill.

Your Club has important regulations that it must follow when there are injuries and illnesses, this is covered in clause 7 of the Scholarship Agreement in section 9. The Club also has a medical team that can give you excellent care and rehabilitation.

If you are injured or sick at any time during the Scholarship, you must report this to your Club immediately, and they will then go through the correct procedures with you.

You may worry that reporting an injury or illness could harm your chances of training or taking part in an important match. Don't! Let your Club's medical team decide – they are the experts. Remember that if you carry on training or competing when you are carrying an injury, you could damage your football career in the longer term.



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Equality, Diversity and Inclusion

As you are no doubt aware, football has been at the forefront of promoting equality and has campaigned against racism and other types of discrimination, for instance religion, age, gender, gender identity (or transgender status), sexual orientation, marital status , pregnancy or disability. The Premier League is committed to making sure that everyone receives equal treatment and equal respect is extremely important to us.

Like health and safety, you have both rights and responsibilities in regard to equality, diversity and Inclusion.





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Your rights are:

- To be treated with dignity and respect during the Scholarship
- Not to be discriminated against, harassed or bullied by anyone who works with you (for example, fellow Scholars, Club staff or tutors)
- To be protected by your Club, as far as reasonably possible, from discrimination , harassment and bullying by anyone that you may come into contact with during your Scholarship
- To be accepted and valued as an individual
- Not to be victimised if you have a complaint about equality or discrimination or if you help someone else to make a complaint
- If you have a disability, to have reasonable adjustments made to help you

Your responsibilities are that you must:

- Treat fellow Scholars, staff, officials, spectators and other people you come into contact with during the Scholarship fairly and impartially regardless of their age, race, religion, gender, gender identity (or transgender status), sexual orientation, marital status , pregnancy and maternity, or any disability
- Treat everyone with respect
- Always be helpful and courteous
- Not show favour or disfavour to any individual or group in a way that breaks the law



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If you do not behave in this way, you could be disciplined by your Club or even be prosecuted in the courts.

The Premier League Equality, Diversity and Inclusion Standard (PLEDIS) aims to educate and encourage all Clubs to develop and evolve into working environments that champion mental wellbeing, positive change and a culture of diversity.

The Premier League ‘No Room for Racism’ action plan outlines key commitments to this:

- Executive Pathway: Diversity in leadership positions
- Coaching Pathway: Address the lack of coaches from Black, Asian and minority ethnic populations
- Player Pathway: Equal opportunity for success at Premier League Academies and in future careers
- Action against racism: Take action against all forms of racism so football is a welcoming and safe environment for all

The Premier League also supports communities, by using the reach of the League and Clubs to help children and young people reach their potential. We also work to embed equality by using a clear framework and targets.

As part of induction you will complete an equality, diversity and inclusion training programme designed specifically for Academy Players by Kick it Out, the PFA and the Premier League.





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Drugs and Alcohol

You will cover this topic in more detail during your induction at the Club. There is an online module on the Premier League LMS to give you a lot more information about the dos and don'ts of drugs and alcohol and also the procedure The FA use for drugs testing. The FA will also provide you with further information about banned substances and how to avoid them on the FA Anti-Doping Advice Card.

Drugs

Performance enhancing and social drugs have no place in sport and football is no exception. Using drugs to improve your performance is one of the worst forms of cheating and could easily damage your career and your health. The game has very strict rules about the misuse of drugs and they apply to Scholars as well as professional players.

Performance-Enhancing Drugs

There are lots of drugs that may improve your stamina or strength and they are known as performance enhancing drugs. Some examples are steroids, hormones and stimulants, many of which are banned in football. Any player, from professional down to apprentices and youth players, caught taking drugs like these can be banned from football for as long as four years. If you take drugs to cheat, there's no place for you in football and your career will be over very quickly. It's not just the risk of committing a doping offence that makes performance enhancing drugs dangerous, many substances carry significant health side effects:





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Anabolic agents such as nandrolone and testosterone can be abused to aid muscle growth/recovery. However, the side effects can be very severe and include an increased risk of heart attack, liver failure, infertility and testicle shrinkage.

EPO (erythroprotein) can be used to improve oxygen delivery to muscles and therefore improve endurance. However abuse of this substance can cause blood clots, strokes and may lead to heart attacks.

Stimulants can be used to increase alertness but can lead to a rise in blood pressure and body temperature which can cause major organs to stop working. Often, they are also addictive, can cause mood swings and lead to increased aggression.

Medications

Be careful when taking medicines. Many medicines that you get from a chemist or from your doctor may contain substances that are banned in football. Even some types of flu remedy contain banned substances. Always check to see if your medication is on the banned list – you can check medications at www.globaldro.com. If you are asthmatic, make sure you check the banned status of your inhaler. Certain inhalers are banned, or banned above a certain threshold.

Supplements

Due to the physical demands of football, players may be tempted to take supplements as part of their diet. Supplement companies are largely unregulated – meaning you may never know exactly what you are taking. Some products have been found to contain banned substances that are not listed on the label and there could be a banned substance in your supplement.





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Remember these steps:

Assess the need

The FA recommends that you should develop your diet, lifestyle and training before considering taking any supplements. You should assess the need for taking a particular supplement by consulting a registered nutritionist or your Club Doctor before taking it.

Assess the risk

If you decide to use supplements, then you need to make sure that you minimise the risk of testing positive from taking a contaminated supplement. See www.informed-sport.com which provides a testing and accreditation process for supplements and lists those products that have gone through the Informed Sport programme by batch number.

Assess the consequences

If you test positive for a banned substance contained in a supplement you could face up to a four-year ban from football.



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Social Drugs

The FA’s Anti-Doping programme bans players from taking social drugs (such as cocaine, cannabis, ecstasy and ketamine) at all times. As well as being illegal, social drugs are addictive and can seriously damage your health. If you test positive for social drugs after training or in a test at your house, you may face a fine and be required to attend mandatory counselling and education for a first offence. For any subsequent positive test, you may face a ban from football of up to 3 months.

Testing for social drugs may involve collecting a hair sample (instead of a urine or blood sample). For more information about hair testing in football, visit www.TheFA.com/socialdrugs

Testing positive for social drugs after a match may lead to a two-year ban. This may be reduced to 3 months if the use occurred out-of-competition (on a non-match day) and was unrelated to sports performance, and further reduced to 1 month if an approved treatment programme is completed.

The legal implications, as imposed by the law, mean that you could also face a large fine or even be imprisoned if caught in possession of any social drugs. Social drugs are illegal under the Misuse of Drugs Act 1971 and the maximum penalty for being caught in possession of a Class A drug is seven years imprisonment, the maximum sentence for supplying Class A drugs is life imprisonment and/or an unlimited fine.



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Alcohol

Alcohol is not banned but it is still dangerous and drunken behaviour by footballers does not help you, the Club or the image of the game.

Alcohol can harm your performance for several days after drinking. You can certainly still have very high levels of alcohol in your bloodstream the day after a heavy drinking session (enough to get you banned from driving, for example). This could be very dangerous during training or in a match, to you and others.

Players who provide positive tests for social drugs often say during their disciplinary hearing that they were drunk at the time so please treat alcohol with caution.

It is important that you think carefully about your lifestyle and how much alcohol you drink. Remember it can affect your ability to say no to taking drugs.

New Psychoactive Substances

New psychoactive substances – often incorrectly called legal highs – contain one or more chemical substances which produce similar effects to illegal drugs (like cocaine, cannabis and ecstasy).

Psychoactive substances can carry serious health risks. The chemicals they contain have in most cases never been used in drugs for human consumption before. This means they haven’t been tested to show that they are safe. The effects of legal highs can include drowsiness, paranoia, comas, seizures and, in a few cases, death.

Even drugs that look similar or have similar names may be of varying strengths and have different effects.

The PFA have a 24 hour confidential helpline that you can call if you are experiencing stress, anxiety, low mood or any other emotional issues. You can also call this helpline if you are concerned about addiction of any kind; this may be issues with drugs, alcohol or gambling.

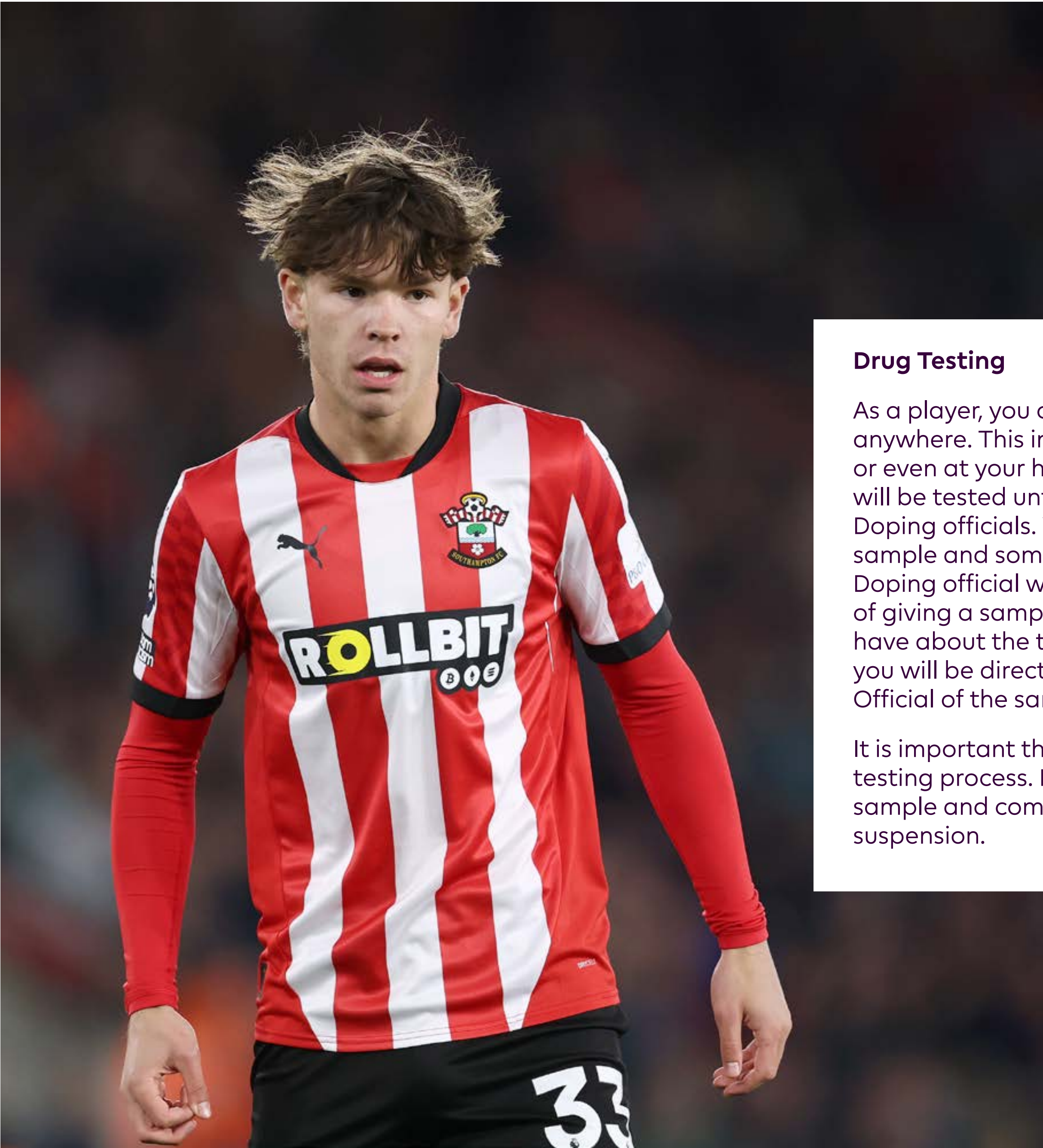
24 Hour Telephone Helpline:
07500 000777

You can also text this number for help and advice. Texts will be responded to in normal office hours, but the helpline is answered 24 hours a day, 365 days of the year.



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Drug Testing

As a player, you can be tested at anytime and anywhere. This includes; after a match, after training or even at your home address. You will not know you will be tested until you are told in person by Anti-Doping officials. You may be asked to provide a urine sample and sometimes a blood sample. The Anti-Doping official will then talk you through the process of giving a sample and answer any questions you have about the test. When you provide your sample, you will be directly observed by an Anti-Doping Official of the same gender as you.

It is important that if you comply with the drug testing process. Refusing or failing to provide a sample and complete the test may result in a 4-year suspension.



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Betting Related Integrity

The Betting Rules

You are not permitted to bet on any aspect of any football worldwide – this includes bets on any match or competition, events within a match or competition, or on any other football matter (such as next manager markets or transfers). The rule applies to bets made in person, on the telephone, online or even with friends.

You are not allowed to be involved in TV/Radio/Online adverts for betting companies which encourage betting on football markets. You should seek advice before being involved in any kind of betting adverts other than shirt sponsorship.

Sporting Chance offers help and support to Players dealing with betting and addiction issues and can be contacted at info@sportingchanceclinic.com.

Inside Information

Inside information is information that you are aware of due to your position in the game which is not publicly available – for example, this may be injury or team selection news.

You are not allowed to pass inside information on to someone else which they then use for betting. You can be considered to have passed inside information by any means, e.g. word of mouth, text or other instant message, email, writing or social media postings.

Match-Fixing

Fixing is arranging in advance the result or conduct of a match or competition, or any event within a match or competition, this may include an incident in the technical area. Fixing is prohibited and is treated extremely seriously. If found proven, this is likely to lead to a significant suspension, and in some instances, a lifetime ban. Fixing offences may also be subject to criminal investigation and prosecution by the Police.

If you are approached to fix or suspect that a colleague or someone you know has been approached to fix or is involved in fixing, then you must report it to The FA immediately on the phone number (0208 795 9640) or email (integrity@TheFA.com).



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Safeguarding

Each Club has a duty to promote the welfare and wellbeing of its Academy Players to keep them safe and protect them from harm, and to respond swiftly and appropriately to concerns when they arise. This is called safeguarding.

We place great importance on safeguarding the children and young people we engage with and we expect everyone involved with the Premier League to share this commitment. We are committed to working in partnership with The FA and your Club to provide safe and inclusive environments where children and young people feel safe, valued and empowered.

Your Club has in place a dedicated full-time Head of Safeguarding and an Academy Safeguarding Officer who work closely together to ensure that children and young people can enjoy football in a safe and caring environment. The Head of Safeguarding is a named person with a clearly defined role and responsibilities in relation to promoting and protecting the safety and welfare of the children, young people and adults at risk at your Club.

The members of staff fulfilling these roles are at the heart of your Club’s development of young talent. They are there to provide you with support and advice; you are able to speak to them if you have a concern about your own safety and welfare or if you are worried about someone else so it is important to know who they are and how to contact them.





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Your Club has a duty to promote your welfare and well-being, to protect you from harm and to respond swiftly and appropriately to concerns when they arise.

Speak to your Head of Safeguarding, Academy Safeguarding Officer or an adult you trust at your Club, at home or at school if you have any concerns. Our Safeguarding Team can be contacted for advice or to raise a concern by emailing safeguarding@premierleague.com

The Premier League wants to help children and young people feel safe, valued and empowered.

We have teamed up with Childline to give you information about issues which may be worrying you, and the support available. Whatever is on your mind, the Premier League and Childline are here to support you.

Visit our website for more information and advice www.premierleague.com/safeguarding/

It is important for you to understand what abuse and bullying is so that you know it if is happening to you or someone else and what you can do about it. Your induction handbook explains what abuse and bullying means. It also provides information about other safeguarding concerns such as grooming and radicalisation.





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Social Media & Communication

There are risks associated with the use of the internet and social media sites.

Scholars should be aware of the risks and how to minimise them. Speak to your Head of Safeguarding about staying safe online. You can also visit CEOP’s Thinkuknow website www.thinkuknow.co.uk for advice and guidance. You can also contact them confidentially if something has happened online which has made you feel unsafe, if you are worried about somebody else or to report online abuse.

You should be aware that your Club will have a policy for the use of social media sites, such as Instagram, Twitter, Snap Chat and Facebook. This policy will outline what is and what is not acceptable. Scholars should be aware that they are registered with a professional Club and are always representing that Club; therefore, inappropriate comments about other Scholars, Clubs or anyone associated with the football authorities will always be taken seriously.





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Discipline and Appeals

There are a number of contractual provisions under your Scholarship Agreement that you must follow. These will be explained to you during induction and you will be asked to sign them demonstrating your agreement.

If you break these provisions, you are likely to be disciplined by your Club. All cases of disciplinary action will be put on record for 12 months. You have the right to see your disciplinary record at any time.

A disciplinary offence can sometimes lead to a Scholarship being terminated, which may result in the end of a promising career in football.

If you are disciplined, there is a clear disciplinary procedure. The aim of the procedure is to make sure your Club behaves fairly in investigating and dealing with allegations and helps Scholars maintain high standards of conduct and performance.

The Disciplinary Procedure and penalties are covered in more detail in Schedule 2 of the Scholarship Agreement, you can access this by [clicking here](#)



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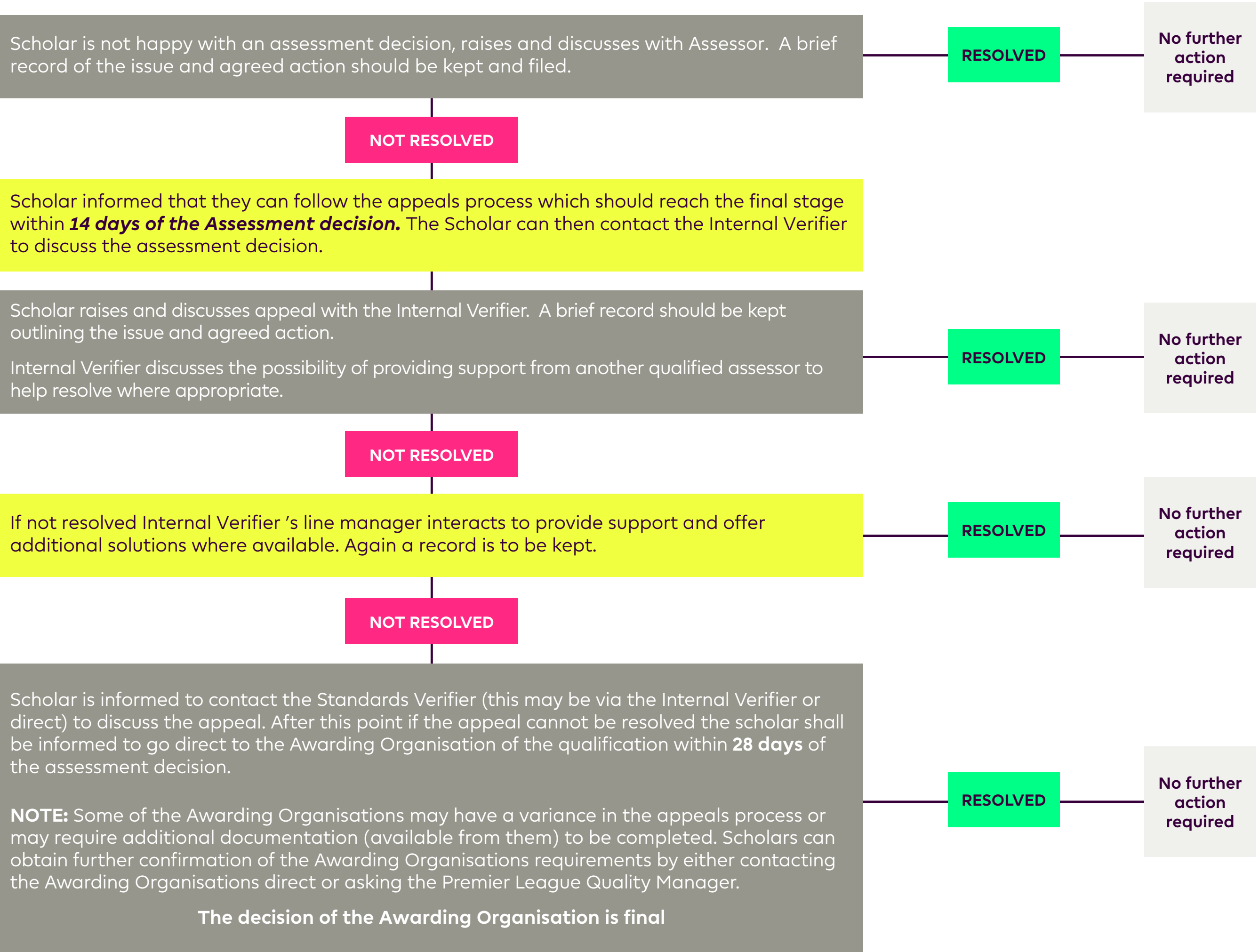
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Education Appeals Procedure

The following process is to be followed when a Scholar undertaking an education qualification, managed by the Premier League, is unhappy with an assessment decision and wishes to appeal.

The Premier League will log the number of appeals which are raised. Appeals can then be monitored during quality meetings to assist with staff training and programme development, as required.





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Complaints and Grievances

Complaints

If you are unhappy with any element of your Scholarship Programme the Premier League has a complaints Procedure that you can follow:

You can contact the Apprenticeship Helpline in the event of a complaint regarding your Apprenticeship being necessary. The contact number and website address is below and is also included in your Club’s written agreement and your apprentice Training Plan.

E: nationalhelpdesk@apprenticeships.gov.uk
T: 0800 015 0400

Complaints Procedure	
Communication	It is in everyone’s interest that issues and complaints are resolved at the earliest possible stage. Many issues can be resolved informally, without the need to invoke formal procedures.
Complaints procedure	If you are unable to resolve your complaint through informal discussions, your Club Academy’s formal complaints process should be invoked through the stages outlined within their written procedures.
Outcome and appeals	If you are dissatisfied with the outcome of your complaint, follow the appeals or internal escalation process outlined in your Club Academy’s complaints procedure.
Escalation	If you are dissatisfied with the conclusions reached by your Club, including through its appeals/internal escalation process, you may escalate your complaint to the Premier League. The Premier League will respond within 7 days and will provide an outcome within 28 days where possible. If these timescales are not achievable, you will be kept informed. T: 020 7864 9000 E: youthdevelopment@premierleague.com
There are separate procedures for dealing with concerns pertaining to the safety and welfare of Academy Players. All such concerns must be reported to your Club Head of Safeguarding or Academy Safeguarding Officer without delay.	
Our Safeguarding Team can be contacted by calling 0207 864 9173 or by emailing safeguarding@premierleague.com to raise a concern or to help you get in touch with your Club’s Safeguarding Team.	



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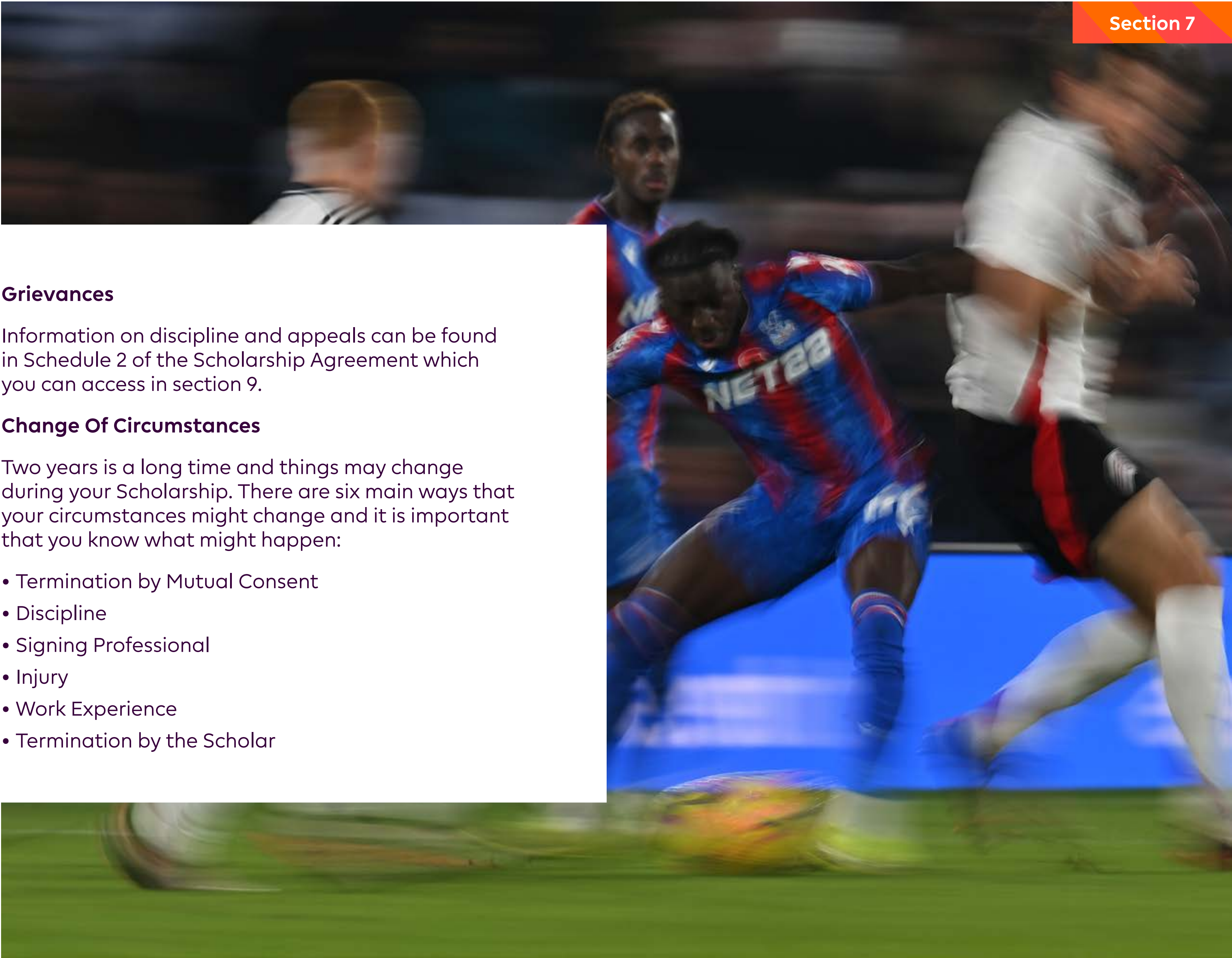
Grievances

Information on discipline and appeals can be found in Schedule 2 of the Scholarship Agreement which you can access in section 9.

Change Of Circumstances

Two years is a long time and things may change during your Scholarship. There are six main ways that your circumstances might change and it is important that you know what might happen:

- Termination by Mutual Consent
- Discipline
- Signing Professional
- Injury
- Work Experience
- Termination by the Scholar





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Termination by Mutual Consent

This means that both you and your Club decide that finishing your Scholarship before the two years are up is the best option. There could be many reasons for this, for example, you might decide that the Scholarship is not for you or you may have personal reasons for wanting to finish early. If this is the case, the Club will retain compensation rights for 2 years, meaning that any Premier League or English Football League Club you sign for will need to pay the former Club compensation for the period of time you have been developed by them. For more information on this you should reference Clause 13 in your Scholarship Agreement in section 9.

Alternatively, your Club might decide that you are not going to achieve the standard they expected or for other reasons it is not appropriate for you to continue. If upon the Club’s request you decide to mutually terminate your Scholarship, the club does not retain any compensation rights.

Whatever the case, your Scholarship can only be terminated by mutual consent with your written agreement. If your Club tells you they are thinking of terminating your Scholarship by mutual consent, contact your ASM or your PFA Representative for advice.



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Discipline

Your Club can terminate your Scholarship for disciplinary reasons, as set out in clause 10 of the Scholarship Agreement, which you can access in section 9.

Your Club has a clear Disciplinary Procedure that it must follow.

Signing Professional

An Academy Player can enter into a Professional Contract on or after their 17th Birthday. This is a great result, but the Scholarship Agreement states that the Academy Player must continue with their Scholarship education programme and crucially complete the qualification(s) that they are undertaking.

If you require further information or representation we recommend that you contact your PFA Representative. You will find out more about the PFA, your Club’s representative and what the PFA can do for you during induction.

You can contact the PFA Advisory Service at: youthadvisory@thepfa.co.uk or phone them on 0161 236 0575 for more information.





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Injury

There are two types of injury that could affect you: recoverable injury and permanent incapacity.

Recoverable Injury
If you have an injury or illness for more than 5 weeks, the Club will extend the duration of the Scholarship by the amount of time you are off following the initial 5 week period up to, but not beyond, your 19th birthday.

Permanent Incapacity
This covers serious injury or illness that permanently prevents you from taking part in the Scholarship. If this happens your Club may terminate your Scholarship, although they must give you three months notice.

Please contact the ASM and / or your PFA Representative if this happens. They may be able to help with benefits and possible insurance claims.

Work Experience with another Club

During your Scholarship you may spend time at another Club on work experience. There are a number of reasons you may go on a work experience which could include: gaining experience at first team level in a lower league; ensuring you get sufficient game time; helping another Club fulfil fixtures whilst getting valuable experience; building fitness after returning from injury; or possibly to trial for a position at that Club if your Club is not planning to offer you a Professional Contract.

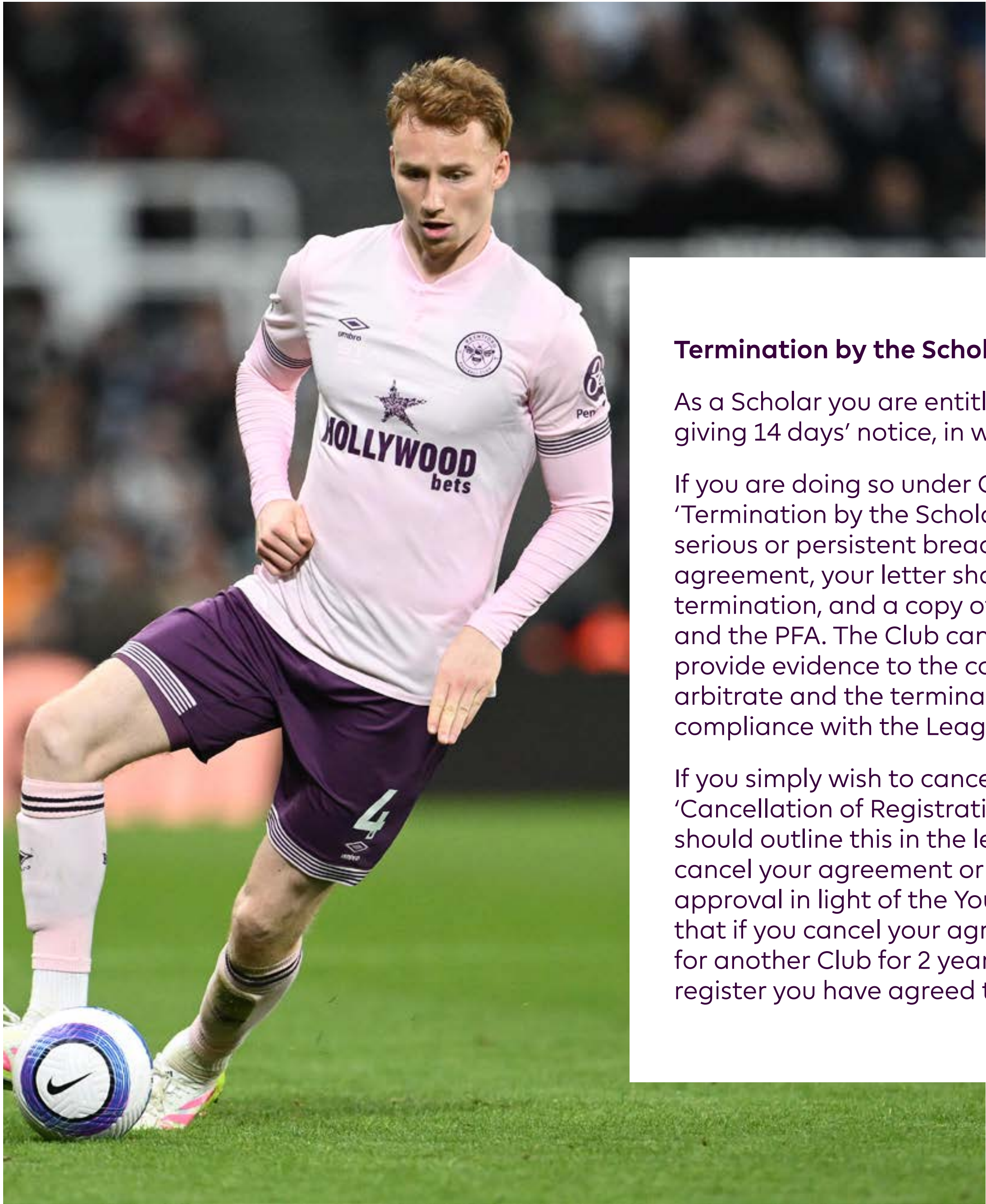
If your Club decides not to offer you a Professional Contract, they may arrange for you to spend a reasonable length of time training and playing with another Club to see if you can get a contract with them. If you are offered work experience with another Club, the Premier League will be informed about it by your Club. If you would like any support or advice at this time, you can always contact your ASM. You should expect to continue your education whilst at another Club - this can be done using the Premier League LMS. We will ensure that you receive the necessary support to make sure this does not disrupt your experience at the new Club or your progress on the Scholarship.





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Termination by the Scholar

As a Scholar you are entitled to terminate or cancel your registration by giving 14 days’ notice, in writing, to the Club.

If you are doing so under Clause 12 of the Scholarship Agreement ‘Termination by the Scholar’ because you feel the Club is guilty of serious or persistent breaches of the terms and conditions of the agreement, your letter should outline your reasons for the requested termination, and a copy of the letter will be sent to the League, the FA and the PFA. The Club can appeal this if they do not agree and can provide evidence to the contrary, however in this case the League will arbitrate and the termination will be determined by the evidence and compliance with the League Rules.

If you simply wish to cancel your registration, under Clause 13 ‘Cancellation of Registration’ of the Scholarship Agreement, you should outline this in the letter. The Club may then decide to mutually cancel your agreement or contact the League to seek their guidance / approval in light of the Youth Development Rules. You should be aware that if you cancel your agreement you are not permitted to register for another Club for 2 years, unless your Club and the club seeking to register you have agreed that compensation shall be payable.



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Intermediaries (Football Agents)

An Intermediary, more commonly known as a “Football Agent”, is an individual or company who is registered with The FA that offers a service to Players and/or Clubs in regards to assisting with a Players registration at a Club. As a Scholar you should be aware of The FAs Regulations on Working with Intermediaries, which state that an Intermediary cannot approach a Player or enter into a Representation Contract with them until the 1st January of the year they turn 16 years of age. An Intermediary cannot be paid for their services in respect of a Scholarship, only a Professional Contract and payment cannot be made until the Player turns 18 years old. If you would like any more information about Intermediaries then you should contact The FA in the first instance (Intermediaries@thefa.com), you can also speak to your ASM or Club.

After Your Scholarship

When your Scholarship has come to an end you will have lots of opportunities. You will have gained excellent transferable skills, as well as several qualifications, that will mean you have many options available to you.

It is possible that the Club may decide to extend your Scholarship by one year, they must do this in writing by the third Saturday in May in the final year. Alternatively, you could be offered a Professional Contract by this date, and you will then have one month to decide if you wish to accept it.

If you do not gain a professional contract at your own Club, you may be offered a contract at another Club, possibly in a lower league. You will also have the opportunity to carry on studying, where it is often possible to continue playing football alongside. USA Scholarships are a fantastic opportunity for players that have gained such experience in the best league in the world.

Whatever happens at the end of your Scholarship your Club, and the Premier League, will be available to support and guide you into the next stage of your career. The following section includes three case studies of Premier League Alumni, all of whom have had great success following the end of their Scholarship.

Remember, regardless of the outcome, you will have had a fantastic opportunity to play football at the highest level. You will have gained skills, and had many experiences, that other young people of your age will not have had. You will be able to set targets and goals for yourself to achieve and will have the ability to analyse your own performance. You will have advanced communication skills and be able to work as part of an effective team - skills that are very desirable in all walks of life.



Section 8

Contact List

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List of Useful Contacts

Premier League HQ

Premier League, Brunel Building, 57 North Wharf Road, London, W2 1HQ

Contact	Role	Contact Details
David Rainford	Head of Education & Academy Player Care	M: 07860 855011 E: drainford@premierleague.com
Julia Caunt	Head of Apprenticeships & Academic Progression	M: 07881 921514 E: jcaunt@premierleague.com
Claire-Marie Pomeroy	Player Care Manager	T: 020 8157 8905 E: clairemariepomeroy@premierleague.com
Katie Pocock	Education Administration Manager	D: 07562 947224 E: katie.pocock@premierleague.com
Jessica Addicott	Head of Safeguarding	E: safeguarding@premierleague.com
Ashton Gregoire	Safeguarding Manager	E: safeguarding@premierleague.com
Emma Cottier-Small	Safeguarding Manager	E: safeguarding@premierleague.com

The Club will be allocated an ASM and you will get to meet them at your Induction.

Other useful contacts

PFA Advisory Service
youthadvisory@thepfa.co.uk or
0161 236 0575

PFA 24 hour Confidential Helpline
(call or text) 07500 000777
(n.b. this helpline is available to all Scholars,
even if you do not have your PFA Card)

Childline
www.childline.org.uk or 0800 1111

Thinkuknow
www.thinkuknow.co.uk

Stonewall Helpline
07925 890734



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ASM Contacts Details

Academy Support Managers (ASMs)

Contact	Role	Contact Details	
	Dean Smith	Senior Academy Support Manager	M: 07525 816806 E: dsmith@premierleague.com
	David Baker	Academy Support Manager	M: 07711 007506 E: dbaker@premierleague.com
	Carolynn Holmes	Academy Support Manager	M: 07881 903406 E: cholmes@premierleague.com
	Lee Collier	Academy Support Manager	M: 07850 852466 E: lcollier@premierleague.com
	Oliver Lethbridge	Academy Support Manager	M: 07706 329831 E: olethbridge@premierleague.com
	Farai Hallam	Academy Support Manager	M: 07706 321452 E: fhallam@premierleague.com
	Eddie Johnson	Academy Support Manager	M: 07562 667678 E: eddie.johnson@premierleague.com
	Jehmeil Lemonius	Academy Support Manager	M: 07821 657379 E: Jehmeil.lemonius@premierleague.com
	Conor Craddock	Academy Support Manager	M: 07521 777739 E: conor.craddock@premierleague.com
	Phil Shead	Academy Support Manager	M: 07521 777785 E: phil.shead@premierleague.com



Section 9

Scholarship Agreement

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9. Scholarship Agreement

AN AGREEMENT made the (day) _____ day of (month and year) _____

Between (Club company name) _____ whose registered office is at

(address) _____

(hereinafter called “the Club”) of the one part and (Scholar’s full name)

of (address) _____

(hereinafter called “the Scholar”) of the other part



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1	Definitions and Interpretation
1.1	The words and phrases below shall have the following meanings: “Authorised Games” shall have the meaning set out in the League Rules; “the Board” shall mean the board of directors of the Club for the time being or any duly authorised committee of such board of directors; “the Club Rules” shall mean the rules or regulations affecting the Scholar from time to time in force and published by the Club; “Contract Player” shall mean any player (other than a Academy Player or Scholar or Youth Player) who has entered into a written contract of employment with a Club as defined by the League Rules; “Education Programme” shall mean the programme of education provided by the Club being either the Level 3 Apprenticeship, Sporting Excellence Professional (SEP), or any other programme of education approved in writing by the League in conjunction with the PFA; “the FA” shall mean The Football Association Limited; “the FA Rules” shall mean the rules and regulations from time to time in force of the FA; “Football Development Programme” shall mean the programme of football training provided by the Club including the Scholar’s participation in Authorised Games; “Gross Misconduct” shall mean serious or persistent conduct, behaviour, activity or omission by the Scholar involving one or more of the following: (a) theft or fraud; (b) deliberate and serious damage to the Club’s property; (c) use or possession of or trafficking in a Prohibited Substance; (d) incapacity through alcohol affecting the Scholar’s performance as a player; (e) breach of or failure to comply with any of the terms of this agreement; or such other similar or equivalent serious or persistent conduct, behaviour, activity or omission by the Scholar which the Board reasonably considers to amount to gross misconduct; “the League” shall mean the football league of which the Club is a member from time to time; “the League Rules” shall mean the rules or regulations from time to time in force of the League; “National Minimum Wage” means the National Minimum Wage as determined by the Low Pay Commission from time to time; “Parent” means a person who has parental responsibility for the Scholar; “PFA” shall mean the Professional Footballers Association; “Player” shall have the meaning set out in the League Rules; “Prohibited Substance” shall have the meaning set out in the FA Rules; “the Rules” shall mean the FA Rules, the League Rules and the Club Rules.

	Definitions and Interpretation				
1.2	For the purpose of this agreement and provided the context so permits, the singular shall include the plural and vice versa and any gender includes any other gender.				
2	Purpose				
2.1	The purpose of this agreement is to provide the Scholar with a period of work-based learning in preparation for a possible future career as a professional association football player.				
3	Duration				
3.1	Subject as hereinafter provided, this agreement shall remain in force from the date set out in Schedule One for two years.				
3.2	If during the currency of this agreement the Club wishes to offer the Scholar a contract as a Contract Player it may only do so on the condition that the Scholar continues his Education Programme.				
4	Extension of Agreement				
4.1	If by reason of illness or injury the Scholar is prevented from participating in the Football Development Programme for a period in excess of five weeks (hereafter “the excess period”): <table><tr><td>4.1.1</td><td>the duration of this agreement shall be extended by the length of the excess period or, if earlier, until the Scholar’s nineteenth birthday; and</td></tr><tr><td>4.1.2</td><td>within fourteen days of the end of the excess period the Club shall give written notice to the League and to the FA indicating the date to which the duration of the agreement is extended.</td></tr></table>	4.1.1	the duration of this agreement shall be extended by the length of the excess period or, if earlier, until the Scholar’s nineteenth birthday; and	4.1.2	within fourteen days of the end of the excess period the Club shall give written notice to the League and to the FA indicating the date to which the duration of the agreement is extended.
4.1.1	the duration of this agreement shall be extended by the length of the excess period or, if earlier, until the Scholar’s nineteenth birthday; and				
4.1.2	within fourteen days of the end of the excess period the Club shall give written notice to the League and to the FA indicating the date to which the duration of the agreement is extended.				
4.2	The Club shall be entitled to extend the duration of this agreement by one year by giving to the Scholar written notice to that effect on or before the third Saturday in May in the second year of the agreement and a copy of any such notice shall be sent to the League and to the FA within fourteen days of the date on which it was given.				



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5	Obligations of the Scholar	
5.1	The Scholar agrees:	
5.1.1	to participate in the Football Development Programme and the Education Programme;	
5.1.2	when directed by an authorised official of the Club to:	
	5.1.2.1	attend at any reasonable place for the purposes of and to participate in training and match preparation;
	5.1.2.2	play in any Authorised Games in which he is selected to play for the Club;
	5.1.2.3	attend other matches in which the Club is engaged;
	5.1.3	to train and play to the best of his skill and ability at all times;
	5.1.4	except to the extent prevented by injury or illness, to maintain a high standard of physical fitness at all times;
	5.1.5	to observe the Laws of the Game when playing football;
	5.1.6	to observe the Rules but in the case of the Club Rules to the extent only that they do not conflict with or seek to vary the express terms of this agreement;
	5.1.7	that he has given all necessary authorities for the release to the Club of his medical records and will continue to make the same available as requested by the Club from time to time during the continuance of this agreement;

	Obligations of the Scholar	
	5.1.8	to submit promptly to such medical and dental examinations as the Club may reasonably require and undergo such treatment as may be prescribed by the medical or dental advisers of the Club and/or the Club's insurers;
	5.1.9	to permit the Club to photograph him individually or as a member of a squad of players and staff of the Club provided that such photographs are for use as the official photographs of the Club;
	5.1.10	to comply with and act in accordance with all lawful instructions of any authorised official of the Club; and
	5.1.11	to sign the declaration set out at Schedule Three to this Agreement and to procure that his Parent signs the same
5.2	Subject to Clause 5.3.4 below, the Scholar may contribute to the media in a responsible manner but whenever circumstances permit the Scholar shall give to the Club reasonable notice of his intention to make any contribution to the public media in order to allow representations to be made to him on behalf of the Club if it so desires.	
5.3	The Scholar shall not:	
	5.3.1	reside at any place which the Club reasonably deems unsuitable for the performance of his obligations under this agreement;
	5.3.2	undertake or be engaged in any employment or be engaged or involved in any trade, business or occupation;
	5.3.3	indulge in any activity or practice which might endanger his fitness or inhibit his mental or physical ability to train or play or which might cause to be void or voidable any policy of insurance provided for the Scholar by the Club in compliance with the Rules; or
	5.3.4	knowingly or recklessly do, write or say anything which is likely to bring the Club or the game of football into disrepute.



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6	Obligations of the Club - The Club shall:
6.1	provide the Football Development Programme and the Education Programme;
6.2	observe the Rules, save that the FA Rules and League Rules shall take precedence over the Club Rules;
6.3	pay to the Scholar throughout the duration of this agreement (and during agreed holiday periods) the remuneration which by virtue of the League Rules he is entitled to receive as more particularly set out in Schedule One. Such remuneration shall not be less than the National Minimum Wage and shall not exceed any maximum amount specified pursuant to the League Rules;
6.4	provide the Scholar each year with copies of all the Rules which affect the Scholar and the terms and conditions of the policy of insurance referred to in clause 5.3.3;
6.5	arrange promptly such medical and dental examinations and treatment as may be prescribed by the medical or dental advisors of the Club in respect of any injury to or illness of the Scholar and shall ensure that any such treatment for any football related injury is undertaken and completed without expense to the Scholar notwithstanding that this agreement expires after such treatment is prescribed;
6.7	comply with all relevant statutory provisions relating to industrial injury and any regulations made pursuant thereto; and
6.8	on or before the third Saturday in May in the final year of this agreement give written notice to the Scholar indicating whether or not upon the expiry of this agreement it intends offering to the Scholar a professional contract as a Contract Player and if so setting out the terms thereof, which offer shall remain open and capable of acceptance by the Scholar for a period of one month from the date upon which the Club gave it to him
7	Illness and Injury
7.1	Any injury to or illness of the Scholar shall be reported by him or on his behalf to the Club immediately and the Club shall keep a record of such illness or injury.

8	Permanent Incapacity						
8.1	In the event that the Scholar shall be permanently incapacitated the Club shall be entitled to serve a notice upon the Scholar terminating this agreement.						
8.2	The minimum length of such notice shall be three months.						
8.3	The notice may be served at any time after: <table><tr><td>8.3.1</td><td>the Scholar is declared to suffer from Permanent Total Disablement as defined in the League's personal accident insurance scheme; or</td></tr><tr><td>8.3.2</td><td>an appropriately qualified independent medical consultant (the identity of whom shall be agreed between the Club and the Scholar, each acting reasonably, save that in the event that the parties are unable to agree, such individual as shall be appointed by the President or next available officer of the Royal College of Surgeons) certifies that the Scholar has suffered permanent incapacity.</td></tr></table>	8.3.1	the Scholar is declared to suffer from Permanent Total Disablement as defined in the League's personal accident insurance scheme; or	8.3.2	an appropriately qualified independent medical consultant (the identity of whom shall be agreed between the Club and the Scholar, each acting reasonably, save that in the event that the parties are unable to agree, such individual as shall be appointed by the President or next available officer of the Royal College of Surgeons) certifies that the Scholar has suffered permanent incapacity.		
8.3.1	the Scholar is declared to suffer from Permanent Total Disablement as defined in the League's personal accident insurance scheme; or						
8.3.2	an appropriately qualified independent medical consultant (the identity of whom shall be agreed between the Club and the Scholar, each acting reasonably, save that in the event that the parties are unable to agree, such individual as shall be appointed by the President or next available officer of the Royal College of Surgeons) certifies that the Scholar has suffered permanent incapacity.						
9	Disciplinary Procedure						
9.1	The Club shall operate the disciplinary procedure set out in Schedule Two hereto in relation to any allegation that there has been a breach of or failure to observe the terms of this agreement or the Rules.						
10	Termination by the Club						
10.1	The Club shall be entitled to terminate this agreement by fourteen days' notice in writing to the Scholar if after due investigation and enquiry it is reasonably satisfied that he: <table><tr><td>10.1.1</td><td>shall be guilty of Gross Misconduct; or</td></tr><tr><td>10.1.2</td><td>has failed to heed any final written warning given under the provisions of Schedule Two hereto; or</td></tr><tr><td>10.1.3</td><td>is convicted of any criminal offence where the punishment consists of an immediate custodial sentence of or exceeding three months</td></tr></table>	10.1.1	shall be guilty of Gross Misconduct; or	10.1.2	has failed to heed any final written warning given under the provisions of Schedule Two hereto; or	10.1.3	is convicted of any criminal offence where the punishment consists of an immediate custodial sentence of or exceeding three months
10.1.1	shall be guilty of Gross Misconduct; or						
10.1.2	has failed to heed any final written warning given under the provisions of Schedule Two hereto; or						
10.1.3	is convicted of any criminal offence where the punishment consists of an immediate custodial sentence of or exceeding three months						
10.2	There shall be included in any such notice full particulars of the Club's reasons for terminating the agreement and a copy of it shall be sent to the League, the FA and the PFA.						
10.3	Within seven days of receiving a termination notice the Scholar by written notice served on the Club and the League may appeal against the decision of the Club to the League in accordance with the League Rules and the parties shall seek to ensure that such appeal shall be heard within a further 28 days.						
10.4	If the Scholar exercises his right of appeal the termination of this agreement shall not become effective unless and until it shall have been determined that the Club was entitled to terminate the agreement pursuant to clause 10.1. Pending such determination the Club may suspend the Scholar.						
10.5	Any such termination shall be subject to the rights of the parties provided for in the League Rules.						



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11	Grievance Procedure
11.1	In the event of any grievance in connection with his education under this agreement and/or its operation the following procedures shall be available to the Scholar in the order set out:
11.1.1	the grievance shall in the first instance be brought informally to the notice of such person as the Club identifies as the person dealing with grievances, failing which to any member of the Club's youth management;
11.1.2	if the grievance is not settled to the Scholar's satisfaction within 14 days thereafter formal notice of the grievance may be given in writing to the Secretary of the Club requiring it to be considered by the Board. The matter shall thereupon be dealt with by the Board at its next convenient meeting and in any event within four weeks of receipt of the notice;
11.1.3	if the grievance is not settled by the Club to the Scholar's satisfaction the Scholar shall have a right of appeal to the League exercisable within seven days of receipt by the Scholar of written notice of the decision of the Board by notice in writing to the Club and the League and such appeal shall be determined in accordance with the League Rules.
12	Termination by the Scholar
12.1	The Scholar shall be entitled to terminate this agreement by fourteen days' notice in writing to the Club if the Club shall be guilty of serious or persistent breach of the terms and conditions of this agreement.
12.2	There shall be included in any such notice full particulars of the Scholar's reasons for terminating the agreement and a copy of it shall be sent to the League, the FA and the PFA.
12.3	Within seven days of receiving a termination notice the Club by written notice served on the Scholar and the League may appeal against the termination and the appeal shall be determined in accordance with the League Rules and the parties shall seek to ensure that such appeal shall be heard within a further 28 days.
12.4	If the Club exercises its right of appeal the termination of this agreement shall not become effective unless and until it shall have been determined that the Scholar was entitled to terminate the agreement pursuant to clause 12.1
12.5	Any such termination shall be subject to the rights of the parties provided for in the League Rules.

13	Cancellation of Registration
13.1	At any time during the currency of this agreement the Scholar may, by giving fourteen days' notice in writing to the Club and League, apply for cancellation of his registration, whereupon
13.1.1	the Club may complete and sign a mutual cancellation notification in accordance with the League Rules whereupon this agreement shall terminate (and clause 13.2 shall apply); or
13.1.2	within fourteen days of receipt of any notice of cancellation, the Club may apply for the application to be determined by the League in accordance with Youth Development Rule 273.
13.2	In consequence of such a termination, the Scholar shall not be permitted by the League to be registered as a Player until the expiry of two years from its effective date unless either:
13.2.1	the Club gives its written consent; or
13.1.2	the Club and the club seeking to register the Player have agreed that compensation for the training and development of the Scholar shall be payable in accordance with the League Rules.
14	Holidays
14.1	The Scholar shall be entitled to five weeks holiday a year, to be taken at a time or times as shall be determined by the Club.
15	Miscellaneous
15.1	This agreement constitutes the entire agreement between the Club and the Scholar and supersedes any and all preceding agreements between the Club and the Scholar.
16	Jurisdiction and Law
16.1	This agreement shall be governed by and construed in accordance with English law and the parties submit to the non-exclusive jurisdiction of the English courts.
17	Privacy Notice
17.1	For the purposes of the Data Protection Act 2018 and the General Data Protection Regulation ("GDPR") the Scholar acknowledges that the Club, the League, The FA, the PFA and any relevant training body are collecting, sharing and otherwise processing Personal Data which may include Special Categories of Personal Data (both as defined in the GDPR) about the Scholar including such data in this contract and using it for all relevant administrative and statistical purposes connected with the Scholar's education and potential future in professional football and any other purpose as set out in their data protection notices and policies. The League's, the PFA's and The FA's Player Privacy Notice will be provided to you directly during the registration process and/or will be available on their respective websites. The Club's Data Protection Policy can be found in the Club's employee handbook.



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Schedule One Scholarship Agreement

Supplemental Provisions and Employment Rights Act 1996	
1	This Scholarship Agreement commences on _____ and terminates on _____
2	The Scholar's employment with the Club began on the date set out in paragraph 1 [replace the words in italics with the appropriate date if it began earlier].
3	No employment with a previous employer shall count as part of the Scholar's continuous period of employment hereunder.
4	The Scholar's hours of work are such as the Club may from time to time reasonably require of him to carry out his duties and the Scholar shall not be entitled to any additional remuneration for work done outside normal working hours.
5	The place of employment shall be at the Club's ground and training ground but the Club shall be entitled to require the Scholar to play and to undertake his duties hereunder at any other place throughout the world.
6	The terms and conditions of this contract form part of a number of collective agreements between the Club (through the League) and the Scholar (through the PFA) affecting the Scholar's employment.
7	No contracting out certificate pursuant to the Pensions Scheme Act 1993 is in force in respect of the Scholar's employment under this contract.
8	There is no entitlement to pensions benefit in relation to the Scholar's employment. However, the Club shall provide access to a designated stakeholder pension scheme as required by law. For the avoidance of doubt, the Club will not make any contributions to such stakeholder scheme.
9	The wage payable by virtue of Clause 6.3 of this agreement is calculated as follows and shall be paid monthly in arrears:-

Supplemental Provisions and Employment Rights Act 1996	
	£ _____ per month from _____ to _____ £ _____ per month from _____ to _____ If the agreement is extended pursuant to the exercise by the Club of the option set out in Clause 4.2, the rate of wage will be as follows: £ _____ per month from _____ to _____ Any other provisions:



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Schedule Two

Disciplinary Procedure and Penalties

1	Introduction
	The disciplinary procedure aims to ensure that the Club behaves fairly in investigating and dealing with allegations of unacceptable conduct with a view to helping and encouraging all Scholars to achieve and maintain appropriate standards of conduct and performance. The Club nevertheless reserves the right to depart from the precise requirements of its disciplinary procedure where the Club considers it expedient to do so and where the Scholar's resulting treatment is no less fair.
2	Records
	All cases of disciplinary action under this procedure will be recorded and placed in the Club's records until deleted in accordance with paragraph 4.2. A copy of the Club's disciplinary records concerning the Scholar will be supplied to the Scholar at his request.

3	The Procedure
	The following steps will be taken as appropriate in all cases of disciplinary action
3.1	Investigation No action will be taken before a proper investigation has been undertaken by the Club into the matter complained of. If the Club determines the same to be appropriate the Club may by written notice suspend the Scholar for up to fourteen days while the investigation takes place. If the Scholar is so suspended this agreement will continue together with all the Scholar's rights under it except that during the period of suspension the Scholar will not be entitled to access to any of the Club's premises except at the prior request or with the prior consent of the Club and subject to such conditions as the Club may impose. The decision to suspend the Scholar will be notified in writing to the Scholar by the Club.
3.2	Disciplinary Hearing
3.2.1	If the Club decides to hold a disciplinary hearing about the matter complained of the Scholar will be given full details in writing of the complaint against him and reasonable notice of the date and time of the hearing. At the hearing the Scholar will be given an opportunity to state his case either personally, through his representative or the PFA.
3.2.2	Subject as provided in paragraph 3.2.3 no disciplinary penalty will be imposed without first giving the Scholar the opportunity to state his case.
3.2.3	A disciplinary hearing may proceed in the Scholar's absence and a disciplinary penalty may be imposed if he fails to appear at such hearing after having received proper notice thereof.



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3 The Procedure		
3.3	Appeals	
	3.3.1	The Scholar shall have a right of appeal to the Board against any disciplinary decision. The Scholar should inform the Board in writing of his wish to appeal within seven days of the date of notification to him of the decision which forms the subject of such appeal. The Board will conduct an appeal hearing as soon as possible thereafter at which the Scholar will be given a further opportunity to state his case either personally or through his representative. The decision of the Board will be notified to the Scholar in writing within seven days and subject to paragraph 3.3.2 will be final and binding under this procedure.
	3.3.2	In the event of any sanction being imposed or confirmed in excess of an oral warning the Scholar may by notice in writing served on the Club and the League within seven days of receipt by the Scholar of written notification of the decision of the Board appeal against it to the League and such appeal shall be determined in accordance with the League Rules.
	3.3.3	If the Scholar exercises any right of appeal as aforesaid any sanction imposed by the Club upon the Scholar shall not take effect until the appeal has been determined and the sanction confirmed, varied or revoked as the case may be.

4 Disciplinary Penalties and Termination		
4.1	At a disciplinary hearing or on an appeal to the Board against a disciplinary decision the Club may dismiss the allegation or if it is proved to the Club's satisfaction may:	
	4.1.1	give an oral warning, a formal written warning or after a previous warning or warnings a final written warning to the Scholar;
	4.1.2	impose a fine not exceeding the amount of 50% of his monthly salary;
	4.1.3	order the Scholar not to attend at any of the Club's premises for such period as the Club thinks fit not exceeding two weeks; or
4.2	4.1.4	where the circumstances set out in Clause 10.1 of this agreement apply, terminate this agreement.
	Any warning or sanction given under this disciplinary procedure will be deleted in the Club's records after twelve months.	



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SIGNED by the Scholar _____

in the presence of his Parent:

[Signature] _____

[Address]

[Occupation] _____

SIGNED by [insert name] _____

for and on behalf of the Club in the presence of:

[Signature] _____

[Address]

[Occupation] _____



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Schedule Three

Declaration by Scholar and Parents*

To be signed by the Scholar:

I (full name) _____

Of (address)

and (email address) _____

certify that the Club has not made any approach to me or engaged in any communication with me or any person connected with me, either directly or indirectly, whilst I was registered with another club in membership of the Premier League or EFL (a “League Club”) save as permitted by the League Rules, nor have I approached or engaged in communication with the Club, either directly or indirectly, whilst registered with another League Club, nor has the Club induced or attempted to induce me to enter into the scholarship agreement dated

_____ (the “Scholarship Agreement”) by offering me or any person connected with me, either directly or indirectly, a benefit or payment of any description whether in cash or in kind, nor have I accepted any such inducement from anybody in connection with the Scholarship Agreement. I agree to be bound by the League Rules.

Signed _____ Date _____

* A declaration in this form must be signed by every Parent (as defined) of the Academy Player



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To be signed by the Parents*:

I, (full name) _____

of (address)

and (email address

being a person having parental responsibility for the above-named Academy Player,

and I, (full name) _____

of (address)

and (email address

being each a person having parental responsibility for the above-named Academy Player, and each certify that the above details are correct and that:



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- (a) the Club has not made any approach to or engaged in any communication with me, my son or any person connected with me or my son, either directly or indirectly, whilst my son was registered with another League Club, save as permitted by League Rules;
- (b) I have not approached or engaged in communication with the Club, either directly or indirectly, whilst my son was registered with another League Club, save as permitted by League Rules;
- (c) the Club has not induced or attempted to induce me or anyone connected with me, either directly or indirectly, through any benefit or payment of any description whether in cash or in kind, to persuade or encourage my son to enter into the Scholarship Agreement; or
- (d) so far as I am aware, the Club has not induced or attempted to induce my son or anyone connected with him, either directly or indirectly, through any benefit or payment of any description whether in cash or in kind, to enter into the Scholarship Agreement.

I acknowledge that the acceptance of any inducement referred to at points (c) and (d), above, and/or engaging in any approach or communication referred to at points (a) and (b), above, constitutes a breach of the League Rules by my son. I further acknowledge and agree that

- (e) the League may request that I attend a meeting in person to answer questions relating to the Scholarship Agreement and the payment of any such inducement and/or the engagement in any such approach/communication and/or to produce relevant documents (including, for example, financial records and/or telecommunications records) within a reasonable deadline; and
- (f) should I refuse or fail to comply with any request by the League in accordance with point (e), above, the League may refuse to register my son as a Scholar with the Club or suspend or cancel any such registration already in place and any tribunal appointed to consider an alleged breach of League Rules by my son will be entitled to draw an adverse inference against him in those proceedings.

Signed (1) _____ (2) _____

Date (1) _____ (2) _____

* A declaration in this form must be signed by every Parent (as defined) of the Academy Player



Premier League

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