



'Unearthing Talent & Connecting Football'

The Licensed Academies primary objective is to ensure that high quality environments exist across Wales to provide opportunities for talent to progress through our elite player development pathways and ensure Wales can consistently produce world-class players for our National Teams' future success.

Our Licensed Academies will also act as a catalyst within the community, connecting grassroots Clubs, leagues and area associations to widen access, enhance provision, and provide greater opportunities to give every talent a chance.

Introduction

Under UEFA's mandatory guidelines for teams within UEFA's Member Association's top divisions it is necessary for all Clubs participating in the Cymru Premier League to achieve Youth Development Criteria as set out by UEFA in its Club Licensing Regulations. To ensure that nationally, players of potential can access quality coaching via the Academy structure in geographical areas where there is no provision; it is part of the strategy to categorise the Academy structure according to the quality of provision offered by the respective Clubs and to permit access for the Clubs outside of the Cymru Premier League, should they meet the standards required for Academy status. Clubs must seek to attain Academy status and will undergo an "Application for Approval" to meet the minimum standards before being accepted into the Program.

The National Academy structure will undertake to deliver on the following principles:

- Develop a strong reputation for high quality provision
- Support the development of thriving domestic Clubs and football ecosystem
- Drive participation locally through better user experiences and access
- Provide more professional opportunities and remove barriers to progression

To ensure that the National Academy structure is fit for purpose, the FAW has implemented a tiered approach to issuing Academy licenses. There are three Categories of Licensed Academy; Category A, Category B and Category C. These categories will classify the Academies based on areas scrutinised and set out within the Licensed Academy Criteria documents, whereby:

Category A: is deemed to deliver outstanding quality provision, raising the standards of Club delivery and increase professional opportunities

Category B: is deemed to deliver high quality provision to provide a high standard of player experience

Category C: is deemed to provide quality provision with a narrower focus, for more players to experience a quality assured standard of delivery



Each Club will have to meet Criteria across three key areas; Business, Sporting and Engagement which shall include:

Business: Strategy, Facilities, Operations, Administration, Finance & Commercial

Sporting: Recruitment, Coaching, Staffing, Sport Science, Medical, Welfare

Engagement: Community, Player Pathways, Media & Marketing

The Clubs granted Licensed Academies will undertake to:

- Adhere and comply with all Club Licensing and FAW Academy regulations
- Operate in an open and transparent manner presenting reports as requested
- Ensure the welfare and best interest of the player at all times
- Never place undue pressure on any player which may contravene the FAW Safeguarding policy, which can be viewed on www.faw.cymru
- Operate within the annual timetable with regards to Accounting, Auditing and Assessment procedures as agreed by the League and FAW



SECTION 1: Licensing Process

The information set out in the following will provide a framework that outlines which parties are considered eligible to apply for Academy status, in addition to the proposed term of said licenses.

The Football Association of Wales have identified three key indicators of quality, fundamental to the principles of the National Academy Structure (as set out above) that will be used to distinguish between strength of applications; Planning, Delivery and Productivity (initially competitiveness). All applications for Academy status will be required to provide documentation, evidence and undertake evaluation of their ability to provide quality in these three areas as part of an Application for Approval set out below.

The **evaluation** of each Academy will take place in three steps;

- Application of Approval will need to be completed on an annual basis on behalf of the Club by a nominated Club representative. This Application of Approval will be uploaded to an online portal developed by the Football Association of Wales (FAW) by the Annual Deadline (set out below).
- Annual assessments, conducted by assessors on behalf of the Football Association of Wales (FAW). This will collated in the form of an Academy Report to the club and Football Association of Wales and will provide information on each Clubs fulfilment and non-conformities against Licensing Criteria, productivity and upholding competitive integrity/competitiveness in the games programme.
- An Independent Standards Organisation (ISO) will provide an independent financial audit to any Club accredited with Category A or Category B Academy status during the Licensing period 2023-2025.

1. Application for Approval

1.1 All applications for Academy status for the 2023/24 season, must confirm the Club's intent to accept the Categorisation outcome offered on 4th May 2023, comply with the Regulations at point of Application and by the Annual Deadline (set out below). Academies for 2023/24 will be awarded categorised Academy status until at least its first audit on-site, following which the Club's categorisation status will either be;

- A) Withdrawn
- B) Downgraded to a lower Category Academy Status than applied for
- C) Continue as Academy status at the Category applied for until the next audit

1.2 Clubs must submit their Application of Approval no later than Monday 26th June 2023, which is the annual deadline.



1.3 In order to gain approval for the 2023/24 season, Clubs with Academy status in the 2022/23 season must prove to the Football Association of Wales by the Annual Deadline that they have fulfilled the mandatory planning (*inclusive of those defined in 1.4*) obligations as set out in the Licensed Academies Criteria and uploaded these to an online portal developed by the Football Association of Wales (FAW). Failure to do so will result in;

A) Academy status for the 2023/24 season will be refused

1.4 In order to gain approval for the 2023/24 season, Clubs must prove to the Assessors by the Annual Deadline that coaches (with required qualifications) are in place at all age groups, training facilities are available for the duration of the license term, playing facilities meeting the minimum standards are available for the duration of the license term and the season can be financed by submitting both an Academy Strategic Plan and an Annual Budget containing the minimum requirements as set out in the Licensing Criteria.

1.5 Information must be collated on the official forms or computer software, as provided by the Football Association of Wales Trust or Football Association of Wales from time to time

2. Academy Status

2.1 Academy Status at Category A, Category B or Category C is mandatory for all Cymru Premier League Clubs

2.2 Other Clubs may be accepted into the programme, subject to adhering to all Regulations.

2.3 Clubs playing in the FAW Pyramid structure, may be considered for Academy Status under the National Academy structure, subject to the Application for Approval.

2.4 Clubs, based in Wales, whose first team is playing in the English Pyramid system, may be considered to hold Academy Status under the National Academy Structure, subject to the Application for Approval

2.5 Development programs, delivered by the Football Association of Wales (FAW), may be considered to hold Academy Status under the National Academy Structure, subject to the Application for Approval

2.6 Clubs must be a Qualifying club and affiliated to the Football Association of Wales.

2.7 The Football Association of Wales (FAW) reserve the right to consider exemptions to eligibilities set out in 2.3-2.6, only where the Clubs can prove the principles of the National Academy Structure will be delivered, clear terms of reference are provided and in the case of Clubs partnering to deliver the Academy; roles and responsibilities are clearly defined.



2.8 Academies must be within the same legal entity of the Club

2.9 Clubs can not engage any third party organisation that does not meet requirement 2.6 (private entity) to fulfil their Academy obligations

3. Academy Status and Evaluation

3.1 Academy status will be issued for a Licensing period of two seasons until the end of the 2024/25 season.

3.2 In order to be awarded and/or retain Academy status, Academies are required to submit their Application for Academy Status for by the Annual Deadline.

3.3. All Clubs that successfully submit their Application for Approval by the Annual Deadline will be granted Academy Status for the 2023/24 season

3.4 Clubs can seek to be re-categorised annually, by undertaking the “Application for Approval” Audit to meet the minimum standards before being accepted into the tier applied for.

3.5 New Clubs may seek to attain Academy Status, by submitting an expression of interest which is to include the development of a business case stating the need for an Academy and proof that the Club are able to meet the minimum standards before being accepted into the program at Category C level.

3.6 Only Clubs awarded FAW accredited Academy Status can use the FAW defined term “Academy”,

3.7 The “Academy” title may only be used in relation to the designated age groups and operating conditions of the Academy as set out in these Regulations

3.8 Academies will be subject to at least three assessments of delivery through each season. At least two random inspections that will be conducted at the discretion of the assessor, followed by an organised inspection to inspect collated evidence of delivery during the season.

3.9 All aspects of the criteria will be thoroughly assessed at every inspection. All evidence; administrative material, accounts, registrations, technical programmes, coaching records and development plans must be made available for inspection. Findings will be published in the Annual Report which will be considered in the Clubs Application of Approval for the following season.



3.10 Academies failing to meet the criteria during the season will be given an action plan to address all areas of concern with a deadline date of adherence at the Assessor's discretion. Those License holders not meeting the action plan by the deadline date will be sanctioned by one or more of the following:

- A) Academy status will be withdrawn
- B) Academy status will be downgraded
- C) Funding will be withheld
- D) A fine of up to £1,500
- E) Issued with a final warning
- F) Issued with a caution

4. Grievance Procedure

4.1 Any Club who is not granted Academy status has the right to put forward its case to the National League Board, which makes a final decision

4.2 Any Club which is not granted Academy status, but wishes to put forward its case to the National League Board, must write to the Chief Executive Officer at the Football Association of Wales within seven business days of receipt of its decision, paying a fee in accordance with FAW Rule 43.2.3 and clearly outlining the reasons for such request

4.3 Until the National League Board has made a final decision, a club will not be accepted into the Academy programme.

5. Grant Funding Distribution

5.1 All Category A and Category B Academies will be eligible to apply and receive funding from the UEFA Solidarity Grant

5.2 UEFA Solidarity Grant distribution must not exceed seventy percent of the Academy's annual income in the 2023/24 season

5.3 UEFA Solidarity Grant distribution must not exceed sixty percent of the Academy's annual income in the 2024/25 season

5.5. The Football Association of Wales (FAW) may engage an independent financial auditor to ensure that all Academies are compliant with financial obligations as set out in the Licensed Academies Criteria

5.6 UEFA Solidarity grant funding during the 2023/24 season shall be distributed to all Clubs successful in submitting their Application for Approval by the Annual Deadline in the following manner;



- A) Total grant funding of £112,500 available to each Category A Academy
- B) Total grant funding of £56,000 available to each Category B Academy

5.7 UEFA Solidarity grant funding for the 2024/25 season shall be distributed to all Clubs according to their Academy Status the distribution to all Clubs shall be communicated annually no less than three months prior to the start of the season;



SECTION 2: FAW Licensed Academies Criteria

1. Business Criteria

1.1 Strategy

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| A) Clubs must submit as part of the Application of Approval, documentation that outlines the Mission, Values, Culture Statement of the Club and Academy |
| B) Clubs must submit as part of the Application of Approval, documentation that articulates their strategy regarding talent development |
| C) Clubs must submit as part of the Application of Approval, documentation that outlines the Academy Annual strategic plan that it is expected will include; short, medium and long-term objectives, performance measures and benchmarks, responsibilities, deadlines and review processes |

1.2 Finance

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| A) Clubs must submit as part of the Application of Approval, an annual budget that outlines the expenditure for the Academy. |
| B) Clubs must submit as part of the Application of Approval, an annual budget that outlines the income for the Academy. |
| C) All Academies are to have their own bank account, separate from the first team. |
| D) Clubs must maintain up-to-date accounts which are available to be independently audited at request of the Football Association of Wales |
| E) All income and expenditure must go through the bank account of the Academy |
| F) As Academy finances must be run independently from the Club, a formal written agreement submitted as part of the Application of Approval, must be drawn stating the financial arrangements between both parties and that all money from UEFA solidarity grant is spent solely on youth development |
| G) A maximum of £12,500 from UEFA Solidarity funding distributed to Clubs by the FAW may be spent on costs associated with facility hire or maintenance |
| H) Players may pay fees for all or part of matches, training, registration, equipment or facility hire ensuring that 100% of fees are accounted for and spent on the Academy |
| I) All player fees must be submitted as part of the Application of Approval and may be published by the FAW for parental comparison |



J) Clubs must award at least one “scholarship/free place” and can use the FAW Pawb fund where eligible: <https://www.fawtrust.cymru/get-inspired/news/pawbfund/>

K) Clubs must comply with National and FIFA transfer and training compensation policies and maintain records of all transactions received and paid

1.3 Governance

A) The Academy must operate under the direct control of appointed Academy officers. These must include; the persons responsible for Academy Technical program, persons responsible for Academy Administration/Operations and a representative from the Clubs Committee or Board of Directors. Additional members may be appointed as required.

B) The Academy officers must form an Academy Forum. The forum will set its own Terms of Reference which will include; Staff appointments, discipline and grievance procedures, preparation for the annual audit, direct reporting to the clubs committee or Board of Directors.

C) The Academy Forum must meet a minimum of four times annually. A chair shall be appointed, and minutes will be kept of all Academy Forum meetings. A minimum of five representatives must be represented to include a representative of the Clubs committee or Board of Directors and the player’s parents

D) The Academy will remain the responsibility of the club its registered to. Its committee and Board of Directors shall retain input in all Academy matters and should be informed directly on a regular basis of developments within the Academy.

E) Regional Forums will be held at least annually facilitated by the FAW

F) The FAW will make recommendations to the relevant FAW Board and FAW as a result of the forums findings

G) Each Academy must send two delegates to the Regional Academy Forums, one of which needs to be the persons responsible for Academy Technical program and persons responsible for Academy Administration/Operations. Failure to do so will be subject to a fine or caution by the relevant FAW Board



1.4 Operations

1.4.1 Match Facilities

Category A	Category B	Category C
A) Match Facilities must be held under lease, ownership or have a hire agreement for at least the duration of the licensing period	A) Match Facilities must be held under lease, ownership or have a hire agreement for at least the duration of the licensing period	A) Match Facilities must be held under lease, ownership or have a hire agreement for at least the duration of the licensing period
B) Changing rooms must be separate, accessible, safe and in close proximity to the pitch for both teams and match officials	B) Changing rooms must be separate, accessible, safe and in close proximity to the pitch for both teams and match officials	B) Changing rooms must be separate, accessible, safe and in close proximity to the pitch for both teams and match officials
C) A medical room must be made available and should be equipped with at minimum; stretcher, defibrillator, first aid kit, treatment space, freezer/ice machine	C) A designated medical area must be made available and should be equipped with at minimum; stretcher, defibrillator, first aid kit, treatment space	C) A designated medical area must be made available and should be equipped with at minimum; stretcher, defibrillator, first aid kit, treatment space
D) Goal nets and corner flags must be provided in all matches	D) Goal nets and corner flags must be provided in all matches	D) Goal nets and corner flags must be provided in all matches
E) A designated spectator area must be made available at all matches and all parents and spectators must watch the match from this area. This must be on one side of the ground and at least 1.5 metres away from the touchline. This area will be assessed during the game inspection and clubs must change the designated spectator area if advised by the FAW or assessors	E) A designated spectator area must be made available at all matches and all parents and spectators must watch the match from this area. This must be on one side of the ground and at least 1.5 metres away from the touchline. This area will be assessed during the game inspection and clubs must change the designated spectator area if advised by the FAW or assessors	E) A designated spectator area must be made available at all matches and all parents and spectators must watch the match from this area. This must be on one side of the ground and at least 1.5 metres away from the touchline. This area will be assessed during the game inspection and clubs must change the designated spectator area if advised by the FAW or assessors
F) The pitch must be marked as per the Laws of the Game	F) The pitch must be marked as per the Laws of the Game	F) The pitch must be marked as per the Laws of the Game



G) Access to floodlit artificial match pitches that meet FIFA standards and requirements 1.4.1 D), 1.4.1 E) and 1.4.1 F) must be provided for the duration of the season	G) Access to floodlit artificial match pitches that meet FIFA standards requirements 1.4.1 D), 1.4.1 E) and 1.4.1 F) must be provided for the months of November, December, January and February	G) Access to floodlit artificial match pitches that meet FIFA standards requirements 1.4.1 D), 1.4.1 E) and 1.4.1 F) must be provided for the months of November, December, January and February
H) An elevated filming position of at least 3m or separate designated space for filming equipment which can extend to at least 3m	H) An elevated filming position of at least 3m or separate designated space for filming equipment which can extend to at least 3m	H) An elevated filming position of at least 3m or separate designated space for filming equipment which can extend to at least 3m
I) Shelter for coaches and substitutes for both teams at all U12-U19 games	I) Shelter for coaches and substitutes for both teams at all U12-U19 games	I) Shelter for coaches and substitutes for both teams at all U12-U19 games
J) Access for emergency vehicles at all times	J) Access for emergency vehicles at all times	J) Access for emergency vehicles at all times
K) Matches Facilities for the Foundation Phase (U8-U11), U12 and U13 must follow the FAW Small Sided Football Regulations: http://www.fawtrust.cymru/files/5216/3128/7325/FAW_Small_Sided_Football_Regulations_Season_2_021-2022.pdf	K) Matches Facilities for the Foundation Phase (U8-U11), U12 and U13 must follow the FAW Small Sided Football Regulations: http://www.fawtrust.cymru/files/5216/3128/7325/FAW_Small_Sided_Football_Regulations_Season_2_021-2022.pdf	



1.4.2 Training Facilities

Category A	Category B	Category C
A) The Academy must provide facility overview detailing the facilities available to the Academy for the duration of the Licensing period	A) The Academy must provide facility overview detailing the facilities available to the Academy for the duration of the Licensing period	A) The Academy must provide facility overview detailing the facilities available to the Academy for the duration of the Licensing period
B) The Academy must provide an annual timetable itemising all scheduled contact time and players which must include as a minimum: training pitch access, gym access and access to classroom/meeting spaces	B) The Academy must provide an annual timetable itemising all scheduled contact time and players which must include as a minimum: training pitch access and access to classroom/meeting spaces	B) The Academy must provide an annual timetable itemising all scheduled contact time and players which must include as a minimum: training pitch access and access to classroom/meeting spaces
C) Access to a half pitch for every age group at every training contact from U12-U19	C) Access to a half pitch for every age group at every training contact from U12-U19	C) Access to a half pitch for every age group at every training contact from U12-U19
D) Access to a quarter pitch for every fifteen players at every training contact from U8-U11	D) Access to a quarter pitch for every fifteen players at every training contact from U8-U11	
E) A designated Goalkeeper training area is available which does not impinge on access to the minimum pitch requirements for team training as set out in 1.4.2 C) and 1.4.2 D)		
F) An elevated filming position of at least 3m or separate designated space for filming equipment which can extend to at least 3m	F) An elevated filming position of at least 3m or separate designated space for filming equipment which can extend to at least 3m	F) An elevated filming position of at least 3m or separate designated space for filming equipment which can extend to at least 3m
G) Access to floodlit artificial pitches that meet FIFA standards and requirements must be provided for the duration of the season	G) Access to floodlit artificial pitches that meet FIFA standards and requirements must be provided for the duration of the season	G) Access to floodlit artificial pitches that meet FIFA standards and requirements must be provided for the duration of the season



H) Changing room access (including shower and toilet access) for each age group from U12-U19 to use independently is available at every training session	H) Changing room access (including shower and toilet access) for each age group from U12-U19 to use independently is available at every training session	H) Changing room access (including shower and toilet access) for each age group from U12-U19 to use independently is available at every training session
I) Female changing room access (including separate shower and toilet access) for every age group with female participants is available at every training session	I) Female changing room access (including separate shower and toilet access) for every age group with female participants is available at every training session	I) Female changing room access (including separate shower and toilet access) for every age group with female participants is available at every training session
J) Changing room access is available to staff with separate shower and toilet facilities, independently of any player access		
K) A meeting or classroom space that can host 20 players and 6 staff is available for use, room must be equipped with appropriate IT technology	K) A meeting or classroom space that can host 20 players and 6 staff is available for use, room must be equipped with appropriate IT technology	K) A meeting or classroom space that can host 20 players and 6 staff is available for use, room must be equipped with appropriate IT technology
L) A medical treatment room is available with at least one treatment table and secure storage for medical supplies which must include a defibrillator	L) A medical treatment room is available with at least one treatment table and secure storage for medical supplies which must include a defibrillator	L) A medical treatment room is available with at least one treatment table and secure storage for medical supplies which must include a defibrillator
M) Access to a gym that will permit the delivery of strength & conditioning, physical testing and can cater for at least one squad at any one time must be available		
N) Access for emergency vehicles at all times	N) Access for emergency vehicles at all times	N) Access for emergency vehicles at all times
O) Facility requirements 1.4.2 C) to 1.4.2 L) listed above must be present at each facility used by the Academy	O) Facility requirements 1.4.2 C), 1.4.2 D), 1.4.2 G), 1.4.2 H) and 1.4.2 I) must be present at each facility used by the Academy.	O) Facility requirements 1.4.2 C), 1.4.2 D), 1.4.2 G), 1.4.2 H) and 1.4.2 I) must be present at each facility used by the Academy.



	P) Facility requirements 1.4.2 F), 1.4.2 K) and 1.4.2 L) listed above can be accommodated across multiple training sites but all facilities must be made accessible for all teams. Access will need to be recorded in the timetable provided in 1.4.2 B)	P) Facility requirements 1.4.2 L) listed above can be accommodated across multiple training sites but all facilities must be made accessible for all teams. Access will need to be recorded in the timetable provided in 1.4.2 B)
Q) Clubs must ensure and provide documentation that all facilities are adequately insured	Q) Clubs must ensure and provide documentation that all facilities are adequately insured	Q) Clubs must ensure and provide documentation that all facilities are adequately insured

1.4.3 Other Facilities

Category A	Category B	Category C
A) Office space with access to suitable IT and office requirements, must be provided with a designated desk area for at least each full-time member of staff, plus two additional desk spaces.	A) Office space with access to suitable IT and office requirements that has at least two desk spaces is provided	
B) Male and female toilet facilities are available for spectators and guests, separately from those used by players	B) Male and female toilet facilities are available for spectators and guests, separately from those used by players	B) Male and female toilet facilities are available for spectators and guests, separately from those used by players
C) A separate meeting room that can cater for 10 people is available at each training facility used by the Academy	C) A separate meeting room that can cater for 10 people is available at each training facility used by the Academy	C) A separate meeting room that can cater for 10 people is available at each training facility used by the Academy
D) A large meeting space that can accommodate at least 50 people is available for use as required. Access to this meeting space must be recorded in the timetable provided in 1.4.2 B)	D) A large meeting space that can accommodate at least 50 people is available for use as required. Access to this meeting space must be recorded in the timetable provided in 1.4.2 B)	



E) A designated spectator area must be made available at all training and all parents and spectators must watch from this area. This must be on one side of the ground and at least 1.5 metres away from the touchline	E) A designated spectator area must be made available at all training and all parents and spectators must watch from this area. This must be on one side of the ground and at least 1.5 metres away from the touchline	E) A designated spectator area must be made available at all training and all parents and spectators must watch from this area. This must be on one side of the ground and at least 1.5 metres away from the touchline
F) A designated indoor area for guests and spectators is available at all training and matches within 200m of each Academy training or match facility		
G) Parking spaces are available for at least 30 vehicles at each training and match facility used by the Academy	G) Parking spaces are available for at least all Academy staff at each training facility used by the Academy	G) Parking spaces are available for at least all Academy staff at each training facility used by the Academy

1.4.4 Kit & Equipment

Category A	Category B	Category C
<p>A) Each team must have the following equipment available for training as a minimum:</p> <ul style="list-style-type: none"> - 1 ball per player (appropriately sized as per the competition regulations of each age group) - 10 balls for the GK training - 3 sets of different colour bibs - Cones/space markers - Poles and/or mannequins - Portable small goals - Goals that meet the match format requirements of each age group - Tactics Board 	<p>A) Each team must have the following equipment available for training as a minimum:</p> <ul style="list-style-type: none"> - 1 ball per player (appropriately sized as per the competition regulations of each age group) - 10 balls for the GK training - 3 sets of different colour bibs - Cones/space markers - Poles and/or mannequins - Portable small goals - Full-size goals for age groups playing 11v11 - Tactics Board 	<p>A) Each team must have the following equipment available for training as a minimum:</p> <ul style="list-style-type: none"> - 1 ball per player (appropriately sized as per the competition regulations of each age group) - 10 balls for the GK training - 3 sets of different colour bibs - Cones/space markers - Poles and/or mannequins - Portable small goals - Full-size goals for age groups playing 11v11 - Tactics Board



B) All staff and players must be provided with a minimum of the following kit: - Tracksuit - Rain jacket - two sets of training kit	B) All staff and players must be provided with a minimum of the following kit: - Tracksuit - Rain jacket - two sets of training kit	B) All staff and players must be provided with a minimum of the following kit: - Tracksuit - Rain jacket - two sets of training kit
C) Each Academy must meet the match day kit requirements as per the competition regulations, each Academy player must have designated squad number in their team which is provided to the FAW in the manner requested, for talent ID purposes	C) Each Academy must meet the match day kit requirements as per the competition regulations, each Academy player must have designated squad number in their team which is provided to the FAW in the manner requested, for talent ID purposes	C) Each Academy must meet the match day kit requirements as per the competition regulations, each Academy player must have designated squad number in their team which is provided to the FAW in the manner requested, for talent ID purposes

1.5 Administration

Every Academy is required to maintain accurate administration and records on the Football Association of Wales (FAW) portal and inform FAW of any changes in no less than 30 days.

Category A	Category B	Category C
A) Databases of all staff are maintained and kept up to date, including registration on COMET, this must include as a minimum: Names, Dates of Birth, Address, Contact information, DBS and safeguarding, qualifications	A) Databases of all staff are maintained and kept up to date, including registration on COMET, this must include as a minimum: Names, Dates of Birth, Address, Contact information, DBS and safeguarding, qualifications	A) Databases of all staff are maintained and kept up to date, including registration on COMET, this must include as a minimum: Names, Dates of Birth, Address, Contact information, DBS and safeguarding, qualifications
B) Any amendments to staff records or changes in staff must be communicated as per the Competition regulations and COMET with the FAW also informed via e-mail in no later than 7 days	B) Any amendments to staff records or changes in staff must be communicated as per the Competition regulations and COMET with the FAW also informed via e-mail in no later than 7 days	B) Any amendments to staff records or changes in staff must be communicated as per the Competition regulations and COMET with the FAW also informed via e-mail in no later than 7 days



C) Full-time staff must have an employment contract with the Clubs Academy and a position description that clearly states all of their responsibilities are related to the Academy	C) Full-time staff must have an employment contract with the Clubs Academy and a position description that clearly states all of their responsibilities are related to the Academy	C) Full-time staff must have an employment contract with the Clubs Academy and a position description that clearly states all of their responsibilities are related to the Academy
D) All staff must have formal agreements in place that must meet relevant employment legislation and signed copies be easily accessible for inspection. It is the responsibility of each Club to seek guidance from HMRC: www.gov.uk/guidance/check-employment-status-for-tax	D) All staff must have formal agreements in place that must meet relevant employment legislation and signed copies be easily accessible for inspection. It is the responsibility of each Club to seek guidance from HMRC: www.gov.uk/guidance/check-employment-status-for-tax	D) All staff must have formal agreements in place that must meet relevant employment legislation and signed copies be easily accessible for inspection. It is the responsibility of each Club to seek guidance from HMRC: www.gov.uk/guidance/check-employment-status-for-tax
E) All staff must be provided at least an annual formal appraisal with their respective line manager. Appraisals should be made available for inspection.	E) All staff must be provided at least an annual formal appraisal with their respective line manager. Appraisals should be made available for inspection.	E) All staff must be provided at least an annual formal appraisal with their respective line manager. Appraisals should be made available for inspection.
F) Clubs must ensure that they release players for all FAW activity. Clubs agree that all FAW delivered training sessions, camps, internal and international games are of significant added value to the player experience and will ensure players are available for these events as priority over Club activity where any clashes may occur.	F) Clubs must ensure that they release players for all FAW activity. Clubs agree that all FAW delivered training sessions, camps, internal and international games are of significant added value to the player experience and will ensure players are available for these events as priority over Club activity where any clashes may occur.	F) Clubs must ensure that they release players for all FAW activity. Clubs agree that all FAW delivered training sessions, camps, internal and international games are of significant added value to the player experience and will ensure players are available for these events as priority over Club activity where any clashes may occur.
G) Club Academies will share any player's sporting data requested by the Football Association of Wales (FAW), which may include all activity for the period 21 days leading into events mentioned in 1.5 F)	G) Club Academies will share any player's sporting data requested by the Football Association of Wales (FAW), which may include all activity for the period 21 days leading into events mentioned in 1.5 F)	G) Club Academies will share any player's sporting data requested by the Football Association of Wales (FAW), which may include all activity for the period 21 days leading into events mentioned in 1.5 F)
H) Codes of conduct must be signed by all staff and made available for inspection.	H) Codes of conduct must be signed by all staff and made available for inspection.	H) Codes of conduct must be signed by all staff and made available for inspection.
I) Formal induction processes and are completed and compliance records for all staff made available for inspection	I) Formal induction processes and are completed and compliance records for all staff made available for inspection	I) Formal induction processes and are completed and compliance records for all staff made available for inspection



J) Disciplinary and grievance procedures must be received and signed for by all staff	J) Disciplinary and grievance procedures must be received and signed for by all staff	J) Disciplinary and grievance procedures must be received and signed for by all staff
K) Enhanced DBS and FAW Safeguarding are kept up to date with all staff possessing both and records being made available for inspection	K) Enhanced DBS and FAW Safeguarding are kept up to date with all staff possessing both and records being made available for inspection	K) Enhanced DBS and FAW Safeguarding are kept up to date with all staff possessing both and records being made available for inspection
L) Databases of all players are maintained and kept up to date, including registration in accordance with FAW Rule 59, as per competition regulations and on COMET, this must include as a minimum: Names, Dates of Birth, Address, Contact information, parental/guardian information, emergency and medical information, previous clubs	L) Databases of all players are maintained and kept up to date, including registration in accordance with FAW Rule 59, as per competition regulations and on COMET, this must include as a minimum: Names, Dates of Birth, Address, Contact information, parental/guardian information, emergency and medical information, previous clubs	L) Databases of all players are maintained and kept up to date, including registration in accordance with FAW Rule 59, as per competition regulations and on COMET, this must include as a minimum: Names, Dates of Birth, Address, Contact information, parental/guardian information, emergency and medical information, previous clubs
M) Clubs must adhere to FIFA's One Player One Club policy concerning player registrations at the relevant age groups.	M) Clubs must adhere to FIFA's One Player One Club policy concerning player registrations at the relevant age groups.	M) Clubs must adhere to FIFA's One Player One Club policy concerning player registrations at the relevant age groups.
N) Player and Parent agreements detailing as a minimum; duties of all parties, discipline and grievance, insurance, injury protocols and management, FAW selection protocols, are in place for every player and signed by parents/guardians	N) Player and Parent agreements detailing as a minimum; duties of all parties, discipline and grievance, insurance, injury protocols and management, FAW selection protocols, are in place for every player and signed by parents/guardians	N) Player and Parent agreements detailing as a minimum; duties of all parties, discipline and grievance, insurance, injury protocols and management, FAW selection protocols, are in place for every player and signed by parents/guardians
O) Codes of conduct must be signed by every player and parent/guardian and made available for inspection	O) Codes of conduct must be signed by every player and parent/guardian and made available for inspection	O) Codes of conduct must be signed by every player and parent/guardian and made available for inspection
P) Player induction processes are completed annually and records of attendance for all players are made available for inspection.	P) Player induction processes are completed annually and records of attendance for all players are made available for inspection.	P) Player induction processes are completed annually and records of attendance for all players are made available for inspection.
Q) Player exit processes are documented outlining as a minimum; formal protocols concerning player releases and support provided by the Club	Q) Player exit processes are documented outlining as a minimum; formal protocols concerning player releases and support provided by the Club	Q) Player exit processes are documented outlining as a minimum; formal protocols concerning player releases and support provided by the Club



R) Academy teams as outlined in 2.1 A) must be entered into FAW sanctioned competitions as per relevant competition regulations and participate in any Elite games as set out by the FAW	R) Academy teams as outlined in 2.1 A) must be entered into FAW sanctioned competitions as per relevant competition regulations and participate in any Elite games as set out by the FAW	R) Academy teams as offered according to the Category C provision and outlined in 2.1 A) must be entered into FAW sanctioned competitions as per relevant competition regulations
S) The Academy must provide an annual timetable itemising all scheduled fixtures for each age group	S) The Academy must provide an annual timetable itemising all scheduled fixtures for each age group	S) The Academy must provide an annual timetable itemising all scheduled fixtures for each age group
T) Academy teams are permitted to arrange friendly matches but must gain FAW sanction. Sanction would be granted for requests made 28 days in advance, if the proposed match did not clash with the FAW Academy programme. Requests made less than seven days in advance of the fixture, may not be sanctioned.	T) Academy teams are permitted to arrange friendly matches but must gain FAW sanction. Sanction would be granted for requests made 28 days in advance, if the proposed match did not clash with the FAW Academy programme. Requests made less than seven days in advance of the fixture, may not be sanctioned.	T) Academy teams as offered according to the Category C provision, are permitted to arrange friendly matches but must gain FAW sanction. Sanction would be granted for requests made 28 days in advance, if the proposed match did not clash with the FAW Academy programme. Requests made less than seven days in advance of the fixture, may not be sanctioned.
U) Match day operations documentation must be provided for inspection which must as a minimum include: match protocols and event run sheets, communication protocols, match day security and stewarding, emergency policies and procedures, injury and medical procedures, media and spectator policies	U) Match day operations documentation must be provided for inspection which must as a minimum include: match protocols and event run sheets, communication protocols, match day security and stewarding, emergency policies and procedures, injury and medical procedures, media and spectator policies	U) Match day operations documentation must be provided for inspection which must as a minimum include: match protocols and event run sheets, communication protocols, match day security and stewarding, emergency policies and procedures, injury and medical procedures, media and spectator policies
V) It is the responsibility of the Academy that all insurance matters relating to all Academy activities are covered. The insurance offered by FAW through Blue Fin is deemed sufficient in relation to coverage of registered players. Clubs may wish to take alternative insurance but policies must as a minimum offer at least the same level of coverage as the Blue Fin policies.	V) It is the responsibility of the Academy that all insurance matters relating to all Academy activities are covered. The insurance offered by FAW through Blue Fin is deemed sufficient in relation to coverage of registered players. Clubs may wish to take alternative insurance but policies must as a minimum offer at least the same level of coverage as the Blue Fin policies.	V) It is the responsibility of the Academy that all insurance matters relating to all Academy activities are covered. The insurance offered by FAW through Blue Fin is deemed sufficient in relation to coverage of registered players. Clubs may wish to take alternative insurance but policies must as a minimum offer at least the same level of coverage as the Blue Fin policies.



W) It is advised that the Academy seek professional guidance regarding all insurance matters	W) It is advised that the Academy seek professional guidance regarding all insurance matters	W) It is advised that the Academy seek professional guidance regarding all insurance matters
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2. Sporting Criteria

2.1 Academy Composition

Category A	Category B	Category C
<p>A) The Academy must have at least the following youth teams within its legal entity;</p> <ul style="list-style-type: none"> i) Operate at least one team at U8 to play in the Pre-Academy Games Programme i) Operate at least one team at U9 to play in the Pre-Academy Games Programme i) Operate at least one team at U10 to play in the Pre-Academy Games Programme i) Operate at least one team at U11 to play in the Pre-Academy Games Programme v) Operate a team at U12 to play in the Games Programme vi) Operate a team at U13 to play in the Games Programme vii) Operate a team at U14 to play in the Games Programme viii) Operate a team at U15 to play in the Games Programme ix) Operate a team at U16 to play in the Games Programme x) Operate a team at U19 to play in an affiliated Competition 	<p>A) The Academy must have at least the following youth teams within its legal entity;</p> <ul style="list-style-type: none"> i) Operate at least one team at U8 to play in the Pre-Academy Games Programme i) Operate at least one team at U9 to play in the Pre-Academy Games Programme i) Operate at least one team at U10 to play in the Pre-Academy Games Programme i) Operate at least one team at U11 to play in the Pre-Academy Games Programme v) Operate a team at U12 to play in the Games Programme vi) Operate a team at U13 to play in the Games Programme vii) Operate a team at U14 to play in the Games Programme viii) Operate a team at U15 to play in the Games Programme ix) Operate a team at U16 to play in the Games Programme x) Operate a team at U19 to play in an affiliated Competition 	<p>A) The Academy must have the following youth teams within its legal entity;</p> <ul style="list-style-type: none"> i) Operate a maximum of four teams at U12-U16 to play in the Games Programme ii) Operate a team at U19 to play in an affiliated competition <p>FAW may at its discretion invite teams from Category C Academies to participate in affiliated competitions from time to time, in such instances affiliated competition entry criteria must be satisfied.</p> <p>The offer related to the number of teams permitted for each Category C Academy defined in A) i) will be solely at the discretion of the FAW.</p>



B) A minimum of 10 players including 2 Goalkeepers must be registered per age band at U8 and U9. There will be no maximum number of players so long as Clubs can provide evidence that all other areas of sporting criteria relative to game and training access are satisfied	B) A minimum of 10 and maximum of 16 players including 2 Goalkeepers must be registered per age band at U8 and U9	
C) A minimum of 10 players including 2 Goalkeepers must be registered per age band at U10 and U11. There will be no maximum number of players so long as Clubs can provide evidence that all other areas of sporting criteria relative to game and training access are satisfied	C) A minimum of 10 and maximum of 16 players including 2 Goalkeepers must be registered per age band at U10 and U11.	
D) A minimum of 12 players and a maximum of 20 players including 2 Goalkeepers must be registered per age band at U12 and U13.	D) A minimum of 12 and maximum of 20 players including 2 Goalkeepers must be registered per age band at U12 and U13.	D) A minimum of 12 and maximum of 20 players including 2 Goalkeepers must be registered per age band at U12 and U13.
E) A minimum of 15 and maximum of 20 players including a minimum of 2 Goalkeepers can be registered per age band at U14, U15 and U16	E) A minimum of 15 and maximum of 20 players including a minimum of 2 Goalkeepers can be registered per age band at U14, U15 and U16	E) A minimum of 15 and maximum of 20 players including a minimum of 2 Goalkeepers can be registered per age band at U14, U15 and U16
F) A maximum of 24 players including a minimum of 2 Goalkeepers can be registered per at U19	F) A maximum of 24 players including a minimum of 2 Goalkeepers can be registered per at U19	F) A maximum of 24 players including a minimum of 2 Goalkeepers can be registered per at U19
G) In order to encourage talented female players into the Academy structure, an unlimited number of female players, who meet the required standards of Academy football, are permitted to register and play for an Academy without being included in the squad size limits stated in 2.1 B), 2.1 C), 2.1 D) and 2.1 E)	G) In order to encourage talented female players into the Academy structure, an unlimited number of female players, who meet the required standards of Academy football, are permitted to register and play for an Academy without being included in the squad size limits stated in 2.1 B), 2.1 C), 2.1 D) and 2.1 E)	G) In order to encourage talented female players into the Academy structure, an unlimited number of female players, who meet the required standards of Academy football, are permitted to register and play for an Academy without being included in the squad size limits stated in 2.1 B), 2.1 C), 2.1 D) and 2.1 E)
H) Academies will be permitted to register a trialling players as per FAW Academy Player Registration Regulations.	H) Academies will be permitted to register a trialling players as per FAW Academy Player Registration Regulations.	H) Academies will be permitted to register a trialling players as per FAW Academy Player Registration Regulations.



I) The age of the player must conform to the Football Association of Wales (FAW) Rules	I) The age of the player must conform to the Football Association of Wales (FAW) Rules	I) The age of the player must conform to the Football Association of Wales (FAW) Rules
J) The travel distance for players to attend training must not exceed 40 miles for players aged U8-U11 and must not exceed 60 miles for players aged U12-U16. The Football Association of Wales (FAW) will consider applications from Clubs to permit exceptions to this, where it is deemed in the best interest of the player.	J) The travel distance for players to attend training must not exceed 30 miles for players aged U8-U11 and must not exceed 50 miles for players aged U12-U16. The Football Association of Wales (FAW) will consider applications from Clubs to permit exceptions to this, where it is deemed in the best interest of the player.	J) The travel distance for players to attend training must not exceed 30 miles for players aged U8-U11 and must not exceed 50 miles for players aged U12-U16. The Football Association of Wales (FAW) will consider applications from Clubs to permit exceptions to this, where it is deemed in the best interest of the player.

2.2 Games Programme

Category A	Category B	Category C
A) A festival based competition/closed friendly Games Programme will be provided by the FAW for the Under 8, 9, 10 and 11 ages. It is mandatory for Category A Academies to participate in all of these competitions. The FAW will request that as part of the Application for Approval Clubs nominate whether they intend to enter one or two teams at each of these age groups	A) A festival based competition/closed friendly Games Programme will be provided by the FAW for the Under 8, 9, 10 and 11 ages. It is mandatory for Category B Academies to participate in all of these competitions. The FAW will request that as part of the Application for Approval Clubs nominate whether they intend to enter one or two teams at each of these age groups	
B) A League competition Games Programme will be provided by the FAW for the Under 12, 13, 14, 15 and 16 ages. It is mandatory for Category A Academies to participate in all of these competitions.	B) A League competition Games Programme will be provided by the FAW for the Under 12, 13, 14, 15 and 16 ages. It is mandatory for Category B Academies to participate in all of these competitions.	B) A League competition Games Programme will be provided by the FAW for the Under 12, 13, 14, 15 and 16 ages. Category C Academies will be offered to participate in these competitions at the discretion of the FAW.



C) The Academy must participate in an approved and affiliated Under 19 competition	C) The Academy must participate in an approved and affiliated Under 19 competition	C) The Academy must participate in an approved and affiliated Under 19 competition
D) All Academy Games are to be played in accordance with the Academy League Regulations	D) All Academy Games are to be played in accordance with the Academy League Regulations	D) All Academy Games are to be played in accordance with the Academy League Regulations
E) It is mandatory for Academies to fulfil their Academy League Fixtures. Academies failing to fulfil their Academy League Fixtures will be subject to sanctions as defined in the Licensing Application of Approval 3.10	E) It is mandatory for Academies to fulfil their Academy League Fixtures. Academies failing to fulfil their Academy League Fixtures will be subject to sanctions as defined in the Licensing Application of Approval 3.10	E) It is mandatory for Academies to fulfil their Academy League Fixtures. Academies failing to fulfil their Academy League Fixtures will be subject to sanctions as defined in the Licensing Application of Approval 3.10
F) Clubs are to ensure that they provide a minimum of 40 FAW sanctioned matches per season for every age group; including the games programme fixtures	F) Clubs are to ensure that they provide a minimum of 32 FAW sanctioned matches per season for every age group; including the games programme fixtures	F) Clubs are to ensure that they provide a minimum of 32 FAW sanctioned matches per season for every age group; including the games programme fixtures
G) Clubs must film every home game at U12-U19 age groups, 50% of home games at U8-U11 and are expected to share footage with the opposition team.	G) Clubs must film at least five home games per season for every age group and are expected to share footage with the opposition team	
H) All players participating in the Academy Leagues must be registered in accordance with the Rules of the Football Association of Wales (FAW)	H) All players participating in the Academy Leagues must be registered in accordance with the Rules of the Football Association of Wales (FAW)	H) All players participating in the Academy Leagues must be registered in accordance with the Rules of the Football Association of Wales (FAW)
I) All participating players in each Academy League Fixture must be recorded on the Team Sheet, using the COMET system and procedures as agreed by the Football Association of Wales (FAW) from time to time	I) All participating players in each Academy League Fixture must be recorded on the Team Sheet, using the COMET system and procedures as agreed by the Football Association of Wales (FAW) from time to time	I) All participating players in the U19 League Fixture must be recorded on the Team Sheet, using the COMET system and procedures as agreed by the Football Association of Wales (FAW) from time to time



J) The completed Team Sheet and match data and events confirming the full names of players taking part and the names of the substitutions indicating whether or not they took part in the match must be recorded using the COMET system and procedures as agreed by the Football Association of Wales (FAW) within sixty minutes of the match being played. Failure to comply will automatically result in a £10 fine per offence.	J) The completed Team Sheet and match data and events confirming the full names of players taking part and the names of the substitutions indicating whether or not they took part in the match must be recorded using the COMET system and procedures as agreed by the Football Association of Wales (FAW) within sixty minutes of the match being played. Failure to comply will automatically result in a £10 fine per offence.	J) The completed Team Sheet and match data and events confirming the full names of players taking part and the names of the substitutions indicating whether or not they took part in the match must be recorded using the COMET system and procedures as agreed by the Football Association of Wales (FAW) within sixty minutes of the match being played. Failure to comply will automatically result in a £10 fine per offence.
K) All players between the ages of U8 and U19 must participate in a minimum of 50% of the Academy League Fixtures	K) All players between the ages of U8 and U19 must participate in a minimum of 50% of the Academy League Fixtures	K) All players between the ages of U12 and U19 must participate in a minimum of 50% of the Academy League Fixtures
L) Clubs based in Wales, within the EPPP structure, who are audited through the English Premier League may participate in the Games Programme, as approved at the Football Association of Wales (FAW) from time to time	L) Clubs based in Wales, within the EPPP structure, who are audited through the English Premier League may participate in the Games Programme, as approved at the Football Association of Wales (FAW) from time to time	L) Clubs based in Wales, within the EPPP structure, who are audited through the English Premier League may participate in the Games Programme, as approved at the Football Association of Wales (FAW) from time to time
M) The Girls Regional Academy South and Girls Regional Academy North may participate in the Games Programme, as approved by the Football Association of Wales (FAW) from time to time	M) The Girls Regional Academy South and Girls Regional Academy North may participate in the Games Programme, as approved by the Football Association of Wales (FAW) from time to time	M) The Girls Regional Academy South and Girls Regional Academy North may participate in the Games Programme, as approved by the Football Association of Wales (FAW) from time to time



N) A Futsal competition/closed friendly Games Programme will be provided by the FAW for the Under 8, 9, 10, 11, 12, 13, 14, 15 and 16 ages. It is mandatory for Category A Academies to participate in all of these competitions.	N) A Futsal competition/closed friendly Games Programme will be provided by the FAW for the Under 8, 9, 10, 11, 12, 13, 14, 15 and 16 ages. It is optional for Category B Academies to participate in these competitions. Where a Category B Academy opts not to participate, they must permit the release of individual players to form Licensed Academies representative sides that may from time to time participate in these competitions.	N) A Futsal competition/closed friendly Games Programme will be provided by the FAW for the Under 12, 13, 14, 15 and 16 ages. Category C Academies may be invited enter teams to participate in these competitions. Where a Category C Academy is not invited to participate, they must permit the release of individual players to form Licensed Academies representative sides that may from time to time participate in these competitions.
O) Clubs must ensure that they release players as requested by the Football Association of Wales (FAW) for any Licensed Academies representative games as priority over Club activities	O) Clubs must ensure that they release players as requested by the Football Association of Wales (FAW) for any Licensed Academies representative games as priority over Club activities	O) Clubs must ensure that they release players as requested by the Football Association of Wales (FAW) for any Licensed Academies representative games as priority over Club activities

2.3 Coaching Program

Category A	Category B	Category C
A) Category A Clubs must operate the Academy Coaching program for a minimum of 40 weeks per year	A) Category B Clubs must operate the Academy Coaching program for a minimum of 36 weeks per year	A) Category C Clubs must operate the Academy Coaching program for a minimum of 32 weeks per year
B) All sessions must be a minimum of 75 minutes and a maximum of 120 minutes	B) All sessions must be a minimum of 75 minutes and a maximum of 120 minutes	B) All sessions must be a minimum of 75 minutes and a maximum of 120 minutes
C) There must be a minimum of 75 minutes Goalkeeper training available for each Goalkeeper per week	C) There must be a minimum of 75 minutes Goalkeeper training available for each Goalkeeper per week	C) There must be a minimum of 75 minutes Goalkeeper training available for each Goalkeeper per week



D) The Skill Acquisition Programme (U8-U11 inclusive) must deliver a minimum of two football training sessions per week, on separate days of the week.	D) The Skill Acquisition Programme (U8-U11 inclusive) must deliver a minimum of one football training session per week	
E) There must be a minimum of three football training sessions per week, on separate days of the week for all age groups from U12-U16	E) There must be a minimum of two football training sessions per week, on separate days of the week for all age groups from U12-U19	E) There must be a minimum of two football training sessions per week, on separate days of the week for all age groups from U12-U19
<p>F) There must be a minimum of three football training sessions per week, on separate days of the week for all U19 players.</p> <p>Where players in the U19 squad are participating in external full-time football educational programs, these external sessions can be considered as a 0.5 training contact, so long as evidence of communication about session planning and training load is provided. These player must still access a minimum of two club delivered team trainings per week.</p>		
G) To ensure FAW Safeguarding Regulations are undertaken, two appropriately qualified coaches must work with every group of players and maintain a coach to player ratio of no less than 1:12	G) To ensure FAW Safeguarding Regulations are undertaken, two appropriately qualified coaches must work with every group of players and maintain a coach to player ratio of no less than 1:12	G) To ensure FAW Safeguarding Regulations are undertaken, two appropriately qualified coaches must work with every group of players and maintain a coach to player ratio of no less than 1:12



<p>H) Clubs must provide a document which outlines their player development philosophy, including as a minimum;</p> <ul style="list-style-type: none"> - Club beliefs and approach to progressing players - Club strategy and approach to playing players/up and down age groups - Club strategy in regards to creating opportunities at first team level - Club strategy in regards to creating opportunities to progress into professional football - Role of the Club in the local and national player pathway 	<p>H) Clubs must provide a document which outlines their player development philosophy, including as a minimum;</p> <ul style="list-style-type: none"> - Club beliefs and approach to progressing players - Club strategy and approach to playing players/up and down age groups 	<p>H) Clubs must provide a document which outlines their player development philosophy, including as a minimum;</p> <ul style="list-style-type: none"> - Club beliefs and approach to progressing players - Club strategy and approach to playing players/up and down age groups
<p>I) Clubs must provide a document outlining how the Club Football Philosophy including how this is aligned to the Welsh Way National Curriculum. This is to include as a minimum;</p> <ul style="list-style-type: none"> - Club principles of play in the four main moments - Learning objectives and team model of how these principles are brought to life during the game - Player profiles and age group characteristics 	<p>I) Clubs must provide a document outlining how the Club Football Philosophy including how this is aligned to the Welsh Way National Curriculum. This is to include as a minimum;</p> <ul style="list-style-type: none"> - Club principles of play in the four main moments - Learning objectives and team model of how these principles are brought to life during the game - Player profiles and age group characteristics 	<p>I) Clubs must provide a document outlining how the Club Football Philosophy including how this is aligned to the Welsh Way National Curriculum. This is to include as a minimum;</p> <ul style="list-style-type: none"> - Club principles of play in the four main moments - Learning objectives and team model of how these principles are brought to life during the game - Player profiles and age group characteristics

<p>J) Clubs must provide a document which outlines their Coaching philosophy and its alignment to the FAW National Curriculum, which must include as a minimum;</p> <ul style="list-style-type: none"> - Beliefs and principles of coaching delivery - Age specific Coaching methodology - Session structure - Model sessions and practices - Approach to coaching in the game 	<p>J) Clubs must provide a document which outlines their Coaching philosophy and its alignment to the FAW National Curriculum, which must include as a minimum;</p> <ul style="list-style-type: none"> - Beliefs and principles of coaching delivery - Age specific Coaching methodology - Session structure - Model sessions and practices - Approach to coaching in the game 	<p>J) Clubs must provide a document which outlines their Coaching philosophy and its alignment to the FAW National Curriculum, which must include as a minimum;</p> <ul style="list-style-type: none"> - Beliefs and principles of coaching delivery - Age specific Coaching methodology - Session structure - Model sessions and practices
<p>K) Clubs must provide evidence of a periodised, age and phase specific coaching curriculum, including as a minimum;</p> <ul style="list-style-type: none"> - An annual plan that develops the Club Football Philosophy and provides defined objectives for each session considering; technical, tactical, physical and mental outcomes. - Periodisation of the plan to include; pre-season, competition and post-season phases of the program. - All events such as matches, workshops, specialist training, player reviews etc. 	<p>K) Clubs must provide evidence of a periodised, age and phase specific coaching curriculum, including as a minimum;</p> <ul style="list-style-type: none"> - An annual plan that develops the Club Football Philosophy and provides defined objectives for each session considering; technical, tactical, physical and mental outcomes. - Periodisation of the plan to include; pre-season, competition and post-season phases of the program. - All events such as matches, workshops, specialist training, player reviews etc. 	<p>K) Clubs must provide evidence of a periodised, age and phase specific coaching curriculum, including as a minimum;</p> <ul style="list-style-type: none"> - An annual plan that develops the Welsh Way National Curriculum and provides defined objectives for each session considering; technical, tactical, physical and mental outcomes. - Periodisation of the plan to include; pre-season, competition and post-season phases of the program. - All events such as matches, workshops, specialist training, player reviews etc.
<p>L) Clubs must provide evidence that staff are working within a technical program which is clearly outlined by the persons responsible for the Academy Technical program</p>	<p>L) Clubs must provide evidence that staff are working within a technical program which is clearly outlined by the persons responsible for the Academy Technical program</p>	<p>L) Clubs must provide evidence that staff are working within a technical program which is clearly outlined by the persons responsible for the Academy Technical program</p>



M) Session plans for every session must be recorded and maintained to support the work undertaken	M) Session plans for every session must be recorded and maintained to support the work undertaken	M) Session plans for every session must be recorded and maintained to support the work undertaken
N) Records of attendance and contact time in both training and games must be maintained for every player	N) Records of attendance and contact time in both training and games must be maintained for every player	N) Records of attendance must be maintained for every training session
O) Clubs must deliver a minimum of five performance reviews per season	O) Clubs must deliver a minimum of three performance reviews per season	O) Clubs must deliver a minimum of two performance reviews per season
P) Clubs must deliver a minimum of two parents evenings per season	P) Clubs must deliver a minimum of one parents evenings per season	
<p>Q) Clubs must provide all players with Individual Development Plans (IDPs) and provide evidence of how these are implemented in training and games, this will include as minimum;</p> <ul style="list-style-type: none"> - Records of Individual Development Plans for every player in the Academy - Articulating the Club's approach to individual player development and how individual progression is catered for in the Academy - How the Club approach to individual player development supports the "maverick" player - The process for individual feedback and how this is supported with video evidence as per 2.3 R) & 2.3 S) 	<p>Q) Clubs must provide all players with Individual Development Plans (IDPs) and provide evidence of how these are implemented in training and games, this will include as minimum;</p> <ul style="list-style-type: none"> - Records of Individual Development Plans for every player in the Academy - Articulating the Club's approach to individual player development and how individual progression is catered for in the Academy - How the Club approach to individual player development supports the "maverick" player - The process for individual feedback 	<p>Q) Clubs must provide all players with Individual Development Plans (IDPs) and provide evidence of how these are implemented in training, this will include as minimum;</p> <ul style="list-style-type: none"> - Records of Individual Development Plans for every player in the Academy
R) At least 50% of all training sessions must be filmed ages U14-U19, 33% of all training sessions at U12-U13 and 25% of all training sessions at U8-U11.	S) At least 10% of all training sessions must be filmed at every age group.	



T) Individual feedback with clips for players must be provided for at least every filmed home game		
<p>U) Clubs must provide a document outlining their approach to performance analysis, which is to include as a minimum;</p> <ul style="list-style-type: none"> - Performance analysis department structure/organisational chart - Performance analysis department KPIs - Position descriptions for all performance analysis personnel - Frequency of recording and filming games for all age groups - How footage is stored and accessed - Club approach to clipping and coding footage - How footage and clips are used to aid; team development, individual development, coach education, injury reviews etc. - How individual video libraries are incorporated - The feedback process and use of footage aligned to individual player development plans. - How performance data and statistical data is used 		

2.4 Staffing and Development

Category A	Category B	Category C
<p>A) Clubs must provide an organisational chart showing their Academy staff structure and full list of staff with qualifications, which must include as a minimum, separate personnel responsible for;</p> <ul style="list-style-type: none"> - The Academy Administration & Operations - The Academy Technical Program <p>At least one of whom must be a full-time person, whereby position descriptions and contracts must provide evidence their roles relate solely to Academy activity.</p>	<p>A) Clubs must provide an organisational chart showing their Academy staff structure and full list of staff with relevant qualifications.</p>	<p>A) Clubs must provide an organisational chart showing their Academy staff structure and full list of staff with relevant qualifications.</p>
<p>B) The Academy organisational chart must show staff with responsibilities for the following areas;</p> <ul style="list-style-type: none"> - Academy Technical program - Academy Administration & Operations - Head Coaches for all teams - Assistant Coaches for all teams - Academy Goalkeeping coaching - Academy Sport Science provisions - Academy Performance Analysis provisions - Academy Physiotherapy/Medical provisions - Academy Safeguarding provisions 	<p>B) The Academy organisational chart must show staff with responsibilities for the following areas;</p> <ul style="list-style-type: none"> - Academy Technical program - Academy Administration & Operations - Head Coaches for all teams - Assistant Coaches for all teams - Academy Goalkeeping coaching - Academy Physiotherapy/Medical provisions - Academy Safeguarding provisions 	<p>B) The Academy organisational chart must show staff with responsibilities for the following areas;</p> <ul style="list-style-type: none"> - Academy Technical program - Academy Administration & Operations - Head Coaches for all teams - Assistant Coaches for all teams - Academy Goalkeeping coaching - Academy Physiotherapy/Medical provisions - Academy Safeguarding provisions



C) Records of all staff must meet the requirements under regulation 1.5. Where evidence must be provided that the staff as set out in 2.4 B) are reimbursed for their roles within the Academy. This reimbursement must meet current employment legislation. (www.gov.uk/guidance/check-employment-status-for-tax)	C) Records of all staff must meet the requirements under regulation 1.5. Where evidence must be provided that the all full-time and part-time staff as set out in 2.4 B) are reimbursed for their roles within the Academy. This reimbursement must meet current employment legislation. (www.gov.uk/guidance/check-employment-status-for-tax)	C) Records of all staff must meet the requirements under regulation 1.5. (www.gov.uk/guidance/check-employment-status-for-tax)
D) The person responsible for the Academy Technical program must hold the UEFA 'A' License.	D) The person responsible for the Academy Technical program must hold the UEFA 'A' License.	D) The person responsible for the Academy Technical program must hold the UEFA 'B' License.
E) The person responsible for the Academy Administration and Operations program must have at least three year's employment experience in business administration, finance or possess suitable tertiary qualifications in a related discipline.	E) The person responsible for the Academy Administration and Operations program must have at least three year's experience in business administration, finance or possess suitable tertiary qualifications in a related discipline.	
F) Head Coaches in all age groups must hold the UEFA 'B' License, as minimum.	F) Head Coaches in the U12-U19 age groups must hold the UEFA 'B' License, as minimum. Head Coaches in the U8-U11 age groups must hold the UEFA 'C' License, as minimum.	F) Head Coaches in the U16 and U19 age groups must hold the UEFA 'B' License, as minimum. Head Coaches in the U12-U15 age groups must hold the UEFA 'C' License, as minimum.
G) The person responsible for Academy Goalkeeper Coaching must hold the UEFA 'B' GK License. Any other persons delivering Goalkeeping coaching must hold the FAW Goalkeeper 'C' Certificate.	G) The person responsible for Academy Goalkeeper Coaching must hold the UEFA 'B' GK License. Any other persons delivering Goalkeeping coaching must hold the FAW Goalkeeper 'C' Certificate.	G) The person responsible for Academy Goalkeeper Coaching must hold the FAW Goalkeeper 'C' Certificate. Any other persons delivering Goalkeeping coaching must hold the FAW Goalkeeper 'C' Certificate.
H) Assistant Coaches in all age groups must hold at least the FAW 'C' Certificate	H) Assistant Coaches in all age groups must hold at least the FAW 'C' Certificate	H) Assistant Coaches in all age groups must hold at least the FAW 'C' Certificate



<p>I) A holder of the required coaching license with the meaning of 2.4 D) - 2.4 G) is considered a coach who, in accordance with the UEFA implementation provisions of the UEFA Coaching convention, has;</p> <ul style="list-style-type: none"> i) Been issued a UEFA coaching license by a UEFA member association ii) At least started the required UEFA coaching license course. Simple registration for the required license course is not sufficient to meet this criterion* iii) Been issued a FAW Coaching certificate by the FAW iv) Is duly registered with the FAW 	<p>I) A holder of the required coaching license with the meaning of 2.4 D) - 2.4 G) is considered a coach who, in accordance with the UEFA implementation provisions of the UEFA Coaching convention, has;</p> <ul style="list-style-type: none"> i) Been issued a UEFA coaching license by a UEFA member association ii) At least started the required UEFA coaching license course. Simple registration for the required license course is not sufficient to meet this criterion* iii) Been issued a FAW Coaching certificate by the FAW iv) Is duly registered with the FAW 	<p>I) A holder of the required coaching license with the meaning of 2.4 D) - 2.4 G) is considered a coach who, in accordance with the UEFA implementation provisions of the UEFA Coaching convention, has;</p> <ul style="list-style-type: none"> i) Been issued a UEFA coaching license by a UEFA member association ii) At least started the required UEFA coaching license course. Simple registration for the required license course is not sufficient to meet this criterion* iii) Been issued a FAW Coaching certificate by the FAW iv) Is duly registered with the FAW
<p>J) All staff must have a valid enhanced DBS, sanctioned by FAW and have attended the FAW Safeguarding and Child Protection Course</p>	<p>J) All staff must have a valid enhanced DBS, sanctioned by FAW and have attended the FAW Safeguarding and Child Protection Course</p>	<p>J) All staff must have a valid enhanced DBS, sanctioned by FAW and have attended the FAW Safeguarding and Child Protection Course</p>
<p>K) All technical staff as described in 2.4 D)-2.4 G) must hold the FAW First Aid Award or equivalent permitted by the FAW</p>	<p>K) All technical staff as described in 2.4 D)-2.4 G) must hold the FAW First Aid Award or equivalent permitted by the FAW</p>	<p>K) All technical staff as described in 2.4 D)-2.4 G) must hold the FAW First Aid Award or equivalent permitted by the FAW</p>
<p>L) The person responsible for the Academy Sport Science provision must possess at least a Bachelors Degree in Sport Science and be accredited (UKSCA/NSCA/NASM/BASES).</p> <p>All other persons delivering Sport Science provisions must be at least Bachelors Degree students in Sport Science or related discipline, and are working towards accreditation (UKSCA/NSCA/NASM/BASES).</p>	<p>L) Should the Academy provide Sport Science provision, the persons responsible for delivery must be at least Bachelors Degree students in Sport Science or related discipline, and are working towards accreditation (UKSCA/NSCA/NASM/BASES).</p>	<p>L) Should the Academy provide Sport Science provision, the persons responsible for delivery must be at least Bachelors Degree students in Sport Science or related discipline, and are working towards accreditation (UKSCA/NSCA/NASM/BASES).</p>



<p>M) The person responsible for Performance Analysis must be at least a Bachelors Degree student in Sport Analytics or a related discipline, and hold at least the minimum qualifications as set out for Assistant Coaches in 2.4 G).</p>	<p>M) Should the Academy provide Performance Analysis, the persons responsible for delivery must meet at least the minimum qualifications as set out for Assistant Coaches in 2.4 G).</p>	<p>M) Should the Academy provide Performance Analysis, the persons responsible for delivery must meet at least the minimum qualifications as set out for Assistant Coaches in 2.4 G).</p>
<p>N) The person responsible for the Academy Physiotherapy/Medical provision must be either; a General Practitioner, a chartered Physiotherapist or hold the Sports Trauma Management (STM) qualification (deemed at least equivalent to 'Level 4 Intermediate Trauma Medical Management in Football').</p> <p>Match Day medical coverage must be provided for all Home Games (at the disposal of both in teams in the case of emergency) and at least one Training Contact per week in the form of a 'clinic', by the person responsible for the Academy Physiotherapy/Medical provision or another identified person holding 'Level 4' or equivalent qualifications as per above.</p> <p>All other persons delivering Medical provisions for remaining training sessions or away games must have at least 'Level 2' Emergency First Aid in Football.</p>	<p>N) The person responsible for the Academy Physiotherapy/Medical provision must be either; a General Practitioner, a chartered Physiotherapist or hold the Sports Trauma Management (STM) qualification (deemed at least equivalent to 'Level 4 Intermediate Trauma Medical Management in Football').</p> <p>Match Day medical coverage must be provided for all Home Games (at the disposal of both in teams in the case of emergency), by the person responsible for the Academy Physiotherapy/Medical provision or another identified person holding 'Level 4' or equivalent qualifications as per above.</p> <p>All other persons delivering Medical provisions for all training and game contacts must have at least 'Level 2' Emergency First Aid in Football.</p>	<p>N) The person responsible for the Academy Physiotherapy/Medical provision must be either; a General Practitioner, a chartered Physiotherapist or hold the Sports Trauma Management (STM) qualification (deemed at least equivalent to 'Level 4 Intermediate Trauma Medical Management in Football').</p> <p>Match Day medical coverage must be provided for all Home Games (at the disposal of both in teams in the case of emergency), by the person responsible for the Academy Physiotherapy/Medical provision or another identified person holding 'Level 4' or equivalent qualifications as per above.</p> <p>All other persons delivering Medical provisions for all training and game contacts must have at least 'Level 2' Emergency First Aid in Football.</p>

<p>O) The following separate persons must be present for every team training and game contact:</p> <ul style="list-style-type: none"> - A Head Coach as per 2.4 F) - An Assistant Coach as per 2.4 H) - A Goalkeeping Coach as per 2.4 G) - A person providing Sport Science provision as per 2.4 L) or person providing Performance Analysis as per 2.4 M) - A person providing Medical/Physiotherapy provision as per 2.4 N) <p>Whereby it is acceptable that provisions for Goalkeeping, Sport Science/Performance Analysis and Medical/Physiotherapy must be present at every team training and home games only, and may be shared across simultaneous team activities.</p>	<p>O) The following separate persons must be present for every team training and game contact:</p> <ul style="list-style-type: none"> - A Head Coach as per 2.4 F) - An Assistant Coach as per 2.4 H) - A Goalkeeping Coach as per 2.4 G) - A person providing Medical/Physiotherapy provision as per 2.4 N) <p>Whereby it is acceptable that provisions for Goalkeeping and Medical/Physiotherapy must be present at every team training and home games only, and may be shared across simultaneous team activities.</p>	<p>O) The following separate persons must be present for every team training and game contact:</p> <ul style="list-style-type: none"> - A Head Coach as per 2.4 F) - An Assistant Coach as per 2.4 H) - A Goalkeeping Coach as per 2.4 G) - A person providing Medical/Physiotherapy provision as per 2.4 N) <p>Whereby it is acceptable that provisions for Goalkeeping and Medical/Physiotherapy must be present at every team training and home games only, and may be shared across simultaneous team activities.</p>
<p>P) A designated person separate from roles set out in 2.4 B), must be present for all home matches with responsibility for management of Match Day Operations. This person must not be active in the roles described in 2.4 O).</p>		
<p>Q) All Coaches must be provided with Individual Coach Development Plans and provide evidence of how these are supported by the persons responsible for the Academy Technical program</p>	<p>Q) All Coaches must be provided with Individual Coach Development Plans and provide evidence of how these are supported by the persons responsible for the Academy Technical program</p>	<p>Q) All Coaches must be provided with Individual Coach Development Plans and provide evidence of how these are supported by the persons responsible for the Academy Technical program</p>
<p>R) The Academy must provide as a minimum six hours per season of access to internal coach educational workshops. Records of attendance for these events must be recorded.</p>	<p>R) The Academy must provide as a minimum four hours per season of access to internal coach educational workshops. Records of attendance for these events must be recorded.</p>	<p>R) The Academy must provide as a minimum two hours per season of access to internal coach educational workshops. Records of attendance for these events must be recorded.</p>



2.5 Recruitment and Talent Identification

Category A	Category B	Category C
<p>A) The Club must provide a document which outlines their Talent ID philosophy and framework, which as a minimum outlines:</p> <ul style="list-style-type: none"> - The type of characteristics they are seeking when identifying players - Player profiling and positional profiling - Their approach to managing relative age effect and maturation in recruitment 	<p>A) The Club must provide a document which outlines their Talent ID philosophy and framework, which as a minimum outlines:</p> <ul style="list-style-type: none"> - The type of characteristics they are seeking when identifying players - Player profiling and positional profiling - Their approach to managing relative age effect and maturation in recruitment 	<p>A) The Club must provide a document which outlines their Talent ID philosophy and framework, which as a minimum outlines:</p> <ul style="list-style-type: none"> - The type of characteristics they are seeking when identifying players - Player profiling and positional profiling - Their approach to managing relative age effect and maturation in recruitment
<p>B) The Club must provide a document which outlines their Recruitment philosophy and framework, which as a minimum outlines:</p> <ul style="list-style-type: none"> - Their process for liaising with players - How they build relationships with grassroots Clubs - How they interact with Schools and Schools associations - How they interact with third/other parties 	<p>B) The Club must provide a document which outlines their Recruitment philosophy and framework, which as a minimum outlines:</p> <ul style="list-style-type: none"> - Their process for liaising with players - How they build relationships with grassroots Clubs - How they interact with Schools and Schools associations - How they interact with third/other parties 	<p>B) The Club must provide a document which outlines their Recruitment philosophy and framework, which as a minimum outlines:</p> <ul style="list-style-type: none"> - Their process for liaising with players - How they build relationships with grassroots Clubs - How they interact with Schools and Schools associations - How they interact with third/other parties
<p>C) Clubs must provide a detailed Recruitment plan, which as a minimum outlines:</p> <ul style="list-style-type: none"> - How they identify talent - Their recruitment department organisational chart - Details of all scouts - Contracts/agreements for all scouts - Scouting codes of conduct - Their processes to adhere to FAW safeguarding and welfare policies 		



D) Clubs must document and provide evidence of their scouting and player assessment processes.	D) Clubs must document and provide evidence of their scouting and player assessment processes.	D) Clubs must document and provide evidence of their scouting and player assessment processes.
E) Clubs must demonstrate their processes and supporting documentation for trials which as a minimum is to include; invitations to players, trial outcomes and communication with current Clubs	E) Clubs must demonstrate their processes and supporting documentation for trials which as a minimum is to include; invitations to players, trial outcomes and communication with current Clubs	E) Clubs must demonstrate their processes and supporting documentation for trials which as a minimum is to include; invitations to players, trial outcomes and communication with current Clubs
F) The Club will be required to complete National Talent ID reports and player nominations to FAW for Regional selections twice annually	F) The Club will be required to complete National Talent ID reports and player nominations to FAW for Regional selections twice annually	F) The Club will be required to complete National Talent ID reports and player nominations to FAW for Regional selections twice annually
<p>I) G) Clubs must maintain records to demonstrate player progression and succession planning, which is to include;</p> <ul style="list-style-type: none"> - Depth charts - Processes to manage talent progression - Gap analysis to set recruitment priorities 		

<p>H) Clubs must provide full details of any Development Centre or Shadow squad programs, which must include as a minimum:</p> <ul style="list-style-type: none"> - Location - Training timetable - Staffing - Age groups - Number of players per age group - Talent ID processes - Financial information - Value provided to players <p>These programs will only be recognised and permitted by the FAW where they meet the requirements and are held accountable to the criteria as a Category C Academy</p>	<p>H) Clubs can submit a request for permission to run a Development Centre or Shadow squad program to the FAW.</p> <p>Permission will only be granted if the Club can provide evidence that the programs will unequivocally deliver upon the National Academy structure guiding principles and without opposition from other Licensed Academies.</p> <p>In the case where permission is granted they must meet the minimum standards for Development Centres and Shadow Squads.</p>	<p>H) Clubs will not be permitted to run Development Centre or shadow squad programs.</p> <p>Any and all activity delivered that sits outside the scope of the permitted Academy composition must be affiliated with the local area association league and players registered in the Club's 'grassroots' composition.</p>
<p>J) The Club Academy must provide full details of any formal feeder Club or School partnership, which must as a minimum include:</p> <ul style="list-style-type: none"> - Entity name - Terms of reference - Roles and responsibilities of the parties - Strategic overview of the program - Financial information 	<p>J) The Club Academy must provide full details of any formal feeder Club or School partnership, which must as a minimum include:</p> <ul style="list-style-type: none"> - Entity name - Terms of reference - Roles and responsibilities of the parties - Strategic overview of the program - Financial information 	<p>J) The Club Academy must provide full details of any formal feeder Club or School partnership, which must as a minimum include:</p> <ul style="list-style-type: none"> - Entity name - Terms of reference - Roles and responsibilities of the parties - Strategic overview of the program - Financial information



<p>K) The Club Academy must provide a document that outlines the strategy concerning player retentions and releases, which is to include;</p> <ul style="list-style-type: none"> - KPIs related to retention rates (age and phase specific) - Processes and policies regarding releases - Exit strategies and support for released players 	<p>K) The Club Academy must provide a document that outlines the strategy concerning player retentions and releases, which is to include;</p> <ul style="list-style-type: none"> - KPIs related to retention rates (age and phase specific) - Processes and policies regarding releases - Exit strategies and support for released players 	<p>K) The Club Academy must provide a document that outlines the strategy concerning player retentions and releases, which is to include;</p> <ul style="list-style-type: none"> - KPIs related to retention rates (age and phase specific) - Processes and policies regarding releases - Exit strategies and support for released players
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2.6 Sport Science, Medical and Athletic Development

Category A	Category B	Category C
A) Clubs must have a designated role to oversee Sport Science provision in the Academy, where the role is to be as a minimum a paid part-time person, and meeting requirements as set out in 2.4 L). Agreements must be in place as per criteria 1.5 C) or 1.5 D)		
B) A timetable of Sport Scientist presence must be documented and made available for inspection.		
C) The Designated Sport Scientist must be provided with a position description which sets out the role and responsibilities of the role.		



<p>D) Each age group must have access to an athletic development program, which must include as a minimum:</p> <ul style="list-style-type: none"> - Gym based training contacts no less than weekly as a minimum for all age groups U14-U19 - Individualised athletic development programs for all players - Pre-activation routines conducted at every training session and game at every age group. 		
<p>E) Any gym based contacts must be led by staff with formal recognised qualifications in Strength and Conditioning as set out in 2.4 L), and must be supervised as per criteria 2.3 G)</p>	<p>E) Any gym based contacts must be led by staff with formal recognised qualifications in Strength and Conditioning as set out in 2.4 L), and must be supervised as per criteria 2.3 G)</p>	<p>E) Any gym based contacts must be led by staff with formal recognised qualifications in Strength and Conditioning as set out in 2.4 L), and must be supervised as per criteria 2.3 G)</p>
<p>F) Sport Science testing must occur at least three times annually, for all age groups U14-U19, including at least once during the pre-season, in-competition and post-season phases. The tests must include as a minimum;</p> <ul style="list-style-type: none"> - Speed testing - Power testing - Endurance testing <p>FAW will advise recommended testing protocols for National Benchmarking purposes.</p>		
<p>G) All testing data is to be recorded and made available for inspection. The FAW may from time to time request data is made available for National benchmarking.</p>	<p>G) Any testing data is to be recorded and made available for inspection. The FAW may from time to time request data is made available for National benchmarking.</p>	<p>G) Any testing data is to be recorded and made available for inspection. The FAW may from time to time request data is made available for National benchmarking.</p>



<p>H) Medical Screening must occur at least three times per season for all age groups, including at least once during the pre-season, in-competition and post-season phases. The screening must include as a minimum;</p> <ul style="list-style-type: none"> - Body mass - Standing Height - Seated Height - Functional Movement Screening 	<p>H) Medical Screening must occur at least once per season for all age groups. The screening must include as a minimum;</p> <ul style="list-style-type: none"> - Body mass - Standing Height - Seated Height - Functional Movement Screening 	<p>H) Medical Screening must occur at least once per season for all age groups. The screening must include as a minimum;</p> <ul style="list-style-type: none"> - Body mass - Standing Height - Seated Height - Functional Movement Screening
<p>I) The Club must document its approach to managing training load, including being able to provide plans of training load management for all teams. Training load plans must be shared with the FAW as requested from time to time.</p>		
<p>J) The Club must record data regarding biological-maturation of all players in the U12 to U19 age groups. This data is to be made available for inspection. This data must be provided to the FAW as per the method set out by the FAW and updated within 30 days of each Medical screening.</p> <p>Bio banded data will be used in considering Club requests to permit overage players to play down an age group.</p>	<p>J) The Club must record data regarding biological-maturation of all players in the U12 to U19 age groups. This data is to be made available for inspection. This data must be provided to the FAW as per the method set out by the FAW and updated within 30 days of each Medical screening.</p> <p>Bio banded data will be used in considering Club requests to permit overage players to play down an age group.</p>	<p>J) The Club must record data regarding biological-maturation of all players in the U12 to U19 age groups. This data is to be made available for inspection. This data must be provided to the FAW as per the method set out by the FAW and updated within 30 days of each Medical screening.</p> <p>Bio banded data will be used in considering Club requests to permit overage players to play down an age group.</p>
<p>K) The Club must develop off-season training plans for each individual. These plans must be made available for inspection.</p>		



<p>L) The Club must provide a document that outlines the policies and protocols regarding injury prevention and management of all Academy players.</p> <p>This document must outline; the return to play protocols, concussion protocols, trauma plans in the event of major injury/incident and Club medical responsibilities and processes for both registered players and trialists at training and games.</p>	<p>L) The Club must provide a document that outlines the policies and protocols regarding injury prevention and management of all Academy players.</p> <p>This document must outline; the return to play protocols, concussion protocols, trauma plans in the event of major injury/incident and Club medical responsibilities and processes for both registered players and trialists at training and games.</p>	<p>L) The Club must provide a document that outlines the policies and protocols regarding injury prevention and management of all Academy players.</p> <p>This document must outline; the return to play protocols, concussion protocols, trauma plans in the event of major injury/incident and Club medical responsibilities and processes for both registered players and trialists at training and games.</p>
<p>M) The Club must provide a document outlining its approach to rehabilitation of injured players, and must provide injury management and training plans for all rehabilitating individuals. These plans must be made available for inspection.</p>	<p>M) The Club must provide a document outlining its approach to rehabilitation of injured players, and must provide injury management and training plans for all rehabilitating individuals. These plans must be made available for inspection.</p>	<p>M) The Club must provide a document outlining its approach to rehabilitation of injured players, and must provide injury management and training plans for all rehabilitating individuals. These plans must be made available for inspection.</p>

2.7 Player Welfare, Health and Wellbeing

Category A	Category B	Category C
<p>A) The Academy must provide a document that outlines its approach to athlete wellbeing and adopt the FAW Safeguarding policy, which is to include adherence to all Welfare and Safeguarding Rules & Regulations.</p>	<p>A) The Academy must adopt the FAW Safeguarding policy and adhere to all Welfare and Safeguarding Rules and Regulations.</p>	<p>A) The Academy must adopt the FAW Safeguarding policy and adhere to all Welfare and Safeguarding Rules and Regulations.</p>
<p>B) The Academy must have a system to record daily wellbeing for all Academy players. This wellbeing monitoring should include as a minimum; sleep quality, muscle soreness, fatigue and stress.</p>		



C) The Academy must have two designated individuals, that have attended the E-Coach Tutor training, to present the FAW education training program, which includes; anti-discrimination, anti-doping, laws of the game and integrity. This program must be delivered to all age groups annually.	C) The Academy must have two designated individuals, that have attended the E-Coach Tutor training, to present the FAW education training program, which includes; anti-discrimination, anti-doping, laws of the game and integrity. This program must be delivered to all age groups annually.	C) The Academy must have two designated individuals, that have attended the E-Coach Tutor training, to present the FAW education training program, which includes; anti-discrimination, anti-doping, laws of the game and integrity. This program must be delivered to all age groups annually.
D) The Academy must provide as a minimum four hours per season of life-style educational workshops for players and parents, which must include the following seven areas in every licensing period; Diet & Nutrition, Lifestyle Management, Career & Finance, Physical Preparation, Social Media, Sports Parenting and Player Pathways	D) The Academy must provide as a minimum four hours per season of life-style educational work for players and parents, which must include the following seven areas in every licensing period; Diet & Nutrition, Lifestyle Management, Career & Finance, Physical Preparation, Social Media, Sports Parenting and Player Pathways	D) The Academy must provide as a minimum four hours per season of life-style educational work for players and parents, which must include the following seven areas in every licensing period; Diet & Nutrition, Lifestyle Management, Career & Finance, Physical Preparation, Social Media, Sports Parenting and Player Pathways
E) The Academy must provide a plan that outlines how the FAW life-skills development is integrated into the program in the areas of; Social-skills, Discipline, Respect, Organisation and Leadership.	E) The Academy must provide a plan that outlines how the FAW life-skills development is integrated into the program in the areas of; Social-skills, Discipline, Respect, Organisation and Leadership.	E) The Academy must provide a plan that outlines how the FAW life-skills development is integrated into the program in the areas of; Social-skills, Discipline, Respect, Organisation and Leadership.
F) The Academy must provide a document showing how they promote a policy of inclusivity and equality	F) The Academy must provide a document showing how they promote a policy of inclusivity and equality	F) The Academy must provide a document showing how they promote a policy of inclusivity and equality
G) The Academy must provide a workplace Health and Safety policy	G) The Academy must provide a workplace Health and Safety policy	G) The Academy must provide a workplace Health and Safety policy
H) The Academy must provide a document outlining how liaison with Schools takes place and academic progression is monitored. Evidence of liaison and tracking individual academic progress must be made available for inspection.		



I) The Academy must provide a document outlining its approach to supporting academic education, which may include bespoke educational offerings, links to further educational pathways and tertiary institutes.	I) The Academy must provide a document outlining its approach to supporting academic education, which may include bespoke educational offerings, links to further educational pathways and tertiary institutes.	
J) The Academy must provide a document outlining the access to psychological support in place at the club, which must include a timetable of Sport Psychologist availability and/or delivery as applicable.		

- END -

